

**Downey Unified School District
Certificated Human Resources**

**COUNSELOR SALARY SCHEDULE
2019-20**

Middle School Counselors ~ Base Salary

<i>Responsibility ~ Year 1</i>					Schedule X	<i>Responsibility ~ Year 2</i>				
<i>(Basic Teacher Salary + \$4,952 Responsibility Factor)</i>						<i>(Basic Teacher Salary + \$5,053 Responsibility Factor)</i>				
STEP	(C)-001	(D)-002	(E)-003	(F)-004		STEP	(C)-005	(D)-006	(E)-007	(F)-008
1	\$69,823	\$74,300	\$78,764	\$83,236	1	\$69,927	\$74,404	\$78,867	\$83,340	
2	\$72,054	\$76,527	\$80,991	\$85,459	2	\$72,158	\$76,631	\$81,095	\$85,563	
3	\$74,281	\$78,749	\$83,227	\$87,694	3	\$74,384	\$78,853	\$83,331	\$87,797	
4	\$76,512	\$80,982	\$85,451	\$89,922	4	\$76,616	\$81,086	\$85,554	\$90,026	
5	\$78,741	\$83,206	\$87,683	\$92,155	5	\$78,845	\$83,309	\$87,787	\$92,259	
6	\$80,975	\$85,442	\$89,909	\$94,382	6	\$81,079	\$85,546	\$90,013	\$94,485	
7	\$83,199	\$87,673	\$92,134	\$96,610	7	\$83,303	\$87,777	\$92,237	\$96,714	
8	\$85,427	\$89,897	\$94,364	\$98,841	8	\$85,531	\$90,000	\$94,468	\$98,945	
9		\$92,124	\$96,604	\$101,069	9		\$92,228	\$96,708	\$101,172	
10-14		\$95,373	\$99,847	\$104,308	10-14		\$95,477	\$99,950	\$104,412	
15-20		\$102,294	\$106,771	\$111,233	15-20		\$102,398	\$106,874	\$111,337	
21-25		\$106,765	\$111,219	\$117,292	21-25		\$106,868	\$111,323	\$117,395	
26-29		\$109,729	\$115,466	\$122,737	26-29		\$109,832	\$115,569	\$122,841	
30			\$120,033	\$128,447	30			\$120,136	\$128,551	

**Downey Unified School District
Certificated Human Resources**

**COUNSELOR SALARY SCHEDULE
2019-20**

Middle School Counselors ~ Base Salary

<i>Responsibility ~ Year 3</i>					Schedule Y	<i>Responsibility ~ Year 4</i>				
<i>(Basic Teacher Salary + \$5,155 Responsibility Factor)</i>						<i>(Basic Teacher Salary + \$5,257 Responsibility Factor)</i>				
STEP	(C)-001	(D)-002	(E)-003	(F)-004		STEP	(C)-005	(D)-006	(E)-007	(F)-008
1	\$70,032	\$74,509	\$78,972	\$83,445		\$1	\$70,137	\$74,614	\$79,077	\$83,550
2	\$72,263	\$76,735	\$81,200	\$85,667		2	\$72,367	\$76,840	\$81,305	\$85,772
3	\$74,489	\$78,958	\$83,436	\$87,902		3	\$74,594	\$79,063	\$83,540	\$88,007
4	\$76,721	\$81,191	\$85,659	\$90,131		4	\$76,826	\$81,295	\$85,764	\$90,236
5	\$78,950	\$83,414	\$87,892	\$92,364		5	\$79,054	\$83,519	\$87,997	\$92,468
6	\$81,183	\$85,651	\$90,118	\$94,590		6	\$81,288	\$85,756	\$90,222	\$94,695
7	\$83,408	\$87,882	\$92,342	\$96,819		7	\$83,513	\$87,986	\$92,447	\$96,924
8	\$85,636	\$90,105	\$94,573	\$99,050		8	\$85,740	\$90,210	\$94,678	\$99,154
9		\$89,903	\$96,813	\$101,277		9		\$92,438	\$96,917	\$101,382
10-14		\$93,066	\$100,055	\$104,516		10-14		\$95,686	\$100,160	\$104,621
15-20		\$99,805	\$106,979	\$111,442		15-20		\$102,607	\$107,084	\$111,546
21-25		\$104,158	\$111,427	\$117,500		21-25		\$107,078	\$111,532	\$117,605
26-29		\$107,044	\$115,674	\$122,945		26-29		\$110,042	\$115,779	\$123,050
30			\$120,241	\$128,656		30			\$120,346	\$128,760

**Downey Unified School District
Certificated Human Resources**

**COUNSELOR SALARY SCHEDULE
2019-20**

Middle School Counselors ~ Base Salary

<i>Responsibility ~ Year 5</i>					Schedule Z					
<i>(Basic Teacher Salary + \$5,359 Responsibility Factor)</i>										
STEP	(C)-001	(D)-002	(E)-003	(F)-004						
1	\$70,241	\$74,718	\$79,182	\$83,654						
2	\$72,472	\$76,945	\$81,409	\$85,877						
3	\$74,699	\$79,167	\$83,645	\$88,112						
4	\$76,930	\$81,400	\$85,869	\$90,340						
5	\$79,159	\$83,624	\$88,101	\$92,573						
6	\$81,393	\$85,860	\$90,327	\$94,800						
7	\$83,617	\$88,091	\$92,552	\$97,028						
8	\$85,845	\$90,315	\$94,782	\$99,259						
9		\$92,542	\$97,022	\$101,487						
10-14		\$95,791	\$100,265	\$104,726						
15-20		\$102,712	\$107,189	\$111,651						
21-25		\$107,183	\$111,637	\$117,710						
26-29		\$110,147	\$115,884	\$123,155						
30			\$120,451	\$128,865						

**Downey Unified School District
Certificated Human Resources**

**COUNSELOR SALARY SCHEDULE
2019-20**

Middle School Counselors ~ with a Master's

<i>Responsibility ~ Year 1</i>					Schedule Z					
<i>(Basic Teacher Salary + 445 MA + \$4,952 Responsibility Factor)</i>										
STEP	(C)-005	(D)-006	(E)-007	(F)-008						
1	\$70,280	\$74,757	\$79,221	\$83,693						
2	\$72,511	\$76,984	\$81,448	\$85,916						
3	\$74,738	\$79,206	\$83,684	\$88,151						
4	\$76,970	\$81,439	\$85,908	\$90,379						
5	\$79,198	\$83,663	\$88,140	\$92,612						
6	\$81,432	\$85,900	\$90,366	\$94,839						
7	\$83,656	\$88,130	\$92,591	\$97,067						
8	\$85,884	\$90,354	\$94,821	\$99,298						
9		\$92,581	\$97,061	\$101,526						
10-14		\$95,830	\$100,304	\$104,765						
15-20		\$102,751	\$107,228	\$111,690						
21-25		\$107,222	\$111,676	\$117,749						
26-29		\$110,186	\$115,923	\$123,194						
30			\$120,490	\$128,904						

**Downey Unified School District
Certificated Human Resources**

**COUNSELOR SALARY SCHEDULE
2019-20**

Middle School Counselors ~ with a Master's

<i>Responsibility ~ Year 2</i>					Schedule 3	<i>Responsibility ~ Year 3</i>				
<i>(Basic Teacher Salary + 445 MA + \$5,053 Responsibility Factor)</i>						<i>(Basic Teacher Salary + 445 + \$5,155 Responsibility Factor)</i>				
STEP	(C)-001	(D)-002	(E)-003	(F)-004	STEP	(C)-005	(D)-006	(E)-007	(F)-008	
1	\$70,384	\$74,861	\$79,324	\$83,797	1	\$70,489	\$74,966	\$79,429	\$83,902	
2	\$72,615	\$77,088	\$81,552	\$86,020	2	\$72,720	\$77,192	\$81,657	\$86,124	
3	\$74,842	\$79,310	\$83,788	\$88,254	3	\$74,946	\$79,415	\$83,893	\$88,359	
4	\$77,073	\$81,543	\$86,011	\$90,483	4	\$77,178	\$81,648	\$86,116	\$90,588	
5	\$79,302	\$83,766	\$87,114	\$92,716	5	\$79,407	\$83,871	\$88,349	\$92,821	
6	\$81,536	\$86,003	\$90,470	\$94,942	6	\$81,640	\$86,108	\$90,575	\$95,047	
7	\$83,760	\$88,234	\$92,694	\$97,171	7	\$83,865	\$88,339	\$92,799	\$97,276	
8	\$85,988	\$90,457	\$94,925	\$99,402	8	\$86,093	\$90,562	\$95,030	\$99,507	
9		\$92,685	\$97,165	\$101,629	9		\$92,790	\$97,270	\$101,734	
10-14		\$95,934	\$100,407	\$104,869	10-14		\$96,038	\$100,512	\$104,973	
15-20		\$102,855	\$107,332	\$111,794	15-20		\$102,959	\$107,436	\$111,899	
21-25		\$107,325	\$111,780	\$117,852	21-25		\$107,430	\$111,884	\$117,957	
26-29		\$110,289	\$116,026	\$123,298	26-29		\$110,394	\$116,131	\$123,402	
30			\$120,594	\$129,008	30			\$120,698	\$129,113	

**Downey Unified School District
Certificated Human Resources**

**COUNSELOR SALARY SCHEDULE
2019-20**

Middle School Counselors ~ with a Master's

<i>Responsibility ~ Year 4</i>					Schedule 4	<i>Responsibility ~ Year 5</i>				
<i>(Basic Teacher Salary + \$445 MA + \$5,257 Responsibility Factor)</i>						<i>(Basic Teacher Salary + \$445 MA + \$5,359 Responsibility Factor)</i>				
STEP	(C)-001	(D)-002	(E)-003	(F)-004		STEP	(C)-005	(D)-006	(E)-007	(F)-008
1	\$70,594	\$75,071	\$79,534	\$84,007	1	\$70,698	\$75,175	\$79,639	\$84,111	
2	\$72,824	\$77,297	\$81,762	\$86,229	2	\$72,929	\$77,402	\$81,866	\$86,334	
3	\$75,051	\$79,520	\$83,997	\$88,464	3	\$75,156	\$79,624	\$84,102	\$88,569	
4	\$77,283	\$81,752	\$86,221	\$90,693	4	\$77,388	\$81,857	\$86,326	\$90,797	
5	\$79,511	\$83,976	\$88,454	\$92,925	5	\$79,616	\$84,081	\$88,558	\$93,030	
6	\$81,745	\$86,213	\$90,679	\$95,152	6	\$81,850	\$86,318	\$90,784	\$95,257	
7	\$83,970	\$88,443	\$92,904	\$97,381	7	\$84,074	\$88,548	\$93,009	\$97,485	
8	\$86,197	\$90,667	\$95,135	\$99,611	8	\$86,302	\$90,772	\$95,239	\$99,716	
9		\$92,895	\$97,374	\$101,839	9		\$92,999	\$97,479	\$101,944	
10-14		\$96,143	\$100,617	\$105,078	10-14		\$96,248	\$100,722	\$105,183	
15-20		\$103,064	\$107,541	\$112,003	15-20		\$103,169	\$107,646	\$112,108	
21-25		\$107,535	\$111,989	\$118,062	21-25		\$107,640	\$112,094	\$118,167	
26-29		\$110,499	\$116,236	\$123,507	26-29		\$110,604	\$116,341	\$123,612	
30			\$120,803	\$129,217	30			\$120,908	\$129,322	

**Downey Unified School District
Certificated Human Resources**

**COUNSELOR SALARY SCHEDULE
2019-20**

High School Counselors ~ Base Salary										
<i>Responsibility ~ Year 1</i>					Schedule 5	<i>Responsibility ~ Year 2</i>				
<i>(Basic Teacher Salary + \$4,952 Responsibility Factor)</i>						<i>(Basic Teacher Salary + \$5,053 Responsibility Factor)</i>				
STEP	(C)-001	(D)-002	(E)-003	(F)-004		STEP	(C)-005	(D)-006	(E)-007	(F)-008
1	\$70,191	\$74,691	\$79,178	\$83,675		1	\$70,295	\$74,796	\$79,283	\$83,779
2	\$72,433	\$76,930	\$81,418	\$85,909		2	\$72,538	\$77,034	\$81,522	\$86,013
3	\$74,672	\$79,164	\$83,665	\$88,155		3	\$74,776	\$79,268	\$83,770	\$88,260
4	\$76,915	\$81,408	\$85,900	\$90,396		4	\$77,019	\$81,513	\$86,005	\$90,500
5	\$79,156	\$83,644	\$88,145	\$92,640		5	\$79,260	\$83,748	\$88,249	\$92,744
6	\$81,401	\$85,892	\$90,382	\$94,878		6	\$81,505	\$85,996	\$90,487	\$94,983
7	\$83,637	\$88,135	\$92,618	\$97,119		7	\$83,742	\$88,239	\$92,723	\$97,223
8	\$85,877	\$90,370	\$94,861	\$99,361		8	\$85,981	\$90,474	\$94,965	\$99,466
9		\$92,609	\$97,113	\$101,601		9		\$92,713	\$97,217	\$101,705
10-14		\$95,875	\$100,372	\$104,857		10-14		\$95,979	\$100,476	\$104,961
15-20		\$102,832	\$107,333	\$111,819		15-20		\$102,937	\$107,437	\$111,923
21-25		\$107,327	\$111,804	\$117,909		21-25		\$107,431	\$111,908	\$118,013
26-29		\$110,306	\$116,073	\$123,383		26-29		\$110,410	\$116,178	\$123,487
30			\$120,665	\$129,123		30			\$120,769	\$129,228

**Downey Unified School District
Certificated Human Resources**

**COUNSELOR SALARY SCHEDULE
2019-20**

High School Counselors ~ Base Salary										
<i>Responsibility ~ Year 3</i>					Schedule 6	<i>Responsibility ~ Year 4</i>				
<i>Basic Teacher Salary \$5,155 Responsibility Factor</i>						<i>(Basic Teacher Salary + \$5,257 Responsibility Factor)</i>				
STEP	(C)-001	(D)-002	(E)-003	(F)-004		STEP	(C)-005	(D)-006	(E)-007	(F)-008
1	\$70,401	\$74,901	\$79,388	\$83,884		1	\$70,506	\$75,006	\$79,493	\$83,989
2	\$72,643	\$77,139	\$81,627	\$86,118		2	\$72,748	\$77,245	\$81,733	\$86,224
3	\$74,881	\$79,373	\$83,875	\$88,365		3	\$74,987	\$79,479	\$83,980	\$88,470
4	\$77,125	\$81,618	\$86,110	\$90,605		4	\$77,230	\$81,723	\$86,215	\$90,711
5	\$79,365	\$83,853	\$88,355	\$92,850		5	\$79,470	\$83,958	\$88,460	\$92,955
6	\$81,611	\$86,102	\$90,592	\$95,088		6	\$81,716	\$86,207	\$90,697	\$95,193
7	\$83,847	\$88,344	\$92,828	\$97,328		7	\$83,952	\$88,450	\$92,933	\$97,434
8	\$86,086	\$90,579	\$95,071	\$99,571		8	\$86,192	\$90,685	\$95,176	\$99,676
9		\$92,819	\$97,322	\$101,810		9		\$92,924	\$97,428	\$101,916
10-14		\$96,084	\$100,582	\$105,067		10-14		\$96,190	\$100,687	\$105,172
15-20			\$107,542	\$112,028		15-20		\$103,147	\$107,648	\$112,134
21-25			\$112,014	\$118,119		21-25		\$107,641	\$112,119	\$118,224
26-29			\$116,283	\$123,592		26-29		\$110,621	\$116,388	\$123,698
30			\$120,874	\$129,333		30			\$120,979	\$129,438

**Downey Unified School District
Certificated Human Resources**

**COUNSELOR SALARY SCHEDULE
2019-20**

High School Counselors ~ Base Salary										
Responsibility ~ Year 5					Schedule 7					
<i>(Basic Teacher Salary+ \$5,359 Responsibility Factor)</i>										
STEP	(C)-001	(D)-002	(E)-003	(F)-004						
1	\$70,611	\$75,112	\$79,598	\$84,095						
2	\$72,854	\$77,350	\$81,838	\$86,329						
3	\$75,092	\$79,584	\$84,085	\$88,575						
4	\$77,335	\$81,829	\$86,321	\$90,816						
5	\$79,576	\$84,064	\$88,565	\$93,060						
6	\$81,821	\$86,312	\$90,802	\$95,299						
7	\$84,058	\$88,555	\$93,039	\$97,539						
8	\$86,297	\$90,790	\$95,281	\$99,781						
9		\$93,029	\$97,533	\$102,021						
10-14		\$96,295	\$100,792	\$105,277						
15-20		\$103,253	\$107,753	\$112,239						
21-25		\$107,747	\$112,224	\$118,329						
26-29		\$110,726	\$116,493	\$123,803						
30			\$121,085	\$129,543						

**Downey Unified School District
Certificated Human Resources**

**COUNSELOR SALARY SCHEDULE
2019-20**

High School Counselors ~ With Master's										
Responsibility Year ~ 1					Schedule 7					
(Basic Teacher Salary + \$445 MA + \$4,952 Responsibility Factor)										
STEP	(C)-005	(D)-003	(E)-004	(F)-008						
1	\$70,650	\$75,151	\$79,638	\$84,134						
2	\$72,893	\$77,389	\$81,877	\$86,368						
3	\$75,131	\$79,623	\$84,125	\$88,615						
4	\$77,375	\$81,868	\$86,360	\$90,855						
5	\$79,615	\$84,103	\$88,604	\$93,100						
6	\$81,861	\$86,352	\$90,842	\$95,338						
7	\$84,097	\$88,594	\$93,078	\$97,578						
8	\$86,336	\$90,829	\$95,320	\$99,821						
9		\$93,069	\$97,572	\$102,060						
10-14		\$96,334	\$100,831	\$105,316						
15-20		\$103,292	\$107,792	\$112,278						
21-25		\$107,786	\$112,264	\$118,368						
26-29		\$110,766	\$116,533	\$123,842						
30			\$121,124	\$129,583						

**Downey Unified School District
Certificated Human Resources**

**COUNSELOR SALARY SCHEDULE
2019-20**

High School Counselors ~ With Master's										
Responsibility Year ~ 2					Schedule 8	Responsibility Year ~ 3				
<i>(Basic Teacher Salary + \$445 MA + \$5,053 Responsibility Factor)</i>						<i>(Basic Teacher Salary + \$445 MA + \$5,155 Responsibility Factor)</i>				
STEP	(C)-001	(D)-002	(E)-003	(F)-004	STEP	(C)-005	(D)-006	(E)-007	(F)-008	
1	\$70,755	\$75,255	\$79,742	\$84,238	1	\$70,860	\$75,360	\$79,847	\$84,344	
2	\$72,997	\$77,493	\$81,981	\$86,472	2	\$73,102	\$77,599	\$82,087	\$86,578	
3	\$75,235	\$79,728	\$84,229	\$88,719	3	\$75,341	\$79,833	\$84,334	\$88,824	
4	\$77,479	\$81,972	\$86,464	\$90,959	4	\$77,584	\$82,077	\$86,569	\$91,065	
5	\$79,719	\$84,207	\$88,709	\$93,204	5	\$79,825	\$84,313	\$88,814	\$93,309	
6	\$81,965	\$86,456	\$90,946	\$95,442	6	\$82,070	\$86,561	\$91,051	\$95,547	
7	\$84,201	\$88,698	\$93,182	\$97,683	7	\$84,306	\$88,804	\$93,287	\$97,788	
8	\$86,440	\$90,934	\$95,425	\$99,925	8	\$86,546	\$91,039	\$95,530	\$100,030	
9		\$93,173	\$97,676	\$102,164	9		\$93,278	\$97,782	\$102,270	
10-14		\$96,438	\$100,936	\$105,421	10-14		\$96,544	\$101,041	\$105,526	
15-20		\$103,396	\$107,896	\$112,382	15-20		\$103,501	\$108,002	\$112,488	
21-25		\$107,890	\$112,368	\$118,473	21-25		\$107,996	\$112,473	\$118,578	
26-29		\$110,870	\$116,637	\$123,947	26-29		\$110,975	\$116,742	\$124,052	
30			\$121,228	\$129,687	30			\$121,334	\$129,792	

**Downey Unified School District
Certificated Human Resources**

**COUNSELOR SALARY SCHEDULE
2019-20**

High School Counselors ~ With Master's										
<i>Responsibility Year ~ 4</i>					Schedule 9	<i>Responsibility Year ~ 5</i>				
<i>(Basic Teacher Salary + \$445 MA + \$5,257 Responsibility Factor)</i>						<i>(Basic Teacher Salary + \$445 MA + \$5,359 Responsibility Factor)</i>				
STEP	(C)-001	(D)-002	(E)-003	(F)-004		STEP	(C)-005	(D)-006	(E)-007	(F)-008
1	\$70,965	\$75,466	\$79,953	\$84,449		1	\$71,071	\$75,571	\$80,058	\$84,554
2	\$73,208	\$77,704	\$82,192	\$86,683		2	\$73,313	\$77,809	\$82,297	\$86,788
3	\$75,446	\$79,938	\$84,440	\$88,930		3	\$75,551	\$80,043	\$84,545	\$89,035
4	\$77,690	\$82,183	\$86,675	\$91,170		4	\$77,795	\$82,288	\$86,780	\$91,275
5	\$79,930	\$84,418	\$88,919	\$93,414		5	\$80,035	\$84,523	\$89,025	\$93,520
6	\$82,175	\$86,667	\$91,157	\$95,653		6	\$82,281	\$86,772	\$91,262	\$95,758
7	\$84,412	\$88,909	\$93,393	\$97,893		7	\$84,517	\$89,014	\$93,498	\$97,998
8	\$86,651	\$91,144	\$95,635	\$100,136		8	\$86,756	\$91,249	\$95,741	\$100,241
9		\$93,384	\$97,887	\$102,375		9		\$93,489	\$97,992	\$102,480
10-14		\$96,649	\$101,146	\$105,631		10-14		\$96,754	\$101,252	\$105,737
15-20		\$103,607	\$108,107	\$112,593		15-20		\$103,712	\$108,212	\$112,698
21-25		\$108,101	\$112,578	\$118,683		21-25		\$108,206	\$112,684	\$118,789
26-29		\$111,080	\$116,848	\$124,157		26-29		\$111,186	\$116,953	\$124,263
30			\$121,439	\$129,898		30			\$121,544	\$130,003