

Five Keys Schools and Programs
ACADEMIC - Credentialed Teachers Salary Schedule (High school Counselor) 2023-2024 School Year
6% Increase Effective July 1st, 2023

*The union contract does not provide for more than 8 years of full-time service credit for incoming teachers.

Education/Years of Experience	JUL 1, 2022 Hourly Rate	Current Hourly Rate	Current Daily Rate	Annual Salary 225 Days
BA				
1	\$ 51.09	\$ 54.15	\$ 351.98	\$79,195.03
2	\$ 51.63	\$ 54.73	\$ 355.72	\$80,037.36
3	\$ 52.28	\$ 55.42	\$ 360.22	\$81,048.54
4	\$ 53.04	\$ 56.22	\$ 365.46	\$82,228.09
5	\$ 53.80	\$ 57.03	\$ 370.70	\$83,407.47
6	\$ 54.56	\$ 57.84	\$ 375.94	\$84,587.02
7	\$ 55.32	\$ 58.64	\$ 381.18	\$85,766.57
8	\$ 56.09	\$ 59.45	\$ 386.43	\$86,946.12
9	\$ 56.85	\$ 60.26	\$ 391.67	\$88,125.51
10	\$ 57.61	\$ 61.06	\$ 396.91	\$89,305.06
11	\$ 58.37	\$ 61.87	\$ 402.15	\$90,484.61
12	\$ 59.13	\$ 62.68	\$ 407.40	\$91,664.16
13	\$ 59.89	\$ 63.48	\$ 412.64	\$92,843.54

Education/Years of Experience	JUL 1, 2022 Hourly Rate	Current Hourly Rate	Current Daily Rate	Annual Salary 225 Days
BA + 30 Units				
1	\$ 54.35	\$ 57.61	\$ 374.44	\$84,249.96
2	\$ 55.16	\$ 58.47	\$ 380.06	\$85,513.78
3	\$ 55.98	\$ 59.34	\$ 385.68	\$86,777.59
4	\$ 56.79	\$ 60.20	\$ 391.29	\$88,041.24
5	\$ 57.61	\$ 61.06	\$ 396.91	\$89,305.06
6	\$ 58.42	\$ 61.93	\$ 402.53	\$90,568.71
7	\$ 58.97	\$ 62.50	\$ 406.27	\$91,411.36
8	\$ 59.51	\$ 63.08	\$ 410.02	\$92,253.85
9	\$ 60.32	\$ 63.94	\$ 415.63	\$93,517.66
10	\$ 61.41	\$ 65.10	\$ 423.12	\$95,202.47
11	\$ 63.04	\$ 66.82	\$ 434.36	\$97,729.94
12	\$ 65.22	\$ 69.13	\$ 449.33	\$101,100.05
13	\$ 65.22	\$ 69.13	\$ 449.33	\$101,100.05

Education/Years of Experience	JUL 1, 2022 Hourly Rate	Current Hourly Rate	Current Daily Rate	Annual Salary 225 Days
BA + 60 Units				
1	\$ 56.52	\$ 59.91	\$ 389.40	\$87,616.10
2	\$ 57.82	\$ 61.29	\$ 398.40	\$89,639.80
3	\$ 59.13	\$ 62.68	\$ 407.39	\$91,663.49
4	\$ 60.87	\$ 64.52	\$ 419.41	\$94,367.28
5	\$ 62.50	\$ 66.25	\$ 430.62	\$96,888.61
6	\$ 64.13	\$ 67.97	\$ 441.82	\$99,409.94
7	\$ 65.76	\$ 69.71	\$ 453.10	\$101,947.85
8	\$ 67.39	\$ 71.43	\$ 464.31	\$104,469.18
9	\$ 69.02	\$ 73.16	\$ 475.51	\$106,990.50
10	\$ 70.97	\$ 75.23	\$ 489.00	\$110,026.05
11	\$ 73.51	\$ 77.92	\$ 506.48	\$113,957.33
12	\$ 75.15	\$ 79.65	\$ 517.76	\$116,495.24
13	\$ 75.15	\$ 79.65	\$ 517.76	\$116,495.24

Education/Years of Experience	JUL 1, 2022 Hourly Rate	Current Hourly Rate	Current Daily Rate	Annual Salary 225 Days
Career Increment A				
14	\$ 77.32	\$ 81.96	\$ 532.72	\$119,862.54
15	\$ 77.32	\$ 81.96	\$ 532.72	\$119,862.54
16	\$ 77.32	\$ 81.96	\$ 532.72	\$119,862.54

Career Increment B	JUL 1, 2022 Hourly Rate	Current Hourly Rate	Current Daily Rate	Annual Salary 225 Days
17	\$ 80.04	\$ 84.84	\$ 551.45	\$124,075.81
18	\$ 80.04	\$ 84.84	\$ 551.45	\$124,075.81
19	\$ 80.04	\$ 84.84	\$ 551.45	\$124,075.81

Career Increment C	JUL 1, 2022 Hourly Rate	Current Hourly Rate	Current Daily Rate	Annual Salary 225 Days
20	\$ 82.99	\$ 87.97	\$ 571.80	\$128,654.01
21	\$ 82.99	\$ 87.97	\$ 571.80	\$128,654.01
22	\$ 82.99	\$ 87.97	\$ 571.80	\$128,654.01

Career Increment D	JUL 1, 2022 Hourly Rate	Current Hourly Rate	Current Daily Rate	Annual Salary 225 Days
23	\$ 85.87	\$ 91.02	\$ 591.63	\$133,116.09
24	\$ 85.87	\$ 91.02	\$ 591.63	\$133,116.09
25	\$ 85.87	\$ 91.02	\$ 591.63	\$133,116.09

Career Increment E	JUL 1, 2022 Hourly Rate	Current Hourly Rate	Current Daily Rate	Annual Salary 225 Days
26	\$ 89.13	\$ 94.48	\$ 614.11	\$138,175.33
27	\$ 89.13	\$ 94.48	\$ 614.11	\$138,175.33
28	\$ 89.13	\$ 94.48	\$ 614.11	\$138,175.33