

**EL MONTE UNION HIGH SCHOOL DISTRICT**  
**COUNSELORS/CWAs/INSTRUCTIONAL COACHES/STUDENT AFFAIRS DIRECTORS/TOSAs, YEAR 1**  
**SALARY SCHEDULE 2024-2025, SALARY SCHEDULE 1**  
**EFFECTIVE 7-1-2024**

| Experience<br>Year                | I<br>Bachelor's<br>Degree | II<br>Bachelor's<br>Degree plus 17<br>Semester Units | III<br>Bachelor's<br>Degree plus 34<br>Semester Units<br>or Master's<br>Degree | IV<br>Bachelor's<br>Degree plus 51<br>Semester Units<br>Incl. Master's<br>Degree or<br>Bachelor's<br>Degree + 58<br>Sem. Units | V<br>Bachelor's<br>Degree plus 68<br>Semester Units<br>Incl. Master's<br>Degree |
|-----------------------------------|---------------------------|--|--|--|---|
| 1                                 | \$74,914                  | \$74,914   | \$74,914   | \$77,960   | \$82,455  |
| 2                                 | 74,914                    | 74,914   | 77,377   | 81,847   | 86,311  |
| 3                                 | 74,914                    | 76,768   | 81,233   | 85,703   | 90,183  |
| 4                                 | 76,165                    | 80,637   | 85,105   | 89,577   | 94,048  |
| 5                                 | 80,029                    | 84,500   | 88,971   | 93,442   | 97,909  |
| 6                                 | 83,900                    | 88,362   | 92,831   | 97,296   | 101,765   |
| 7                                 | 87,751                    | 92,225   | 96,699   | 101,162  | 105,636   |
| 8                                 | 91,623                    | 96,087   | 100,557  | 105,024  | 109,498   |
| 9                                 | 95,482                    | 99,930   | 104,420  | 108,894  | 113,359   |
| 10                                | 99,355                    | 103,817  | 108,281  | 112,755  | 117,228   |
| 11                                | 99,355                    | 107,681  | 112,156  | 116,621  | 121,092   |
| 12                                | 99,355                    | 107,681  | 116,015  | 120,482  | 124,954   |
| 13 - 14                           | 99,355                    | 107,681  | 119,882  | 124,355  | 128,820   |
| 15 - 19 (15 yr. Anniversary Step) |                           | 107,681  | 119,882  | 128,215  | 132,682   |
| 20 - 24 (20 yr. Anniversary Step) |                           | 107,681  | 119,882  | 132,079  | 136,538   |
| 25 - 29 (25 yr. Anniversary Step) |                           | 107,681  | 119,882  | 135,938  | 140,413   |
| 30 (30 yr. Anniversary Step)      |                           | 107,681  | 119,882  | 139,799  | 144,267   |

1. Full credit is allowed for each year of previous experience in EMUHSD. A minimum of 75% of any one school year constitutes one year of experience.
2. Full credit is allowed for each year of public school experience outside the EMUHSD. A minimum of 75% of any one school year on a regular teaching credential constitutes one year of experience.
3. Full-time district employees for 1962-63 who were placed in Classes III, IV, or V in September 1963 may use the following class definitions: Class IV: BA + 54 Semester Units; Class V: BA + 72 Semester Units.
4. Effective September 1, 1980 a certificated person is placed in Class I upon completion of the units required for a BA degree by the conferring institution (not necessarily the date of the awarding of the degree); subject, however, to the actual receipt of the BA Degree being conferred by July 31 of the year that the course work is completed or within a reasonable time thereafter. "To be eligible for column movement, a certificated employee must file the proper documentation where required with the office of Certificated Personnel. The District shall pay the increased salary no later than three regular pay periods or three months, whichever is longer, after the employee has filed the proper documentation."
5. Effective June 30, 2003 movement beyond Column II on the salary schedule shall be limited to certificated employees with preliminary or clear credentials.
6. A full-time CTE credentialed teacher without a bachelor's degree will not advance beyond column I. Upon completion of a bachelor's degree, these teachers will be credited for semester units earned in acquiring their credential and other semester units earned that were not directly related to the acquisition of the bachelor's degree.

**EL MONTE UNION HIGH SCHOOL DISTRICT**  
**COUNSELORS/CWAs/INSTRUCTIONAL COACHES/STUDENT AFFAIRS DIRECTORS/TOSAs, YEAR 2**  
**SALARY SCHEDULE 2024-2025, SALARY SCHEDULE 2**  
**EFFECTIVE 7-1-2024**

| Experience<br>Year                | I<br>Bachelor's<br>Degree | II<br>Bachelor's<br>Degree plus 17<br>Semester Units | III<br>Bachelor's<br>Degree plus 34<br>Semester Units<br>or Master's<br>Degree | IV<br>Bachelor's<br>Degree plus 51<br>Semester Units<br>Incl. Master's<br>Degree or<br>Bachelor's<br>Degree + 58<br>Sem. Units | V<br>Bachelor's<br>Degree plus 68<br>Semester Units<br>Incl. Master's<br>Degree |
|-----------------------------------|---------------------------|--|--|--|---|
| 1                                 | \$78,690                  | \$78,690   | \$78,690   | \$81,736   | \$86,231  |
| 2                                 | 78,690                    | 78,690   | 81,152   | 85,622   | 90,083  |
| 3                                 | 78,690                    | 80,539   | 85,006   | 89,476   | 93,956  |
| 4                                 | 79,939                    | 84,412   | 88,880   | 93,349   | 97,820  |
| 5                                 | 83,802                    | 88,274   | 92,745   | 97,215   | 101,685   |
| 6                                 | 87,676                    | 92,134   | 96,603   | 101,069  | 105,541   |
| 7                                 | 91,525                    | 95,998   | 100,473  | 104,937  | 109,413   |
| 8                                 | 95,396                    | 99,861   | 104,333  | 108,798  | 113,272   |
| 9                                 | 99,255                    | 103,701  | 108,195  | 112,666  | 117,133   |
| 10                                | 103,125                   | 107,590  | 112,054  | 116,529  | 121,001   |
| 11                                | 103,125                   | 111,456  | 115,930  | 120,395  | 124,866   |
| 12                                | 103,125                   | 111,456  | 119,786  | 124,254  | 128,729   |
| 13 - 14                           | 103,125                   | 111,456  | 123,652  | 128,127  | 132,594   |
| 15 - 19 (15 yr. Anniversary Step) |                           | 111,456  | 123,652  | 131,989  | 136,457   |
| 20 - 24 (20 yr. Anniversary Step) |                           | 111,456  | 123,652  | 135,853  | 140,314   |
| 25 - 29 (25 yr. Anniversary Step) |                           | 111,456  | 123,652  | 139,715  | 144,187   |
| 30 (30 yr. Anniversary Step)      |                           | 111,456  | 123,652  | 143,576  | 148,043   |

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5. Effective June 30, 2003 movement beyond Column II on the salary schedule shall be limited to certificated employees with preliminary or clear credentials.
6. A full-time CTE credentialed teacher without a bachelor's degree will not advance beyond column I. Upon completion of a bachelor's degree, these teachers will be credited for semester units earned in acquiring their credential and other semester units earned that were not directly related to the acquisition of the bachelor's degree.

**EL MONTE UNION HIGH SCHOOL DISTRICT**  
**COUNSELORS/CWAs/INSTRUCTIONAL COACHES/STUDENT AFFAIRS DIRECTORS/TOSAs, YEARS 3-4**  
**SALARY SCHEDULE 2024-2025, SALARY SCHEDULE 3**  
**EFFECTIVE 7-1-2024**

| Experience<br>Year                | I<br>Bachelor's<br>Degree | II<br>Bachelor's<br>Degree plus 17<br>Semester Units | III<br>Bachelor's<br>Degree plus 34<br>Semester Units<br>or Master's<br>Degree | IV<br>Bachelor's<br>Degree plus 51<br>Semester Units<br>Incl. Master's<br>Degree or<br>Bachelor's<br>Degree + 58<br>Sem. Units | V<br>Bachelor's<br>Degree plus 68<br>Semester Units<br>Incl. Master's<br>Degree |
|-----------------------------------|---------------------------|--|--|--|---|
| 1                                 | \$82,454                  | \$82,454   | \$82,454   | \$85,500   | \$89,997  |
| 2                                 | 82,454                    | 82,454   | 84,916   | 89,386   | 93,849  |
| 3                                 | 82,454                    | 84,306   | 88,774   | 93,242   | 97,724  |
| 4                                 | 83,705                    | 88,178   | 92,644   | 97,116   | 101,587   |
| 5                                 | 87,570                    | 92,039   | 96,511   | 100,984  | 105,451   |
| 6                                 | 91,440                    | 95,901   | 100,369  | 104,838  | 109,308   |
| 7                                 | 95,291                    | 99,763   | 104,238  | 108,703  | 113,176   |
| 8                                 | 99,163                    | 103,627  | 108,101  | 112,565  | 117,041   |
| 9                                 | 103,020                   | 107,467  | 111,960  | 116,434  | 120,899   |
| 10                                | 106,891                   | 111,360  | 115,822  | 120,295  | 124,768   |
| 11                                | 106,891                   | 115,219  | 119,698  | 124,159  | 128,632   |
| 12                                | 106,891                   | 115,219  | 123,553  | 128,018  | 132,494   |
| 13 - 14                           | 106,891                   | 115,219  | 127,420  | 131,896  | 136,358   |
| 15 - 19 (15 yr. Anniversary Step) |                           | 115,219  | 127,420  | 135,752  | 140,220   |
| 20 - 24 (20 yr. Anniversary Step) |                           | 115,219  | 127,420  | 139,618  | 144,078   |
| 25 - 29 (25 yr. Anniversary Step) |                           | 115,219  | 127,420  | 143,478  | 147,953   |
| 30 (30 yr. Anniversary Step)      |                           | 115,219  | 127,420  | 147,341  | 151,808   |

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6. A full-time CTE credentialed teacher without a bachelor's degree will not advance beyond column I. Upon completion of a bachelor's degree, these teachers will be credited for semester units earned in acquiring their credential and other semester units earned that were not directly related to the acquisition of the bachelor's degree.

**EL MONTE UNION HIGH SCHOOL DISTRICT**  
**COUNSELORS/CWAs/INSTRUCTIONAL COACHES/STUDENT AFFAIRS DIRECTORS/TOSAs, YEARS 5+**  
**SALARY SCHEDULE 2024-2025, SALARY SCHEDULE 4**  
**EFFECTIVE 7-1-2024**

| Experience<br>Year                | I<br>Bachelor's<br>Degree | II<br>Bachelor's<br>Degree plus 17<br>Semester Units | III<br>Bachelor's<br>Degree plus 34<br>Semester Units<br>or Master's<br>Degree | IV<br>Bachelor's<br>Degree plus 51<br>Semester Units<br>Incl. Master's<br>Degree or<br>Bachelor's<br>Degree + 58<br>Sem. Units | V<br>Bachelor's<br>Degree plus 68<br>Semester Units<br>Incl. Master's<br>Degree |
|-----------------------------------|---------------------------|--|--|--|---|
| 1                                 | \$83,717                  | \$83,717   | \$83,717   | \$86,762   | \$91,258  |
| 2                                 | 83,717                    | 83,717   | 86,178   | 90,646   | 95,111  |
| 3                                 | 83,717                    | 85,568   | 90,035   | 94,505   | 98,987  |
| 4                                 | 84,967                    | 89,440   | 93,908   | 98,376   | 102,848   |
| 5                                 | 88,831                    | 93,300   | 97,773   | 102,245  | 106,710   |
| 6                                 | 92,702                    | 97,162   | 101,632  | 106,099  | 110,568   |
| 7                                 | 96,551                    | 101,026  | 105,501  | 109,966  | 114,440   |
| 8                                 | 100,425                   | 104,890  | 109,361  | 113,827  | 118,300   |
| 9                                 | 104,282                   | 108,730  | 113,225  | 117,693  | 122,160   |
| 10                                | 108,156                   | 112,621  | 117,080  | 121,556  | 126,029   |
| 11                                | 108,156                   | 116,481  | 120,957  | 125,422  | 129,893   |
| 12                                | 108,156                   | 116,481  | 124,816  | 129,283  | 133,758   |
| 13 - 14                           | 108,156                   | 116,481  | 128,682  | 133,155  | 137,622   |
| 15 - 19 (15 yr. Anniversary Step) |                           | 116,481  | 128,682  | 137,016  | 141,486   |
| 20 - 24 (20 yr. Anniversary Step) |                           | 116,481  | 128,682  | 140,882  | 145,340   |
| 25 - 29 (25 yr. Anniversary Step) |                           | 116,481  | 128,682  | 144,740  | 149,214   |
| 30 (30 yr. Anniversary Step)      |                           | 116,481  | 128,682  | 148,602  | 153,071   |

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