

**Menlo Park City School District  
2021-22 Salary Schedule for Unrepresented Non-Management**

Position	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
<b>Certificated:</b>												
Psychologist* (191 days)	\$ 104,817	\$ 109,009	\$ 113,371	\$ 117,905	\$ 122,621	\$ 127,526	\$ 132,628	\$ 137,934	\$ 143,449	\$ 149,189	\$ 155,155	\$ 161,363
Counselor, Elementary Schools* (189 days)	\$ 98,863	\$ 102,816	\$ 106,931	\$ 111,208	\$ 115,658	\$ 120,285	\$ 125,095	\$ 130,099	\$ 135,301	\$ 140,713	\$ 146,344	\$ 152,197
Counselor, Middle School* (199 days)	\$ 104,094	\$ 108,257	\$ 112,589	\$ 117,092	\$ 121,778	\$ 126,649	\$ 131,714	\$ 136,983	\$ 142,460	\$ 148,159	\$ 154,087	\$ 160,249
ELC Lead Teachers (202 days)	\$ 64,781	\$ 66,400	\$ 68,060	\$ 69,763	\$ 71,506	\$ 73,294	\$ 75,125	\$ 77,004				
daily rates: (202 days)	\$ 320.70	\$ 328.71	\$ 336.93	\$ 345.36	\$ 353.99	\$ 362.84	\$ 371.91	\$ 381.21				
hourly rates:	\$ 41.38	\$ 42.41	\$ 43.47	\$ 44.56	\$ 45.68	\$ 46.82	\$ 47.99	\$ 49.19				
ELC Assistant Teachers (202 days)	\$ 54,181	\$ 55,536	\$ 56,925	\$ 58,348	\$ 59,806	\$ 61,301	\$ 62,834	\$ 64,405				
daily rates: (202 days)	\$ 268.22	\$ 274.93	\$ 281.81	\$ 288.85	\$ 296.07	\$ 303.47	\$ 311.06	\$ 318.84				
hourly rates:	\$ 34.61	\$ 35.47	\$ 36.36	\$ 37.27	\$ 38.20	\$ 39.16	\$ 40.14	\$ 41.14				
<b>Classified:</b>												
Confidential Exec. Asst/Secretary to Supt (12 months)	\$ 93,948	\$ 96,297	\$ 98,703	\$ 101,171	\$ 103,701	\$ 106,293	\$ 108,950	\$ 111,674	\$ 114,466	\$ 117,327		
monthly rates:	\$ 7,829	\$ 8,025	\$ 8,225	\$ 8,431	\$ 8,642	\$ 8,858	\$ 9,079	\$ 9,306	\$ 9,539	\$ 9,777		
hourly rates:	\$ 45.17	\$ 46.30	\$ 47.45	\$ 48.64	\$ 49.86	\$ 51.10	\$ 52.38	\$ 53.69	\$ 55.03	\$ 56.41		
Budget/Fiscal Analyst	\$ 103,910	\$ 107,512	\$ 111,206	\$ 114,991	\$ 118,871	\$ 122,848	\$ 126,923	\$ 131,101	\$ 135,385	\$ 138,769		
monthly rates:	\$ 8,659	\$ 8,959	\$ 9,267	\$ 9,583	\$ 9,906	\$ 10,237	\$ 10,577	\$ 10,925	\$ 11,282	\$ 11,564		
hourly rates:	\$ 49.96	\$ 51.69	\$ 53.46	\$ 55.28	\$ 57.15	\$ 59.06	\$ 61.02	\$ 63.03	\$ 65.09	\$ 66.72		
Occupational Therapist (189 work days + 14 paid holidays + paid vacation per CSEA schedule, varies by individual)**	\$ 85,109	\$ 88,503	\$ 92,042	\$ 96,435	\$ 100,294	\$ 105,447	\$ 109,662	\$ 114,457	\$ 119,041	\$ 124,238	\$ 129,210	\$ 134,853
daily rates:	\$ 403.72	\$ 419.83	\$ 436.61	\$ 454.09	\$ 472.26	\$ 491.11	\$ 510.74	\$ 531.15	\$ 552.42	\$ 574.46	\$ 597.45	\$ 621.30
hourly rates:	\$ 50.47	\$ 52.48	\$ 54.58	\$ 56.76	\$ 59.03	\$ 61.39	\$ 63.84	\$ 66.39	\$ 69.05	\$ 71.81	\$ 74.68	\$ 77.66
OT Vac Days for Salary Calc (NOT FOR PRINTING)	7.81	7.81	7.81	9.37	9.37	11.71	11.71	12.49	12.49	13.27	13.27	14.05
Physical Therapist (189 work days + 14 paid holidays + paid vacation per CSEA schedule, varies by individual)**	\$ 85,109	\$ 88,503	\$ 92,042	\$ 96,435	\$ 100,294	\$ 105,447	\$ 109,662	\$ 114,457	\$ 119,041	\$ 124,238	\$ 129,210	\$ 134,853
daily rates:	\$ 403.72	\$ 419.83	\$ 436.61	\$ 454.09	\$ 472.26	\$ 491.11	\$ 510.74	\$ 531.15	\$ 552.42	\$ 574.46	\$ 597.45	\$ 621.30
hourly rates:	\$ 50.47	\$ 52.48	\$ 54.58	\$ 56.76	\$ 59.03	\$ 61.39	\$ 63.84	\$ 66.39	\$ 69.05	\$ 71.81	\$ 74.68	\$ 77.66
OT Vac Days for Salary Calc (NOT FOR PRINTING)	7.81	7.81	7.81	9.37	9.37	11.71	11.71	12.49	12.49	13.27	13.27	14.05

**\*Psychologist & Counselor Stipends:**

Masters Degree = \$2,000  
PhD EdD or Equivalent = \$3,000

5.0% salary increase effective July 1, 2021

Date of Board Meeting Proposal: June 2, 2022 retroactive to July 1, 2021

**\*\*Occupational Therapists are paid vacation days per Article V of the CSEA contract. Vacation has been simulated and included in annual salary above, but actual salary will depend on the individual's years of service with the District.**

*Recent Revision History:*

*0% salary increase effective July 1, 2017; eligible for  
medical benefits per Article IX of the CSEA contract  
effective January 1, 2018.*

*1.5% salary increase effective July 1, 2018.*

*5.0% salary increase and increase of Masters stipend  
effective July 1, 2019.*

*Added steps 9-12 for "Occupational  
Therapists" effective July 1, 2019.*