

Hemet Unified School District & Hemet Teachers Association, CTA-NEA
Collective Bargaining Agreement
 July 1, 2025 to June 30, 2028

Appendix B-1

HEMET UNIFIED SCHOOL DISTRICT
 2025-2026 COUNSELOR SALARY SCHEDULE

	A	B	C	D	E	F	G
	B.A. Degree	B.A. + 15	B.A. + 30	B.A + 45 or M.A.	B.A. + 60 incl M.A. or M.A. + 15	B.A. + 75 incl M.A. or M.A. + 30	BA + 90 incl M.A. or M.A. + 45 or Doctorate
1	69,981	76,979	78,621	81,252	85,985	90,730	
2	70,528	77,576	79,232	84,384	89,310	94,456	
3	71,071	78,175	81,944	87,469	92,628	98,180	
4	71,612	78,775	84,648	90,607	95,946	101,910	
5	73,928	81,323	87,335	93,703	99,260	105,627	
6		83,860	90,048	96,820	102,587	109,356	
7		86,411	92,776	99,950	105,892	113,086	
8		91,505	95,482	103,054	109,221	116,795	
9			100,876	106,184	112,542	120,532	
10				109,281	115,856	124,246	
11				115,526	122,485	127,972	
12						131,698	
13						135,918	
16						139,105	141,891
18						142,378	145,227
20						145,823	148,737
22						153,151	156,215

UNITS AFTER B.A. ARE SEMESTER UNITS

For purpose of qualifying for column advancement, a juris doctorate or any other post-graduate degree issued from an accredited institution shall be treated as the equivalent of a master's degree.

Work Year is Teacher Work Year Plus 10 Days.

Counselor Salary Schedule is 1.10 ratio of Teacher Salary Schedule

SALARY SCHEDULE 104

EFFECTIVE DATE: 07/01/2025

REVISION DATE: 01/27/2026

BOARD APPROVED: 02/10/2026

196 PAID DAYS / 11 PAY FREQUENCY

4.25% INCREASE

Hemet Unified School District & Hemet Teachers Association, CTA-NEA
Collective Bargaining Agreement
 July 1, 2025 to June 30, 2028

Appendix B-1

HEMET UNIFIED SCHOOL DISTRICT
 2026-2027 COUNSELOR SALARY SCHEDULE

	A	B	C	D	E	F	G
	B.A. Degree	B.A. + 15	B.A. + 30	B.A + 45 or M.A.	B.A. + 60 incl M.A. or M.A. + 15	B.A. + 75 incl M.A. or M.A. + 30	BA + 90 incl M.A. or M.A. + 45 or Doctorate
1	71,031	78,134	79,800	82,471	87,275	92,091	
2	71,586	78,740	80,420	85,650	90,650	95,873	
3	72,137	79,348	83,173	88,781	94,017	99,653	
4	72,686	79,957	85,918	91,966	97,385	103,439	
5	75,037	82,543	88,645	95,109	100,749	107,211	
6		85,118	91,399	98,272	104,126	110,996	
7		87,707	94,168	101,449	107,480	114,782	
8		92,878	96,914	104,600	110,859	118,547	
9			102,389	107,777	114,230	122,340	
10				110,920	117,594	126,110	
11				117,259	124,322	129,892	
12						133,673	
13						137,957	
16						141,192	144,019
18						144,514	147,405
20						148,010	150,968
22						155,448	158,558

UNITS AFTER B.A. ARE SEMESTER UNITS

For purpose of qualifying for column advancement, a juris doctorate or any other post-graduate degree issued from an accredited institution shall be treated as the equivalent of a master's degree.

Work Year is Teacher Work Year Plus 10 Days.

Counselor Salary Schedule is 1.10 ratio of Teacher Salary Schedule

SALARY SCHEDULE 104

EFFECTIVE DATE: 07/01/2026

REVISION DATE: 03/02/2026

BOARD APPROVED: TBD

196 PAID DAYS / 11 PAY FREQUENCY

1.5% INCREASE