

**ELK GROVE UNIFIED SCHOOL DISTRICT
NATIONAL UNION OF HEALTHCARE WORKERS
Salary Schedule #32
2025-2026**

Classification	Range	EXPERIENCE STEPS						
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6 & 7	STEP 8+
Occupational Therapist	260	90,948	95,043	99,323	103,788	108,460	113,339	118,995
Physical Therapist	260	90,948	95,043	99,323	103,788	108,460	113,339	118,995
Certified Occupational Therapist Assistant	175	66,044	69,015	72,123	75,370	78,762	82,302	86,414
Speech Language Pathology Assistant	125	60,062	62,765	65,591	68,544	71,629	74,849	78,588

For newly hired employees, initial salary placement is based on prior years of related/parallel, full time, evaluated work experience within the last 7 years. This work experience must be verifiable. Initial salary placement may be contested only during the employee's probationary period.

Annual salary is paid on a 215 day work year, inclusive of 187 duty days, 16 holidays, and 12 vacation days.

LONGEVITY BONUS AT COMPLETION OF:

13th year	1% of employee's base salary
16th year	2% of employee's base salary
19th year	3% of employee's base salary
22nd year	4% of employee's base salary
25th year	5% of employee's base salary
28th year	6% of employee's base salary

SUBSTITUTE EMPLOYEES:

For substitute employment and differential leave purposes, all classified substitute employees shall be paid at step 1 of the classification, in which they substitute, or the lowest step of the classification, in which they substitute, that is consistent with the California minimum wage, whichever value is greater.

The pay period is from the 16th of the month to the 15th of the following month. Payroll will mail your check to your mailing address on or before the 10th or 17th of the following month.

All classified EGUSD retirees, when substituting in the classification they retired from or any lower classification will be paid at the same step they were on when they retired. Those substituting in a higher classification from when they retired will be paid at Step 1.

Effective July 1, 2025

Board Approved: July 22, 2025 - 2%

Board Ratified: January 13, 2026