

**ELK GROVE UNIFIED SCHOOL DISTRICT
PSYCHOLOGISTS' AND SOCIAL WORKERS' ASSOCIATION
2025-2026**

| PSYCHOLOGIST SCHEDULE #12 | | |
|--------------------------------------|---------------------------|---|
| STEP | INITIAL SALARY | INITIAL SALARY +15 UNITS |
| 1 | \$83,928 | |
| 2 | 86,862 | |
| 3 | 91,549 | |
| 4 | 97,130 | |
| 5 | 103,050 | |
| 6 | 109,486 | |
| 7 | | \$116,991 |
| 8 | | 119,504 |
| 9 | | 122,071 |
| 10 | | 124,693 |
| 11 | | 127,371 |
| 12 | | 130,107 |
| 13 | | 132,902 |
| 14 | | 135,757 |
| 15 | | 138,673 |
| 16 | | 141,651 |
| 17 | | 144,694 |
| 18 | | 149,248 |

*Psychologist Intern - \$175.00 per day

PSYCHOLOGIST WORK YEAR: 195 Days and 8 hours per day.

1. New employees shall receive one year of salary schedule credit for each full year of experience working as a Pupil Personnel Services (PPS) credentialed School Psychologist up to a maximum of fifteen (15) years of prior School Psychologist experience credit for a maximum salary schedule entry level of Step 16.

"Full year" is defined as working as a PPS credentialed Psychologist at least 75% of a school year. Fractional parts of one (1) school year may not be combined to meet the 75% of a school year requirement. Prior experience must have occurred within 15 years immediately preceding hire date with the District.

2. New employees shall receive salary schedule credit for the following:

- a. College semester units achieved after receiving their Pupil Personnel Services credential and prior to working for Elk Grove Unified School District. Quarter Units equal 2/3 of a Semester Unit.
- b. Credit shall be given for those units that are consistent with the criteria established by the Board of Behavioral Sciences and the Commission on Teacher Credentialing (Continuing Education Units).

3. New Psychologists, who worked for the Elk Grove Unified School District or another public school district as a paid Psychologist Credentialed Intern for 75% of the school year or more, shall receive one year of salary schedule credit, if they are employed by the District as a Psychologist.

Psychologists:

An annual amount of \$6,000 will be paid to those who possess a Doctorate or Licenses in Marriage & Family Therapy (MFT), Licensed Educational Psychologist (LEP), or Nationally Certified School Psychologist (NCSP). This amount is prorated and paid equally over 12 months.

SUBSTITUTE EMPLOYEES - 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.

Effective July 1, 2025

Board Approved: September 23, 2025 - 2%

Board Ratified: January 13, 2026

**ELK GROVE UNIFIED SCHOOL DISTRICT
PSYCHOLOGISTS' AND SOCIAL WORKERS' ASSOCIATION
2025-2026**

| SOCIAL WORKER SCHEDULE #13 | | |
|---------------------------------------|---------------------------|---|
| STEP | INITIAL SALARY | INITIAL SALARY +15 UNITS |
| 1 | \$78,994 | |
| 2 | 80,890 | |
| 3 | 82,831 | |
| 4 | 84,819 | |
| 5 | 86,855 | |
| 6 | 88,939 | |
| 7 | 91,074 | |
| 8 | 94,261 | |
| 9 | 97,560 | |
| 10 | 100,975 | |
| 11 | 104,509 | |
| 12 | 108,167 | |
| 13 | 111,953 | |
| 14 | | \$117,300 |
| 15 | | 119,998 |
| 16 | | 122,758 |
| 17 | | 125,581 |
| 18 | | 128,470 |
| 19 | | 132,658 |

SOCIAL WORKER WORK YEAR: 192 days and 8 hours per day.

1. New employees shall receive one year of salary schedule credit for each full year of experience working as a credentialed School Social Worker up to a maximum of fifteen (15) years of prior credentialed School Social Worker experience credit for a maximum salary schedule entry level of Step 16.

"Full year" is defined as working as a credentialed School Social Worker at least 75% of a school year. Fractional parts of one (1) school year may not be combined to meet the 75% of a school year requirement. Prior experience must have occurred within 15 years immediately preceding hire date with the District.

2. New employees shall receive salary schedule credit for the following:

- a. College semester units achieved prior to working for Elk Grove Unified School District. Quarter Units equal 2/3 of a Semester Unit.
- b. Credit shall be given for those units that are consistent with the criteria established by the Board of Behavioral Sciences and the Commission on Teacher Credentialing (Continuing Education Units).

3. New Social Workers, who worked for the Elk Grove Unified School District or another public school district as a paid Social Worker Intern for 75% of the school year or more, shall receive one year of salary schedule credit, if they are employed by the District as a Social Worker.

Social Workers:

An annual amount of \$6,000 will be paid to those who possess a Doctorate or Licensed Clinical Social Worker (LCSW). This amount is prorated and paid equally over 12 months.

SUBSTITUTE EMPLOYEES - 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.

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