

ELK GROVE UNIFIED SCHOOL DISTRICT
AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES

Salary Schedule #21

2025-2026

Classification	Training		EXPERIENCE STEPS				
	Classes	STEP	STEP	STEP	STEP	STEP	STEP
	(3%)*	1	2	3	4	5	6+
Food & Nutrition Services Assistant I **	311	\$ 17.52	\$ 18.75	\$ 20.06	\$ 21.46	\$ 22.54	\$ 23.33
	312*	18.05	19.32	20.67	22.12	23.22	24.03
	313*	18.59	19.90	21.30	22.78	23.93	24.77
	314*	19.15	20.50	21.93	23.47	24.65	25.51
	315*	19.73	21.11	22.59	24.17	25.38	26.26
Food Processing Center Assistant	321	\$ 18.06	\$ 19.33	\$ 20.68	\$ 22.13	\$ 23.23	\$ 24.04
	322*	18.60	19.91	21.31	22.80	23.94	24.78
	323*	19.16	20.51	21.94	23.48	24.66	25.52
	324*	19.74	21.12	22.60	24.18	25.39	26.27
	325*	20.33	21.75	23.27	24.91	26.16	27.07
Food & Nutrition Services Assistant II	341	\$ 18.35	\$ 19.64	\$ 21.02	\$ 22.48	\$ 23.61	\$ 24.43
Campus Supervisor **	342*	18.90	20.24	21.65	23.17	24.32	25.18
	343*	19.48	20.85	22.31	23.87	25.06	25.94
	344*	20.06	21.46	22.96	24.56	25.79	26.70
	345*	20.66	22.12	23.67	25.32	26.59	27.52
Campus Supervisor - Community Day School	361	\$ 18.46	\$ 19.76	\$ 21.14	\$ 22.62	\$ 23.75	\$ 24.58
Campus Supervisor - Continuation School	362*	19.01	20.34	21.77	23.28	24.45	25.30
Lead Food & Nutrition Services - Elementary	363*	19.58	20.95	22.42	23.99	25.19	26.07
Purchasing Assistant I	364*	20.16	21.58	23.09	24.70	25.94	26.84
School Office Assistant I	365*	20.77	22.22	23.78	25.45	26.72	27.65
Lead Campus Supervisor	371	\$ 18.56	\$ 19.86	\$ 21.26	\$ 22.74	\$ 23.88	\$ 24.71
Staff Services Technician	372*	19.11	20.45	21.89	23.42	24.60	25.46
Student Store Technician	373*	19.69	21.08	22.56	24.14	25.34	26.23
	374*	20.30	21.72	23.24	24.87	26.11	27.03
	375*	20.91	22.38	23.95	25.63	26.90	27.85
Career Center Technician - EGACE	381	\$ 19.09	\$ 20.43	\$ 21.86	\$ 23.39	\$ 24.55	\$ 25.42
Counseling, College and Career Technician	382*	19.67	21.06	22.54	24.12	25.32	26.21
Custodian I **	383*	20.28	21.70	23.22	24.84	26.08	27.00
Health Records Assistant	384*	20.89	22.36	23.92	25.59	26.87	27.81
Library Technician	385*	21.52	23.02	24.64	26.36	27.69	28.65
Library Support Technician , Title I							
Office Assistant							
Print Shop Finisher							
Professional Learning Technician I							
School Office Assistant II							
Warehouse Stock Clerk -Food & Nutrition Services **							
Custodian II **	391	\$ 19.55	\$ 20.92	\$ 22.39	\$ 23.96	\$ 25.16	\$ 26.04
Personnel Assistant I	392*	20.15	21.57	23.08	24.69	25.93	26.83
Staff Secretary	393*	20.76	22.21	23.76	25.43	26.70	27.63
	394*	21.38	22.88	24.48	26.20	27.51	28.48
	395*	22.03	23.58	25.23	27.00	28.35	29.34
Assessment & Evaluation Technician I	401	\$ 20.05	\$ 21.45	\$ 22.95	\$ 24.55	\$ 25.78	\$ 26.69
Attendance Technician	402*	20.65	22.10	23.65	25.30	26.57	27.50
Computer Support Help Desk Specialist I	403*	21.28	22.77	24.37	26.07	27.37	28.33
Lead Food & Nutrition Services - Secondary	404*	21.92	23.46	25.10	26.86	28.21	29.19
Purchasing Assistant II	405*	22.58	24.16	25.85	27.66	29.05	30.07
School Office Technician							
Textbook Assistant - Education Center							

ELK GROVE UNIFIED SCHOOL DISTRICT
AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES

Salary Schedule #21

2025-2026

Classification	Training	EXPERIENCE STEPS					
	Classes (3%)*	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6+
Lead Custodian I **	411	\$ 20.52	\$ 21.96	\$ 23.50	\$ 25.15	\$ 26.41	\$ 27.33
Print Shop Equipment Operator **	412*	21.13	22.62	24.20	25.90	27.19	28.13
	413*	21.78	23.30	24.94	26.69	28.02	29.00
	414*	22.42	23.99	25.67	27.47	28.84	29.85
	415*	23.13	24.75	26.49	28.34	29.76	30.80
Construction Records Technician	421	\$ 21.06	\$ 22.54	\$ 24.12	\$ 25.80	\$ 27.09	\$ 28.04
Data Processing Assistant	422*	21.70	23.23	24.86	26.59	27.92	28.90
Lead Custodian II **	423*	22.35	23.92	25.59	27.38	28.76	29.77
Program Assistant	424*	23.02	24.64	26.36	28.21	29.62	30.66
Program Assistant, Prevention & Intervention	425*	23.74	25.41	27.19	29.09	30.55	31.62
Registrar							
Computer Support Help Desk Specialist II	441	\$ 22.04	\$ 23.59	\$ 25.24	\$ 27.01	\$ 28.36	\$ 29.35
Senior Grounds Worker	442*	22.70	24.29	25.99	27.81	29.20	30.22
Warehouse Worker II	443*	23.39	25.03	26.78	28.65	30.09	31.14
Warehouse Worker - Food & Nutrition Services	444*	24.10	25.79	27.60	29.54	31.01	32.10
	445*	24.82	26.57	28.43	30.42	31.94	33.05
Accounting Technician I	451	\$ 22.61	\$ 24.20	\$ 25.90	\$ 27.71	\$ 29.09	\$ 30.11
Admissions Representative & Technician	452*	23.29	24.93	26.68	28.54	29.96	31.01
Assessment & Evaluation Technician II	453*	23.99	25.68	27.48	29.40	30.87	31.95
Buyer I	454*	24.72	26.46	28.31	30.29	31.81	32.92
Fiscal Technician I	455*	25.47	27.26	29.16	31.20	32.76	33.91
Food & Nutrition Services Packaging Lead							
Grounds Equipment Operator							
Lead Warehouse - Food & Nutrition Services							
Risk Management Technician I							
Scheduling Technician - Maintenance & Operations							
School Site Controller I							
Theater Technician							
Data Archive Technician	461	\$ 23.16	\$ 24.78	\$ 26.52	\$ 28.37	\$ 29.79	\$ 30.83
Employment Placement Specialist	462*	23.86	25.53	27.32	29.24	30.70	31.77
Employment Training Specialist - EGACE	463*	24.57	26.30	28.14	30.11	31.62	32.72
Irrigation Systems Technician	464*	25.31	27.09	28.99	31.01	32.56	33.71
Job Developer	465*	26.08	27.91	29.87	31.96	33.56	34.74
School Security Specialist I							
Assessment & Evaluation Technician III	481	\$ 24.36	\$ 26.06	\$ 27.88	\$ 29.84	\$ 31.33	\$ 32.42
Buyer - Maintenance and Operations	482*	25.08	26.84	28.73	30.73	32.27	33.41
Computer Support Help Desk Specialist III	483*	25.83	27.64	29.58	31.65	33.23	34.40
Maintenance Utility Worker	484*	26.61	28.49	30.48	32.62	34.25	35.45
Payroll Technician I	485*	27.44	29.36	31.42	33.62	35.30	36.54
Professional Learning Technician III							
School Police & Security Dispatcher ***							
School Security Specialist II ***							
Team Leader/Grounds Worker							
Accounting Technician II	491	\$ 24.67	\$ 26.39	\$ 28.25	\$ 30.22	\$ 31.73	\$ 32.85
Athletic/Facilities Office Technician	492*	25.41	27.19	29.09	31.13	32.69	33.83
Fiscal Technician II	493*	26.21	28.05	30.02	32.12	33.72	34.90
Risk Management Technician II	494*	26.99	28.88	30.90	33.06	34.72	35.94
School Site Controller II	495*	27.80	29.76	31.84	34.06	35.77	37.02
Scheduling Technician II - Maintenance & Operations							

ELK GROVE UNIFIED SCHOOL DISTRICT
AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES

Salary Schedule #21

2025-2026

Classification	Training		EXPERIENCE STEPS				
	Classes	STEP	STEP	STEP	STEP	STEP	STEP
	(3%)*	1	2	3	4	5	6+
Grounds Preventative Maintenance Technician	501	\$ 25.54	\$ 27.33	\$ 29.25	\$ 31.30	\$ 32.86	\$ 34.01
Lead Print Shop Equipment Operator	502*	26.32	28.17	30.15	32.26	33.88	35.06
Maintenance Specialist **	503*	27.11	29.02	31.05	33.22	34.88	36.10
Payroll Technician II	504*	27.92	29.88	31.97	34.21	35.91	37.17
Preventative Maintenance Technician - Custodial Services	505*	28.78	30.80	32.95	35.26	37.02	38.32
Food & Nutrition Services							
Buyer II	521	\$ 26.88	\$ 28.77	\$ 30.79	\$ 32.94	\$ 34.58	\$ 35.79
Maintenance Low Voltage Technician	522*	27.67	29.62	31.69	33.91	35.60	36.85
Regional Attendance Improvement Technician	523*	28.50	30.49	32.63	34.92	36.66	37.94
Regional Team Program Technician	524*	29.38	31.44	33.65	36.00	37.80	39.12
Water Quality/Irrigation Control System Specialist	525*	30.25	32.38	34.65	37.07	38.92	40.28
Construction Specialist	531	\$ 27.26	\$ 29.17	\$ 31.21	\$ 33.40	\$ 35.07	\$ 36.30
	532*	28.09	30.06	32.16	34.41	36.12	37.39
	533*	28.92	30.95	33.12	35.44	37.20	38.51
	534*	29.80	31.89	34.13	36.52	38.35	39.69
	535*	30.70	32.86	35.16	37.62	39.50	40.89
Accounting Technician III	541	\$ 28.47	\$ 30.46	\$ 32.60	\$ 34.87	\$ 36.62	\$ 37.90
Construction Technician I	542*	29.35	31.41	33.60	35.96	37.76	39.08
Maintenance Alarm Technician **	543*	30.21	32.34	34.60	37.03	38.88	40.24
Maintenance Locksmith **	544*	31.14	33.32	35.65	38.15	40.06	41.46
Maintenance Painter **	545*	32.05	34.30	36.71	39.28	41.24	42.69
Planner I							
Technology Application Specialist I							
HVAC Specialist **	561	\$ 30.51	\$ 32.66	\$ 34.95	\$ 37.39	\$ 39.26	\$ 40.64
Maintenance Electrician **	562*	31.42	33.63	35.98	38.49	40.42	41.83
Maintenance Plumber **	563*	32.39	34.66	37.08	39.67	41.66	43.11
Payroll Technician III	564*	33.34	35.69	38.18	40.86	42.90	44.39
Planner II	565*	34.36	36.78	39.35	42.10	44.21	45.76
Theater Productions Specialist							
Sr. Computer Support Help Desk Specialist	581	\$ 32.51	\$ 34.79	\$ 37.23	\$ 39.83	\$ 41.81	\$ 43.28
Team Lead - Maintenance **	582*	33.48	35.83	38.34	41.02	43.07	44.58
Technology Application Specialist II	583*	34.49	36.91	39.49	42.26	44.37	45.92
	584*	35.54	38.04	40.70	43.55	45.73	47.33
	585*	36.59	39.16	41.90	44.83	47.07	48.71
Construction Technician II	601	\$ 35.11	\$ 37.58	\$ 40.21	\$ 43.03	\$ 45.18	\$ 46.77
Technology Application Specialist III	602*	36.19	38.72	41.44	44.34	46.56	48.19
	603*	37.25	39.86	42.65	45.63	47.91	49.59
	604*	38.37	41.06	43.94	47.02	49.37	51.09
	605*	39.55	42.32	45.29	48.46	50.89	52.67
Planner III	611	\$ 36.39	\$ 38.94	\$ 41.67	\$ 44.58	\$ 46.81	\$ 48.44
	612*	37.49	40.12	42.93	45.93	48.23	49.92
	613*	38.63	41.34	44.23	47.33	49.69	51.43
	614*	39.78	42.57	45.55	48.73	51.17	52.96
	615*	40.98	43.85	46.92	50.21	52.72	54.56

ELK GROVE UNIFIED SCHOOL DISTRICT
AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES
Salary Schedule #21
2025-2026

Classification	Training	EXPERIENCE STEPS					
	Classes (3%)*	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6+
Construction Technician III	621	\$ 37.67	\$ 40.32	\$ 43.13	\$ 46.15	\$ 48.46	\$ 50.16
Senior Technology Application Specialist	622*	38.82	41.54	44.46	47.57	49.95	51.70
	623*	39.99	42.80	45.80	49.00	51.46	53.26
	624*	41.20	44.09	47.18	50.48	53.01	54.86
	625*	42.44	45.41	48.60	52.00	54.60	56.51

*Advancement to training class levels is based upon units/hours earned after date of hire.

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

**** NIGHT SHIFT DIFFERENTIAL ** \$0.62 night shift differential per hour.**

Per AFSCME collective bargaining agreement language, employees working more than 50% of their hours after 3:00 pm will receive the differential.

*****GRAVEYARD SHIFT DIFFERENTIAL*** \$1.25 graveyard shift differential per hour.**

Per AFSCME collective bargaining agreement language, employees working more than 50% of their hours after 1:00 am will receive the differential.

LONGEVITY BONUS AT COMPLETION OF:

7th year	\$ 731
10th year	\$ 1,107
13th year	\$ 1,435
16th year	\$ 1,807
19th year	\$ 2,180
22nd year	\$ 2,571
25th year	\$ 2,955
28th year	\$ 3,398
31st year	\$ 3,907

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.

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 education classification from when they retired will be paid at Step 1.

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: October 21, 2025 - 2%, November 4, 2025 - classification placement

Board Ratification: January 13, 2026