

**ELK GROVE UNIFIED SCHOOL DISTRICT  
MANAGEMENT SALARY SCHEDULE #18 and #28  
2025-2026**

| CLASSIFICATION                                                     | RANGE | DAYS |
|--------------------------------------------------------------------|-------|------|
| Chief Facilities Officer                                           | 270   | 261  |
| Continuous Improvement Support Leader                              | 235   | 261  |
| Coordinator I,<br>Advancement Via Individual Determination (AVID)  | 205   | 210* |
| Behavioral Services                                                | 205   | 210* |
| College and Career Connections                                     | 205   | 210* |
| Curriculum and Professional Learning                               | 205   | 210* |
| District Athletic/Facility Utilization                             | 205   | 210* |
| Prevention and Intervention Services                               | 205   | 210* |
| Student Support and Health Services                                | 205   | 210* |
| Coordinator II,<br>Special Education                               | 220   | 210* |
| Coordinator III,<br>Health Services                                | 230   | 261  |
| Human Resources Compliance                                         | 230   | 261  |
| Director I,<br>Application Support and Programming                 | 235   | 261  |
| Facilities Development & Planning                                  | 235   | 261  |
| Enterprise Systems                                                 | 235   | 261  |
| Information Technology Support Services                            | 235   | 261  |
| Director II,<br>Career/Technical Education and Educational Options | 250   | 261  |
| Educational Equity                                                 | 250   | 261  |
| English Learner Services                                           | 250   | 261  |
| Expanded Learning                                                  | 250   | 261  |
| Family and Community Engagement                                    | 250   | 261  |
| Food & Nutrition Services                                          | 250   | 261  |
| Instructional Support                                              | 250   | 261  |
| Maintenance and Operations                                         | 250   | 261  |
| Payroll and Benefits                                               | 250   | 261  |
| Purchasing and Warehouse                                           | 250   | 261  |
| Research and Evaluation                                            | 250   | 261  |
| Safety and Security                                                | 250   | 261  |
| School Improvement Support                                         | 250   | 261  |
| Transportation                                                     | 250   | 261  |
| Director III,<br>Elementary Education                              | 265   | 261  |
| Fiscal Services                                                    | 265   | 261  |
| Human Resources                                                    | 265   | 261  |
| Secondary Education                                                | 265   | 261  |
| Special Education and SELPA                                        | 265   | 261  |
| Student Support and Health Services                                | 265   | 261  |
| District Grant Writer                                              | 160   | 261  |

| CLASSIFICATION                                                                                       | RANGE | DAYS  |
|------------------------------------------------------------------------------------------------------|-------|-------|
| District Head Counselor                                                                              | 205   | 261   |
| Manager I,<br>Safe Routes to School and Facilities Outreach<br>Coordinator                           | 120   | 261   |
| Manager II,<br>Communications                                                                        | 150   | 261   |
| Operations Manager - Food and Nutrition Services                                                     | 150   | 261   |
| Planning                                                                                             | 150   | 261   |
| Safety and Security                                                                                  | 150   | 261   |
| Transportation Operations and Fleet Maintenance                                                      | 150   | 261   |
| Manager III,<br>Accounting                                                                           | 175   | 261   |
| Budget                                                                                               | 175   | 261   |
| Custodial Services                                                                                   | 175   | 261   |
| Facilities Accounting                                                                                | 175   | 261   |
| Maintenance and Operations                                                                           | 175   | 261   |
| Risk                                                                                                 | 175   | 261   |
| Manager IV,<br>Research Projects                                                                     | 185   | 261   |
| Senior Construction                                                                                  | 185   | 261   |
| Principal,<br>Adult and Community Education                                                          | 215   | 261   |
| Continuation                                                                                         | 215   | 216*  |
| Elementary                                                                                           | 220   | 207*  |
| Elementary (Year Round)                                                                              | 245   | 261   |
| High School                                                                                          | 260   | 261   |
| Middle School                                                                                        | 240   | 251** |
| Special Education                                                                                    | 240   | 227*  |
| Program Administrator,<br>Adult and Community Education/Adult Education and<br>Grant Funded Programs | 195   | 261   |
| High School Instructional Specialist                                                                 | 200   | 210*  |
| Middle School Instructional Specialist                                                               | 175   | 206*  |
| Program Specialist,<br>Education Services and Schools                                                | 185   | 200*  |
| Special Education                                                                                    | 195   | 200*  |
| Vice Principal,<br>Adult and Community Education                                                     | 175   | 210*  |
| Alternative/Continuation School                                                                      | 165   | 200*  |
| Elementary                                                                                           | 180   | 200*  |
| Elementary (Year Round)                                                                              | 210   | 219*  |
| High School                                                                                          | 210   | 210*  |
| Middle School                                                                                        | 200   | 206*  |

Certificated and Classified EGTEAMS employees are paid annual salaries that include workdays, holidays, and vacation days. Full year, full time Certificated and Classified EGTEAMS employees have a 261-day work year consisting of 222 base service/work days, 16 holidays, and 23 vacation days, unless otherwise noted.

\*Certificated EGTEAMS employees working a positive work year calendar are paid annual salaries that do not include holidays or vacation.

\*\*Employees in this classification have a 251-day work year consisting of 212 base service days, 16 holidays, and 23 vacation days.

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2025-2026**

| RANGE | STEP 1  | STEP 2  | STEP 3  | STEP 4  | STEP 5  | STEPS 6 & 7 | STEP 8  | STEP 9  |
|-------|---------|---------|---------|---------|---------|-------------|---------|---------|
| 120   | 86,063  | 89,078  | 92,194  | 95,421  | 98,761  | 102,215     | 104,263 | 108,439 |
| 125   | 87,612  | 90,679  | 93,854  | 97,140  | 100,537 | 104,061     | 106,142 | 110,393 |
| 130   | 89,191  | 92,313  | 95,542  | 98,886  | 102,347 | 105,929     | 108,051 | 112,381 |
| 135   | 90,792  | 93,973  | 97,262  | 100,664 | 104,188 | 107,836     | 109,992 | 114,401 |
| 140   | 92,427  | 95,664  | 99,013  | 102,476 | 106,062 | 109,778     | 111,972 | 116,459 |
| 145   | 94,092  | 97,387  | 100,796 | 104,324 | 107,976 | 111,756     | 113,992 | 118,560 |
| 150   | 95,787  | 99,142  | 102,610 | 106,202 | 109,921 | 113,766     | 116,042 | 120,691 |
| 155   | 97,512  | 100,924 | 104,456 | 108,113 | 111,898 | 115,812     | 118,129 | 122,864 |
| 160   | 99,268  | 102,739 | 106,334 | 110,055 | 113,912 | 117,893     | 120,252 | 125,071 |
| 165   | 101,051 | 104,587 | 108,249 | 112,038 | 115,959 | 120,019     | 122,420 | 127,326 |
| 170   | 102,873 | 106,473 | 110,200 | 114,056 | 118,051 | 122,181     | 124,627 | 129,620 |
| 175   | 104,725 | 108,388 | 112,182 | 116,109 | 120,174 | 124,380     | 126,865 | 131,950 |
| 180   | 106,608 | 110,338 | 114,202 | 118,198 | 122,332 | 126,617     | 129,148 | 134,323 |
| 185   | 108,528 | 112,328 | 116,260 | 120,327 | 124,539 | 128,897     | 131,474 | 136,745 |
| 190   | 110,481 | 114,348 | 118,348 | 122,490 | 126,777 | 131,213     | 133,837 | 139,202 |
| 195   | 112,469 | 116,405 | 120,486 | 124,696 | 129,059 | 133,582     | 136,250 | 141,711 |
| 200   | 114,496 | 118,501 | 122,651 | 126,941 | 131,383 | 135,988     | 138,704 | 144,263 |
| 205   | 116,555 | 120,635 | 124,857 | 129,227 | 133,750 | 138,430     | 141,199 | 146,862 |
| 210   | 118,651 | 122,807 | 127,105 | 131,556 | 136,161 | 140,923     | 143,742 | 149,504 |
| 215   | 120,788 | 125,015 | 129,393 | 133,922 | 138,608 | 143,457     | 146,328 | 152,190 |
| 220   | 122,966 | 127,269 | 131,718 | 136,330 | 141,105 | 146,044     | 148,965 | 154,934 |
| 225   | 125,178 | 129,559 | 134,094 | 138,784 | 143,643 | 148,673     | 151,640 | 157,722 |
| 230   | 127,431 | 131,887 | 136,506 | 141,287 | 146,227 | 151,349     | 154,371 | 160,561 |
| 235   | 129,724 | 134,263 | 138,964 | 143,827 | 148,859 | 154,073     | 157,151 | 163,451 |
| 240   | 132,058 | 136,681 | 141,463 | 146,414 | 151,541 | 156,842     | 159,978 | 166,391 |
| 245   | 134,437 | 139,141 | 144,012 | 149,053 | 154,268 | 159,670     | 162,863 | 169,390 |
| 250   | 136,857 | 141,648 | 146,604 | 151,734 | 157,046 | 162,540     | 165,789 | 172,434 |
| 255   | 139,319 | 144,195 | 149,242 | 154,465 | 159,873 | 165,470     | 168,778 | 175,540 |
| 260   | 141,827 | 146,793 | 151,929 | 157,248 | 162,750 | 168,448     | 171,819 | 178,704 |
| 265   | 144,379 | 149,435 | 154,663 | 160,078 | 165,679 | 171,480     | 174,912 | 181,920 |
| 270   | 146,978 | 152,125 | 157,447 | 162,960 | 168,662 | 174,567     | 178,060 | 185,195 |

Any certificated management employee serving as a summer school administrator shall receive \$96 per hour.

Longevity bonus based on employee's base pay at the completion of:

13 years - 1%; 16 years - 2%; 19 years - 3%; 22 years - 4%; 25 years - 6%

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.

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: June 24, 2025 - 1%