

**ELK GROVE UNIFIED SCHOOL DISTRICT
NATIONAL UNION OF HEALTHCARE WORKERS
2025-2026**

SALARY SCHEDULE #30

BEHAVIOR SUPPORT SPECIALISTS		
STEP	INITIAL SALARY	INITIAL SALARY +15 UNITS
1	75,971	
2	80,440	
3	86,499	
4	92,491	
5	98,415	
6	104,454	
7	111,766	
8	117,369	
9		117,369
10		117,369
11		118,545
12		118,545
13		119,718
14		119,718
15		120,888
16		120,888
17		122,062
18		122,062
19		124,413

SALARY SCHEDULE #35

MENTAL HEALTH THERAPISTS		
STEP	INITIAL SALARY	INITIAL SALARY +15 UNITS
1	80,972	
2	85,738	
3	92,198	
4	98,584	
5	104,897	
6	111,335	
7	119,127	
8	125,100	
9		125,100
10		125,100
11		126,353
12		126,353
13		127,605
14		127,605
15		128,851
16		128,851
17		130,103
18		130,103
19		132,604

Work year shall be 217 paid days (8 hour work day), inclusive of 194 duty days, 12 holidays and 11 vacation days, and shall be approved by the employee's supervisor per section 10.1 of the collective bargaining agreement.

New employees with no prior experience will be assigned to Step 1. New employees with prior experience may be granted a maximum of **seven (7) years** credit on their initial schedule placement on the recommendation of the Chief Human Resources Officer. Prior experience must have occurred within 20 years immediately preceding hire date.

For Behavior Support Specialists, an annual bonus of 8.25% of Step 1 will be paid for a Board Certified Behavior Analyst, Master's or Doctorate degrees.

For Mental Health Therapists, an annual Doctoral bonus equal to 8.25% of Step 1 will be paid as well as an \$1,100 maximum annual mileage allowance. A responsibility factor will be applied for Mental Health Therapists selected to perform duties of a unique nature resulting in a 5% differential allowance above their current salary placement for the school year.

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: July 22, 2025 - 2%

Board Ratified: January 13, 2026