

**ELK GROVE UNIFIED SCHOOL DISTRICT**  
**CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION (CSEA)**  
**Salary Schedule #23**  
**2026-2027**

| Classification                                            | Training         | STEP<br>1 | STEP<br>2 | STEP<br>3 | STEP<br>4 | STEP<br>5 | STEP<br>6 | STEP<br>7+ |
|-----------------------------------------------------------|------------------|-----------|-----------|-----------|-----------|-----------|-----------|------------|
|                                                           | Classes<br>(3%)* |           |           |           |           |           |           |            |
| Paraeducator I **                                         | 301              | \$18.81   | \$19.18   | \$19.57   | \$19.97   | \$20.57   | \$21.18   | \$22.04    |
|                                                           | 302*             | 19.37     | 19.76     | 20.15     | 20.57     | 21.18     | 21.82     | 22.70      |
|                                                           | 303*             | 19.95     | 20.35     | 20.76     | 21.18     | 21.82     | 22.47     | 23.38      |
|                                                           | 304*             | 20.56     | 20.96     | 21.38     | 21.82     | 22.47     | 23.15     | 24.07      |
|                                                           | 305*             | 21.17     | 21.59     | 22.03     | 22.47     | 23.15     | 23.85     | 24.79      |
|                                                           | 306*             | 21.81     | 22.24     | 22.69     | 23.15     | 23.84     | 24.56     | 25.54      |
| Paraeducator II ***                                       | 321              | \$19.26   | \$19.64   | \$20.04   | \$20.43   | \$21.05   | \$21.68   | \$22.55    |
|                                                           | 322*             | 19.84     | 20.24     | 20.64     | 21.05     | 21.68     | 22.34     | 23.22      |
|                                                           | 323*             | 20.43     | 20.84     | 21.27     | 21.68     | 22.34     | 23.00     | 23.92      |
|                                                           | 324*             | 21.05     | 21.46     | 21.90     | 22.34     | 23.00     | 23.69     | 24.64      |
|                                                           | 325*             | 21.68     | 22.11     | 22.56     | 23.00     | 23.69     | 24.40     | 25.38      |
|                                                           | 326*             | 22.33     | 22.77     | 23.23     | 23.69     | 24.40     | 25.13     | 26.14      |
| Paraeducator III ****                                     | 351              | \$20.96   | \$21.38   | \$21.81   | \$22.24   | \$22.91   | \$23.60   | \$24.54    |
|                                                           | 352*             | 21.59     | 22.03     | 22.46     | 22.91     | 23.60     | 24.30     | 25.28      |
|                                                           | 353*             | 22.23     | 22.69     | 23.14     | 23.60     | 24.30     | 25.03     | 26.04      |
|                                                           | 354*             | 22.90     | 23.37     | 23.84     | 24.30     | 25.03     | 25.78     | 26.82      |
|                                                           | 355*             | 23.59     | 24.06     | 24.55     | 25.03     | 25.78     | 26.55     | 27.62      |
|                                                           | 356*             | 24.29     | 24.79     | 25.29     | 25.78     | 26.55     | 27.35     | 28.45      |
| Child Associate                                           | 371              | \$21.98   | \$22.42   | \$22.87   | \$23.33   | \$24.02   | \$24.74   | \$25.73    |
| Family Advocate - Bilingual                               | 372*             | 22.64     | 23.10     | 23.55     | 24.02     | 24.74     | 25.48     | 26.50      |
| Family Advocate - General                                 | 373*             | 23.32     | 23.79     | 24.26     | 24.74     | 25.48     | 26.24     | 27.29      |
| Family, School, Community Liaison                         | 374*             | 24.01     | 24.51     | 24.99     | 25.48     | 26.24     | 27.03     | 28.11      |
| Paraeducator - Early Childhood Education (ECE)            | 375*             | 24.73     | 25.25     | 25.74     | 26.24     | 27.03     | 27.84     | 28.95      |
| Parent Liaison                                            | 376*             | 25.47     | 26.01     | 26.51     | 27.03     | 27.84     | 28.68     | 29.82      |
| Teaching Associate, Arts Education 7-12                   |                  |           |           |           |           |           |           |            |
| Teaching Associate, General                               |                  |           |           |           |           |           |           |            |
| Teaching Associate, Infant/Toddler Program                |                  |           |           |           |           |           |           |            |
| Paraeducator IV                                           | 391              | \$23.52   | \$23.99   | \$24.47   | \$24.96   | \$25.70   | \$26.47   | \$27.53    |
|                                                           | 392*             | 24.22     | 24.71     | 25.20     | 25.70     | 26.47     | 27.26     | 28.35      |
|                                                           | 393*             | 24.95     | 25.46     | 25.96     | 26.47     | 27.26     | 28.08     | 29.20      |
|                                                           | 394*             | 25.69     | 26.23     | 26.74     | 27.26     | 28.08     | 28.92     | 30.08      |
|                                                           | 395*             | 26.46     | 27.01     | 27.54     | 28.08     | 28.92     | 29.79     | 30.98      |
| Educational Interpreter for the Deaf & Hard of Hearing    | 511              | \$27.49   | \$28.86   | \$30.31   | \$31.83   | \$33.42   | \$35.09   | \$36.85    |
| Health Assistant - Special Education                      | 512*             | 28.31     | 29.72     | 31.21     | 32.78     | 34.42     | 36.14     | 37.95      |
| Job Development Specialist                                | 513*             | 29.16     | 30.62     | 32.15     | 33.77     | 35.45     | 37.23     | 39.09      |
| Program Educator                                          | 514*             | 30.04     | 31.53     | 33.12     | 34.78     | 36.51     | 38.34     | 40.26      |
| Project Implementor                                       | 515*             | 30.94     | 32.48     | 34.10     | 35.82     | 37.60     | 39.49     | 41.47      |
| Project Implementor - Substance Abuse Prevention Educator | 516*             | 31.87     | 33.46     | 35.12     | 36.89     | 38.72     | 40.68     | 42.72      |
| Teaching Associate - Bilingual/Translator Interpreter     |                  |           |           |           |           |           |           |            |
| Health Assistant II (Licensed Vocational Nurse)           | 531              | \$29.41   | \$30.88   | \$32.43   | \$34.05   | \$35.75   | \$37.54   | \$39.41    |
|                                                           | 532*             | 30.29     | 31.81     | 33.40     | 35.07     | 36.82     | 38.66     | 40.60      |
|                                                           | 533*             | 31.20     | 32.76     | 34.40     | 36.12     | 37.93     | 39.82     | 41.81      |
|                                                           | 534*             | 32.14     | 33.75     | 35.43     | 37.20     | 39.06     | 41.02     | 43.07      |
|                                                           | 535*             | 33.10     | 34.76     | 36.50     | 38.32     | 40.24     | 42.25     | 44.36      |
|                                                           | 536*             | 34.10     | 35.80     | 37.59     | 39.47     | 41.44     | 43.52     | 45.69      |

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2026-2027**

| Classification  | Training      |         |         |         |         |         |         |         |
|-----------------|---------------|---------|---------|---------|---------|---------|---------|---------|
|                 | Classes (3%)* | STEP 1  | STEP 2  | STEP 3  | STEP 4  | STEP 5  | STEP 6  | STEP 7+ |
| PreK Instructor | 611           | \$36.51 | \$37.60 | \$38.72 | \$39.92 | \$41.12 | \$42.34 | \$44.10 |
|                 | 612*          | 37.60   | 38.72   | 39.88   | 41.12   | 42.34   | 43.61   | 45.42   |
|                 | 613*          | 38.73   | 39.89   | 41.07   | 42.35   | 43.61   | 44.91   | 46.78   |
|                 | 614*          | 39.90   | 41.09   | 42.31   | 43.62   | 44.92   | 46.26   | 48.18   |
|                 | 615*          | 41.11   | 42.32   | 43.57   | 44.92   | 46.27   | 47.65   | 49.63   |
|                 | 616*          | 42.33   | 43.59   | 44.87   | 46.27   | 47.65   | 49.09   | 51.13   |

|                                              |           |         |
|----------------------------------------------|-----------|---------|
| <b>LONGEVITY BONUS AT THE COMPLETION OF:</b> | 7th year  | \$ 719  |
|                                              | 10th year | \$1,077 |
|                                              | 13th year | \$1,406 |
|                                              | 16th year | \$1,775 |
|                                              | 19th year | \$2,132 |
|                                              | 22nd year | \$2,512 |
|                                              | 25th year | \$2,886 |

- \* Advancement to training class levels is based upon units/hours earned after date of hire.
- \*\* Effective 1/1/2024: Former associated classifications were Paraeducator - General and Paraeducator - Pre-Kindergarten.
- \*\*\* Effective 1/1/2024: Former associated classification was Paraeducator - Special Education, Mild/Moderate.
- \*\*\*\* Effective 1/1/2024: Former associated classification was Paraeducator - Special Education, Moderate/Severe.

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.

**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, 2026  
Board Approved: June 23, 2026