

**ELK GROVE UNIFIED SCHOOL DISTRICT  
NATIONAL UNION OF HEALTHCARE WORKERS  
Salary Schedule #32  
2025-2026**

Classification	EXPERIENCE STEPS						
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6 & 7	STEP 8+
Occupational Therapist	87,416	91,353	95,466	99,758	104,249	108,938	114,374
Physical Therapist	87,416	91,353	95,466	99,758	104,249	108,938	114,374
Certified Occupational Therapist Assistant	63,480	66,335	69,322	72,443	75,704	79,107	83,059
Speech Language Pathology Assistant	57,730	60,328	63,044	65,882	68,848	71,942	75,536

For newly hired employees, initial salary placement is based on prior years of related/parallel, full time, evaluated work experience within the last 7 years. This work experience must be verifiable. Initial salary placement may be contested only during the employee's probationary period.

Annual salary is paid on a 215 day work year, inclusive of 187 duty days, 16 holidays, and 12 vacation days.

**LONGEVITY BONUS AT COMPLETION OF:**

13th year	1% of employee's base salary
16th year	2% of employee's base salary
19th year	3% of employee's base salary
22nd year	4% of employee's base salary
25th year	5% of employee's base salary
28th year	6% of employee's base salary

**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.

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 10, 2025