

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

**SALARY SCHEDULE #30**

<b>BEHAVIOR SUPPORT SPECIALISTS</b>		
STEP	INITIAL SALARY	INITIAL SALARY +15 UNITS
1	73,021	
2	77,316	
3	83,140	
4	88,899	
5	94,593	
6	100,398	
7	107,426	
8	112,811	
9		112,811
10		112,811
11		113,942
12		113,942
13		115,069
14		115,069
15		116,194
16		116,194
17		117,322
18		117,322
19		119,582

**SALARY SCHEDULE #35**

<b>MENTAL HEALTH THERAPISTS</b>		
STEP	INITIAL SALARY	INITIAL SALARY +15 UNITS
1	77,828	
2	82,409	
3	88,618	
4	94,756	
5	100,824	
6	107,012	
7	114,501	
8	120,242	
9		120,242
10		120,242
11		121,447
12		121,447
13		122,650
14		122,650
15		123,848
16		123,848
17		125,051
18		125,051
19		127,455

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: June 10, 2025