## Salary Schedule #32
### 2023/2024

<table>
<thead>
<tr>
<th>Classification</th>
<th>STEP 1</th>
<th>STEP 2</th>
<th>STEP 3</th>
<th>STEP 4</th>
<th>STEP 5</th>
<th>STEP 6 &amp; 7</th>
<th>STEP 8+</th>
</tr>
</thead>
<tbody>
<tr>
<td>Occupational Therapist</td>
<td>75,062.00</td>
<td>78,442.00</td>
<td>81,974.00</td>
<td>85,660.00</td>
<td>89,516.00</td>
<td>93,542.00</td>
<td>98,210.00</td>
</tr>
<tr>
<td>Physical Therapist</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Certified Occupational Therapist</td>
<td>54,508.00</td>
<td>56,961.00</td>
<td>59,525.00</td>
<td>62,205.00</td>
<td>65,005.00</td>
<td>67,927.00</td>
<td>71,320.00</td>
</tr>
<tr>
<td>Physical Therapist Assistant</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Speech Language Assistant</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Pathology Assistant</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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.

Occupational Therapist / Physical Therapist / Certified Occupational Therapist Assistant:
The work year is defined as 176 duty days with 16 paid holidays for a total of 192 paid days.

Speech Language Pathology Assistant:
The work year is defined as 187 duty days with 16 paid holidays for a total of 203 paid 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 07/01/23: No changes from the 2022/2023 salary schedule; changed fiscal year dates.

Revised 06/07/23: Added verbiage: 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.

Board approved: June 13, 2023