

**ELK GROVE UNIFIED SCHOOL DISTRICT**  
**NATIONAL UNION OF HEALTHCARE WORKERS**  
**2021/22**

**SALARY SCHEDULE #30**

<b>BEHAVIOR SUPPORT SPECIALISTS</b>		
STEP	INITIAL SALARY	INITIAL SALARY +15 UNITS
1	\$66,383	
2	70,287	
3	75,582	
4	80,817	
5	85,994	
6	91,271	
7	97,660	
8	102,555	
9		102,555
10		102,555
11		103,584
12		103,584
13		104,608
14		104,608
15		105,631
16		105,631
17		106,656
18		106,656
19		108,711

**SALARY SCHEDULE #35**

<b>MENTAL HEALTH THERAPISTS</b>		
STEP	INITIAL SALARY	INITIAL SALARY +15 UNITS
1	\$70,753	
2	74,917	
3	80,562	
4	86,142	
5	91,658	
6	97,284	
7	104,092	
8	109,311	
9		109,311
10		109,311
11		110,406
12		110,406
13		111,500
14		111,500
15		112,589
16		112,589
17		113,683
18		113,683
19		115,868

Work year shall be 217 PAID DAYS - 8 hr. work day (which includes 195 duty days, 11 annual vacation days, 11 holidays, and shall be approved by the employee's supervisor per section 10.1 of the collective bargaining unit.)

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.

A Doctoral bonus will be paid each year in an amount equal to 8.25% of Step 1.

\$1,100.00 maximum mileage allowance annually for Mental Health Therapists.

For MHT's a responsibility factor will be applied for those selected to perform duties of a unique nature and will receive a 5% differential allowance above their current salary placement for the school year.

Arbinger Training outside of work hours have the option of receiving compensation at \$41.60 per hour.

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.

Revised 2/11/2022: Retro to July 1, 2021 add 2.00% to the 2020-21 salary schedule for Behavior Support Specialist and 2.00% to the 2020-21 salary schedule for Mental Health Therapists.

Board Approved 3/22/2022