

**ELK GROVE UNIFIED SCHOOL DISTRICT
 NATIONAL UNION OF HEALTH CARE WORKERS (NUHW)
 Salary Schedule #32
 2021/22**

Classification	EXPERIENCE STEPS						
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6 & 7	STEP 8+
Occupational Therapist Physical Therapist	68,238.00	71,311.00	74,522.00	77,873.00	81,378.00	85,038.00	89,282.00
Certified Occupational Therapist Assistant	49,553.00	51,783.00	54,114.00	56,550.00	59,095.00	61,752.00	64,836.00

~ 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.

~ The work year is defined as 177 work days with 15 paid holidays for a total of 192 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.
- All EGUSD retirees, when substituting in the classification from which they left the District, shall be paid at the step they were on when they retired. They will be paid at step 1 while substituting in other classifications, or the lowest step of the classification, in which they will substitute, that is consistent with the California minimum wage, whichever 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.