

**ELK GROVE UNIFIED SCHOOL DISTRICT  
 BEHAVIOR SUPPORT SPECIALISTS  
 NATIONAL UNION OF HEALTHCARE WORKERS  
 SALARY SCHEDULE #30  
 2020/21**

<b>BEHAVIOR SUPPORT SPECIALISTS</b>		
<b>STEP</b>	<b>INITIAL SALARY</b>	<b>INITIAL SALARY +15 UNITS</b>
1	\$63,662	
2	67,407	
3	72,484	
4	77,504	
5	82,470	
6	87,530	
7	93,658	
8	98,352	
9		98,352
10		98,352
11		99,339
12		99,339
13		100,321
14		100,321
15		101,302
16		101,302
17		102,286
18		102,286
19		104,255

BEHAVIOR SUPPORT SPECIALISTS WORK YEAR: 217 PAID DAYS - 8 hr. work day (The work year for all employees shall be 217 days, which includes 195 duty days, 11 annual vacation days and 11 holidays, and shall be approved by by the employee's supervisor per Section 10.1 of the collective bargaining agreement.)

New employees with no prior behavior support specialist 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 Associate Superintendent for Human Resources. Prior experience must have occurred within 20 years immediately preceding hire date.

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

**Behavior Support Specialists attending Arbinger Training outside of work hours have the option of receiving compensation at \$40 per hour or receiving salary schedule credit equivalent.**

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.

Effective 07/01/20: No changes from the 2019/20 salary schedule.

Revised 06/24/20: Changed fiscal year dates.

Board Approved:

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