

ELK GROVE UNIFIED SCHOOL DISTRICT
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION (CSEA)
Salary Schedule #23
2020/21

| Classification | Training Classes (3%)* | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 & 6 | STEP 7 | STEP 8+ |
|---|------------------------------|-----------|-----------|-----------|-----------|---------------|-----------|------------|
| Paraeducator | 301 | \$12.77 | \$13.69 | \$14.62 | \$15.61 | \$16.00 | \$16.33 | \$16.66 |
| Elk Grove Adult & Community Education (EGACE) | 302* | 13.15 | 14.09 | 15.05 | 16.08 | 16.48 | 16.80 | 17.13 |
| General | 303* | 13.59 | 14.51 | 15.51 | 16.57 | 16.95 | 17.29 | 17.63 |
| Pre-Kindergarten | 304* | 13.98 | 14.96 | 15.98 | 17.08 | 17.48 | 17.82 | 18.18 |
| | 305* | 14.39 | 15.40 | 16.46 | 17.58 | 17.98 | 18.34 | 18.72 |
| | 306* | 14.81 | 15.85 | 16.91 | 18.11 | 18.54 | 18.92 | 19.30 |
| Paraeducator - Special Education, Mild/Moderate | 321 | \$13.08 | \$14.00 | \$14.96 | \$16.00 | \$16.36 | \$16.67 | \$17.00 |
| | 322* | 13.50 | 14.42 | 15.39 | 16.47 | 16.83 | 17.17 | 17.51 |
| | 323* | 13.90 | 14.87 | 15.85 | 16.95 | 17.35 | 17.71 | 18.06 |
| | 324* | 14.33 | 15.29 | 16.35 | 17.47 | 17.86 | 18.21 | 18.58 |
| | 325* | 14.73 | 15.73 | 16.82 | 17.98 | 18.40 | 18.78 | 19.15 |
| | 326* | 15.15 | 16.24 | 17.32 | 18.53 | 18.96 | 19.32 | 19.70 |
| Paraeducator - 3 - K | 351 | \$14.35 | \$15.34 | \$16.36 | \$17.56 | \$17.96 | \$18.34 | \$18.72 |
| Paraeducator - Special Education, Deaf & Hard of Hearing | 352* | 14.76 | 15.78 | 16.85 | 18.10 | 18.52 | 18.90 | 19.28 |
| Moderate/Severe ** | 353* | 15.17 | 16.28 | 17.35 | 18.65 | 19.06 | 19.46 | 19.85 |
| Visually Impaired | 354* | 15.66 | 16.79 | 17.87 | 19.19 | 19.64 | 20.06 | 20.46 |
| | 355* | 16.12 | 17.26 | 18.40 | 19.78 | 20.23 | 20.65 | 21.07 |
| | 356* | 16.63 | 17.78 | 18.97 | 20.35 | 20.83 | 21.28 | 21.70 |
| Child Associate | 371 | \$15.08 | \$16.12 | \$17.18 | \$18.38 | \$18.84 | \$19.22 | \$19.60 |
| Family Advocate - Bilingual | 372* | 15.53 | 16.63 | 17.72 | 18.93 | 19.39 | 19.81 | 20.20 |
| Family Advocate - General | 373* | 16.00 | 17.12 | 18.23 | 19.49 | 19.98 | 20.38 | 20.79 |
| Parent Liaison | 374* | 16.48 | 17.62 | 18.80 | 20.10 | 20.59 | 21.02 | 21.44 |
| Program Associate, Bilingual | 375* | 16.95 | 18.15 | 19.36 | 20.68 | 21.19 | 21.61 | 22.04 |
| Teaching Associate, Bilingual | 376* | 17.48 | 18.71 | 19.93 | 21.31 | 21.83 | 22.29 | 22.73 |
| Teaching Associate, General | | | | | | | | |
| Teaching Associate, Infant/Toddler Program | | | | | | | | |
| 3 - K Instructor | 511 | \$21.19 | \$22.66 | \$24.20 | \$25.86 | \$26.49 | \$26.98 | \$27.52 |
| Educational Interpreter for the Deaf & Hard of Hearing | 512* | 21.83 | 23.35 | 24.95 | 26.65 | 27.26 | 27.80 | 28.36 |
| Health Assistant - Special Education | 513* | 22.45 | 24.05 | 25.67 | 27.39 | 28.07 | 28.64 | 29.21 |
| Job Development Specialist | 514* | 23.16 | 24.74 | 26.45 | 28.27 | 28.93 | 29.51 | 30.10 |
| Program Educator | 515* | 23.82 | 25.47 | 27.23 | 29.10 | 29.77 | 30.39 | 31.01 |
| Project Implementor | 516* | 24.54 | 26.27 | 28.03 | 29.98 | 30.70 | 31.31 | 31.93 |
| Project Implementor - Substance Abuse Prevention Educator | | | | | | | | |

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* Advancement to training class levels is based upon units/hours earned after date of hire.

** Prior to 07/01/14: Former associated classifications were: Paraeducator - Special Education, Inclusive Education / Severely Disabled / Paraeducator - Special Education, Independent Livings Skills / Paraeducator - Special Education, Severely Disabled

~ 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.

LONGEVITY BONUS AT THE COMPLETION OF:

| | |
|-----------|---------|
| 7th year | \$591 |
| 10th year | \$885 |
| 13th year | \$1,155 |
| 16th year | \$1,458 |
| 19th year | \$1,751 |
| 22nd year | \$2,063 |
| 25th year | \$2,371 |

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 range 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 range of the classification, in which they will substitute, that is consistent with the California minimum wage*, whichever is greater.

*Expires December 31, 2020, pursuant to October 17, 2019 Minimum Wage Side Letter of Agreement.

- 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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