

Crescent City Schools 2025-26 Salary Scale:

Board Certified Behavior Analyst (BCBA)

Crescent City Schools believes: Staff should be compensated **fairly** for the work they do • **Transparent** salary scales allow staff to plan for their future here at CCS • **Equity** means those doing the same job with the same experience are paid the same across the network • Salaries should honor years of **experience** in the profession and at CCS, and the **complexity** of the work

YOUR SALARY = 1 + 2 + 3 + 4

1	Years	Base Salary *	Years	Base Salary*
	1	\$55,633	16	\$78,617
	2	\$57,899	17	\$80,390
	3	\$59,093	18	\$82,043
	4	\$60,228	19	\$83,814
	5	\$61,391	20	\$85,500
	6	\$62,669	21	\$87,409
	7	\$64,096	22	\$89,438
	8	\$65,523	23	\$91,553
	9	\$66,949	24	\$93,668
	10	\$68,310	25	\$95,784
	11	\$69,887	26	\$98,038
	12	\$71,664	27	\$100,386
	13	\$73,440	28	\$102,734
	14	\$75,180	29	\$105,083
	15	\$76,844	30	\$107,324

2	Taking on Leadership responsibilities?	+	\$1,500	\$3,500	\$7,000
	Role		<ul style="list-style-type: none"> Grade Level Leader Team Leader 	<ul style="list-style-type: none"> Curriculum Manager Dean 	<ul style="list-style-type: none"> Director

3	Working in the summer?	+ 8.3% to your base salary + your leadership bump, if applicable, for an 11-month role

4	Longevity with CCS	5+ Years with CCS?	+ \$5,000 to your salary
		10+ Years with CCS?	+ \$10,000 to your salary

*Base salary is made up of scale salary plus a one-year stipend

Director of Finance & Operations

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YOUR SALARY = 1 + 2 + 3 + 4

1	Years	Base Salary *	Years	Base Salary*
	1	\$56,229	16	\$79,460
	2	\$58,520	17	\$81,252
	3	\$59,727	18	\$82,923
	4	\$60,874	19	\$84,712
	5	\$62,049	20	\$86,418
	6	\$63,341	21	\$88,345
	7	\$64,783	22	\$90,397
	8	\$66,225	23	\$92,536
	9	\$67,668	24	\$94,673
	10	\$69,043	25	\$96,812
	11	\$70,637	26	\$99,089
	12	\$72,432	27	\$101,463
	13	\$74,229	28	\$103,837
	14	\$75,987	29	\$106,209
	15	\$77,668	30	\$108,476

2	Taking on Leadership responsibilities?	+	\$1,500	\$3,500	\$7,000
	Role		• Grade Level Leader • Team Leader	• Curriculum Manager • Dean	• Director

3	Working in the summer?	+ 8.3% to your base salary + your leadership bump, if applicable, for an 11-month role

4	Longevity with CCS	5+ Years with CCS?	+ \$5,000 to your salary
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Licensed Clinical Social Worker (LCSW)

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	13	\$73,440	28	\$102,734
	14	\$75,180	29	\$105,083
	15	\$76,844	30	\$107,324

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	Role		<ul style="list-style-type: none"> Grade Level Leader Team Leader 	<ul style="list-style-type: none"> Curriculum Manager Dean 	<ul style="list-style-type: none"> Director

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4	Longevity with CCS	5+ Years with CCS?	+ \$5,000 to your salary
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Licensed Professional Counselor (LPC)

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2	Taking on Leadership responsibilities?	+	\$1,500	\$3,500	\$7,000
	Role		<ul style="list-style-type: none"> • Grade Level Leader • Team Leader 	<ul style="list-style-type: none"> • Curriculum Manager • Dean 	<ul style="list-style-type: none"> • Director

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Crescent City Schools 2025-26 Salary Scale: Occupational Therapist

Crescent City Schools believes: Staff should be compensated **fairly** for the work they do • **Transparent** salary scales allow staff to plan for their future here at CCS • **Equity** means those doing the same job with the same experience are paid the same across the network • Salaries should honor years of **experience** in the profession and at CCS, and the **complexity** of the work

YOUR SALARY = 1 + 2 + 3 + 4

1	Years	Base Salary*
	1	\$56,364
	2	\$58,660
	3	\$59,869
	4	\$61,019
	5	\$62,197
	6	\$63,492
	7	\$64,938
	8	\$66,384
	9	\$67,829
	10	\$69,208
	11	\$70,806
	12	\$72,606
	13	\$74,406
	14	\$76,169
	15	\$77,854

Years	Base Salary*
16	\$79,650
17	\$81,447
18	\$83,122
19	\$84,915
20	\$86,624
21	\$88,558
22	\$90,613
23	\$92,757
24	\$94,899
25	\$97,043
26	\$99,326
27	\$101,705
28	\$104,085
29	\$106,464
30	\$108,735

2	Taking on Leadership responsibilities?	+	\$1,500	\$3,500	\$7,000
	Role		<ul style="list-style-type: none"> Grade Level Leader Team Leader 	<ul style="list-style-type: none"> Curriculum Manager Dean 	<ul style="list-style-type: none"> Director

3	Working in the summer?	+ 8.3% to your base salary + your leadership bump, if applicable, for an 11-month role

4	Longevity with CCS	5+ Years with CCS?	+ \$5,000 to your salary
		10+ Years with CCS?	+ \$10,000 to your salary

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Crescent City Schools 2025-26 Salary Scale: Physical Therapist

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20	\$86,624
21	\$88,558
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23	\$92,757
24	\$94,899
25	\$97,043
26	\$99,326
27	\$101,705
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3	Working in the summer?	+ 8.3% to your base salary + your leadership bump, if applicable, for an 11-month role

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Crescent City Schools 2025-26 Salary Scale: School Psychologist

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YOUR SALARY = 1 + 2 + 3 + 4

1	Years	Base Salary*
	1	\$60,690
	2	\$63,162
	3	\$64,464
	4	\$65,703
	5	\$66,972
	6	\$68,365
	7	\$69,922
	8	\$71,479
	9	\$73,036
	10	\$74,520
	11	\$76,240
	12	\$78,179
	13	\$80,117
	14	\$82,016
	15	\$83,829

Years	Base Salary*
16	\$85,764
17	\$87,699
18	\$89,501
19	\$91,433
20	\$93,273
21	\$95,355
22	\$97,568
23	\$99,876
24	\$102,184
25	\$104,491
26	\$106,951
27	\$109,512
28	\$112,073
29	\$114,636
30	\$117,082

2	Taking on Leadership responsibilities?	+	\$1,500	\$3,500	\$7,000
	Role		• Grade Level Leader • Team Leader	• Curriculum Manager • Dean	• Director

3	Working in the summer?	+ 8.3% to your base salary + your leadership bump, if applicable, for an 11-month role

4	Longevity with CCS	5+ Years with CCS?	+ \$5,000 to your salary
		10+ Years with CCS?	+ \$10,000 to your salary

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Speech Language Pathologist (SLP)

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	6	\$62,669
	7	\$64,096
	8	\$65,523
	9	\$66,949
	10	\$68,310
	11	\$69,887
	12	\$71,664
	13	\$73,440
	14	\$75,180
	15	\$76,844

Years	Base Salary*
16	\$78,617
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20	\$85,500
21	\$87,409
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24	\$93,668
25	\$95,784
26	\$98,038
27	\$100,386
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2	Taking on Leadership responsibilities?	+	\$1,500	\$3,500	\$7,000
	Role		<ul style="list-style-type: none"> Grade Level Leader Team Leader 	<ul style="list-style-type: none"> Curriculum Manager Dean 	<ul style="list-style-type: none"> Director

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Crescent City Schools 2025-26 Salary Scale: Transportation Manager

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YOUR SALARY = 1 + 2 + 3 + 4

1	Years	Base Salary*
	1	\$54,153
	2	\$57,058
	3	\$58,234
	4	\$59,353
	5	\$60,322
	6	\$61,577
	7	\$62,979
	8	\$64,381
	9	\$65,783
	10	\$66,988
	11	\$68,534
	12	\$70,276
	13	\$72,020
	14	\$73,726
	15	\$75,133

Years	Base Salary*
16	\$76,868
17	\$78,602
18	\$80,218
19	\$81,949
20	\$83,515
21	\$85,378
22	\$87,361
23	\$89,427
24	\$91,493
25	\$93,560
26	\$95,761
27	\$98,055
28	\$100,349
29	\$102,643
30	\$104,730

2	Taking on Leadership responsibilities?	+	\$1,500	\$3,500	\$7,000
	Role		• Grade Level Leader • Team Leader	• Curriculum Manager • Dean	• Director

3	Working in the summer?	+ 8.3% to your base salary + your leadership bump, if applicable, for an 11-month role

4	Longevity with CCS	5+ Years with CCS?	+ \$5,000 to your salary
		10+ Years with CCS?	+ \$10,000 to your salary

*Base salary is made up of scale salary plus a one-year stipend