



Crescent City Schools

2026-27 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

Years	Base Salary
1	\$55,000
2	\$56,158
3	\$57,316
4	\$58,474
5	\$59,632
6	\$61,021
7	\$62,411
8	\$63,800
9	\$65,189
10	\$66,579
11	\$68,316
12	\$70,053
13	\$71,789
14	\$73,526
15	\$75,263

Years	Base Salary
16	\$77,000
17	\$78,737
18	\$80,474
19	\$82,211
20	\$83,947
21	\$86,032
22	\$88,116
23	\$90,200
24	\$92,284
25	\$94,368
26	\$96,684
27	\$99,000
28	\$101,316
29	\$103,632
30	\$105,947

1	Years	Base Salary	2	Years	Base Salary	3	Years	Base Salary	4	Years	Base Salary
1	1	\$55,000	2	16	\$77,000	3	1	\$1,500	4	1	\$7,000
2	2	\$56,158	3	17	\$78,737	4	2	\$3,500	5	2	\$7,000
3	3	\$57,316	4	18	\$80,474	5	3	\$7,000	6	3	\$7,000
4	4	\$58,474	5	19	\$82,211	6	4	\$7,000	7	4	\$7,000
5	5	\$59,632	6	20	\$83,947	7	5	\$7,000	8	5	\$7,000
6	6	\$61,021	7	21	\$86,032	8	6	\$7,000	9	6	\$7,000
7	7	\$62,411	8	22	\$88,116	9	7	\$7,000	10	7	\$7,000
8	8	\$63,800	9	23	\$90,200	10	8	\$7,000	11	8	\$7,000
9	9	\$65,189	10	24	\$92,284	11	9	\$7,000	12	9	\$7,000
10	10	\$66,579	11	25	\$94,368	12	10	\$7,000	13	10	\$7,000
11	11	\$68,316	12	26	\$96,684	13	11	\$7,000	14	11	\$7,000
12	12	\$70,053	13	27	\$99,000	14	12	\$7,000	15	12	\$7,000
13	13	\$71,789	14	28	\$101,316	15	13	\$7,000	16	13	\$7,000
14	14	\$73,526	15	29	\$103,632	16	14	\$7,000	17	14	\$7,000
15	15	\$75,263	16	30	\$105,947	17	15	\$7,000	18	15	\$7,000

2026-27 Salary Scale: Bus Driver



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YOUR SALARY = 1 + 2 + 3

1

Salary for six hours of work per workday

Years	Base Salary 30 Hours	Years	Base Salary 30 Hours
1	\$23,100	16	\$34,170
2	\$23,572	17	\$34,925
3	\$25,080	18	\$35,679
4	\$25,573	19	\$36,433
5	\$26,064	20	\$37,188
6	\$27,060	21	\$38,093
7	\$27,660	22	\$38,998
8	\$28,260	23	\$39,904
9	\$29,040	24	\$40,809
10	\$29,644	25	\$41,715
11	\$30,398	26	\$42,720
12	\$31,152	27	\$43,726
13	\$31,907	28	\$44,732
14	\$32,661	29	\$45,738
15	\$33,415	30	\$46,744

2

Standard hourly rate for additional work assigned beyond six hours per workday

Years	Hourly Rate	Years	Hourly Rate
1	\$20.28	16	\$30.28
2	\$21.10	17	\$30.95
3	\$22.45	18	\$31.58
4	\$22.86	19	\$32.24
5	\$23.29	20	\$32.88
6	\$24.12	21	\$33.60
7	\$24.66	22	\$34.36
8	\$25.19	23	\$35.16
9	\$25.89	24	\$35.96
10	\$26.40	25	\$36.75
11	\$26.99	26	\$37.60
12	\$27.66	27	\$38.49
13	\$28.33	28	\$39.37
14	\$28.99	29	\$40.26
15	\$29.62	30	\$41.10

3

Longevity with CCS

5+ Years with CCS?

+\$1,500 to your salary

10+ Years with CCS?

+\$3,000 to your salary

Director of Finance & Operations



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YOUR SALARY = 1 + 2 + 3 + 4

1	Years	Base Salary
	1	\$55,590
	2	\$56,760
	3	\$57,931
	4	\$59,101
	5	\$60,271
	6	\$61,676
	7	\$63,080
	8	\$64,484
	9	\$65,889
	10	\$67,293
	11	\$69,049
	12	\$70,804
	13	\$72,560
	14	\$74,315
	15	\$76,071

Years	Base Salary
16	\$77,826
17	\$79,581
18	\$81,337
19	\$83,092
20	\$84,848
21	\$86,954
22	\$89,061
23	\$91,168
24	\$93,274
25	\$95,381
26	\$97,721
27	\$100,062
28	\$102,403
29	\$104,743
30	\$107,084

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

Licensed Clinical Social Worker (LCSW)



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2	2	\$56,158	3	17	\$78,737	4	2	\$3,500	5	2	\$7,000
3	3	\$57,316	4	18	\$80,474	5	3	\$7,000	6	3	\$7,000
4	4	\$58,474	5	19	\$82,211	6	4	\$7,000	7	4	\$7,000
5	5	\$59,632	6	20	\$83,947	7	5	\$7,000	8	5	\$7,000
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13	13	\$71,789	14	28	\$101,316	15	13	\$7,000	16	13	\$7,000
14	14	\$73,526	15	29	\$103,632	16	14	\$7,000	17	14	\$7,000
15	15	\$75,263	16	30	\$105,947	17	15	\$7,000	18	15	\$7,000

Licensed Professional Counselor (LPC)



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YOUR SALARY = 1 + 2 + 3 + 4

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10	\$66,579
11	\$68,316
12	\$70,053
13	\$71,789
14	\$73,526
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Years	Base Salary
16	\$77,000
17	\$78,737
18	\$80,474
19	\$82,211
20	\$83,947
21	\$86,032
22	\$88,116
23	\$90,200
24	\$92,284
25	\$94,368
26	\$96,684
27	\$99,000
28	\$101,316
29	\$103,632
30	\$105,947

1	Years	Base Salary	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		
						+ 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		



Crescent City Schools

2026-27 Salary Scale:

Occupational Therapist



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YOUR SALARY = 1 + 2 + 3 + 4

Years	Base Salary
1	\$63,000
2	\$64,200
3	\$65,400
4	\$66,600
5	\$67,800
6	\$69,000
7	\$70,200
8	\$71,400
9	\$72,600
10	\$73,800
11	\$75,000
12	\$76,200
13	\$77,400
14	\$78,600
15	\$79,800

Years	Base Salary
16	\$81,000
17	\$82,200
18	\$83,400
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	• 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



Crescent City Schools

2026-27 Salary Scale:

Physical Therapist



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YOUR SALARY = 1 + 2 + 3 + 4

Years	Base Salary
1	\$55,723
2	\$56,896
3	\$58,069
4	\$59,242
5	\$60,415
6	\$61,823
7	\$63,231
8	\$64,639
9	\$66,046
10	\$67,454
11	\$69,214
12	\$70,974
13	\$72,733
14	\$74,493
15	\$76,253

Years	Base Salary
16	\$78,012
17	\$79,772
18	\$81,532
19	\$83,291
20	\$85,051
21	\$87,163
22	\$89,274
23	\$91,386
24	\$93,497
25	\$95,609
26	\$97,955
27	\$100,301
28	\$102,648
29	\$104,994
30	\$107,340

1	Years	Base Salary	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		
						+ 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		
						+ \$5,000 to your salary		
					10+ Years with CCS?	+ \$10,000 to your salary		
						+ \$10,000 to your salary		



Crescent City Schools

2026-27 Salary Scale:

School Psychologist



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YOUR SALARY = 1 + 2 + 3 + 4

Years	Base Salary
1	\$60,000
2	\$61,263
3	\$62,526
4	\$63,789
5	\$65,053
6	\$66,568
7	\$68,084
8	\$69,600
9	\$71,116
10	\$72,632
11	\$74,526
12	\$76,421
13	\$78,316
14	\$80,211
15	\$82,105

Years	Base Salary
16	\$84,000
17	\$85,895
18	\$87,789
19	\$89,684
20	\$91,579
21	\$93,853
22	\$96,126
23	\$98,400
24	\$100,674
25	\$102,947
26	\$105,474
27	\$108,000
28	\$110,526
29	\$113,053
30	\$115,579

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

Speech Language Pathologist (SLP)

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YOUR SALARY = 1 + 2 + 3 + 4

1

Years	Base Salary
1	\$65,200
2	\$66,400
3	\$67,600
4	\$68,800
5	\$70,000
6	\$71,200
7	\$72,400
8	\$73,600
9	\$74,800
10	\$76,000
11	\$77,200
12	\$78,400
13	\$79,600
14	\$80,800
15	\$82,000

2

Years	Base Salary
16	\$82,000
17	\$83,200
18	\$84,400
19	\$85,600
20	\$86,800
21	\$88,000
22	\$89,200
23	\$90,400
24	\$91,600
25	\$92,800
26	\$94,000
27	\$95,200
28	\$96,400
29	\$97,600
30	\$98,800

Taking on Leadership or Supervisory responsibilities?	+	\$1,500	\$3,500	\$7,000	\$2,000	\$4,000
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 	<ul style="list-style-type: none"> Supervision of Clinical Year Fellow 	<ul style="list-style-type: none"> Supervision of SLP-A 	

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
		+ \$5,000 to your salary
	+ \$10,000 to your salary	

Crescent City Schools

2026-27 Salary Scale:

Transportation Manager



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YOUR SALARY = 1 + 2 + 3 + 4

1	Years	Base Salary
1	1	\$53,313
2	2	\$55,111
3	3	\$56,247
4	4	\$57,383
5	5	\$58,348
6	6	\$59,707
7	7	\$61,067
8	8	\$62,426
9	9	\$63,786
10	10	\$65,017
11	11	\$66,713
12	12	\$68,409
13	13	\$70,106
14	14	\$71,802
15	15	\$73,280

Years	Base Salary
16	\$74,972
17	\$76,663
18	\$78,354
19	\$80,045
20	\$81,655
21	\$83,682
22	\$85,710
23	\$87,737
24	\$89,764
25	\$91,792
26	\$94,044
27	\$96,297
28	\$98,549
29	\$100,802
30	\$74,972

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		