

# 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

$$\text{YOUR SALARY} = 1 + 2 + 3 + 4$$

1	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

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

# Crescent City Schools 2026-27 Salary Scale: **Bus Driver**

**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

$$\text{YOUR SALARY} = 1 + 2 + 3$$

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

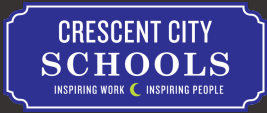
## Longevity with CCS

**5+ Years  
with CCS?**

+\$1,500  
to your salary

**10+ Years  
with CCS?**

+\$3,000  
to your salary



# Crescent City Schools

## 2026-27 Salary Scale:

### Director of Finance & Operations



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$$\text{YOUR SALARY} = 1 + 2 + 3 + 4$$

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

**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	\$55,000
2	\$56,158
3	\$57,316
4	\$58,474
5	\$59,632
6	\$61,021
7	\$62,411
8	\$63,800
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10	\$66,579
11	\$68,316
12	\$70,053
13	\$71,789
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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
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23	\$90,200
24	\$92,284
25	\$94,368
26	\$96,684
27	\$99,000
28	\$101,316
29	\$103,632
30	\$105,947

2

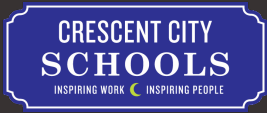
Taking on Leadership responsibilities?	+	\$1,500	\$3,500	\$7,000
Role		<ul style="list-style-type: none"> <li>• Grade Level Leader</li> <li>• Team Leader</li> </ul>	<ul style="list-style-type: none"> <li>• Curriculum Manager</li> <li>• Dean</li> </ul>	<ul style="list-style-type: none"> <li>• Director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

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



# Crescent City Schools

## 2026-27 Salary Scale:

### Licensed Professional Counselor (LPC)



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**YOUR SALARY** = 1 + 2 + 3 + 4

1	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

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

# Crescent City Schools

## 2026-27 Salary Scale:

### Occupational Therapist

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YOUR SALARY = 1 + 2 + 3 + 4

1

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

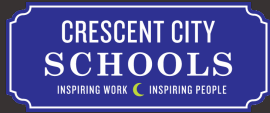
3

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





# Crescent City Schools

## 2026-27 Salary Scale:

### Physical 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

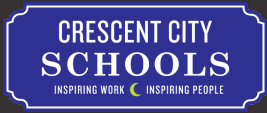
1	Years	Base Salary
	1	\$55,723
	2	\$56,896
	3	\$58,069
	4	\$59,242
	5	\$60,415
	6	\$61,823
	7	\$63,231
	8	\$64,639
	9	\$66,046
	10	\$67,454
	11	\$69,214
	12	\$70,974
	13	\$72,733
	14	\$74,493
	15	\$76,253

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

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



# Crescent City Schools

## 2026-27 Salary Scale:

### School Psychologist



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$$\text{YOUR SALARY} = 1 + 2 + 3 + 4$$

1	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)

**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	\$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

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

2

Taking on Leadership or Supervisory responsibilities?	+	\$1,500	\$3,500	\$7,000	\$2,000	\$4,000
Role		<ul style="list-style-type: none"> <li>Grade Level Leader</li> <li>Team Leader</li> </ul>	<ul style="list-style-type: none"> <li>Curriculum Manager</li> <li>Dean</li> </ul>	<ul style="list-style-type: none"> <li>Director</li> </ul>	<ul style="list-style-type: none"> <li>Supervision of Clinical Year Fellow</li> </ul>	<ul style="list-style-type: none"> <li>Supervision of SLP-A</li> </ul>

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:

### Transportation Manager

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YOUR SALARY = 1 + 2 + 3 + 4

1	Years	Base Salary
	1	\$53,313
	2	\$55,111
	3	\$56,247
	4	\$57,383
	5	\$58,348
	6	\$59,707
	7	\$61,067
	8	\$62,426
	9	\$63,786
	10	\$65,017
	11	\$66,713
	12	\$68,409
	13	\$70,106
	14	\$71,802
	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		<ul style="list-style-type: none"> <li>• Grade Level Leader</li> <li>• Team Leader</li> </ul>	<ul style="list-style-type: none"> <li>• Curriculum Manager</li> <li>• Dean</li> </ul>	<ul style="list-style-type: none"> <li>• Director</li> </ul>

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