

# NEWARK UNIFIED SCHOOL DISTRICT

## 2025/2026 Behavioral Specialist, Occupational Therapist, Manager Parent Engagement

Board approved 1.75% increase 5/5/26 effective 7/1/24

Annual rate based on 1.00 FTE, 7 hours/day

Days	Classification
193	Behavioral Specialist
	Manager, Parent Engagement
205	Occupational Therapist

Step	Annual	L1	L2	L3	L4
4	94,270	+943	+1,885	+2,828	+3,771
5	97,540	+975	+1,951	+2,926	+3,902
6	100,810	+1008	+2,016	+3,024	+4,032
7	104,075	+1041	+2,082	+3,122	+4,163
8	107,346	+1073	+2,147	+3,220	+4,294
9	110,620	+1106	+2,212	+3,319	+4,425
10	122,293	+1,223	+2,446	+3,669	+4,892
11	122,293	+1,223	+2,446	+3,669	+4,892
12	122,293	+1,223	+2,446	+3,669	+4,892
13	122,293	+1,223	+2,446	+3,669	+4,892
14	126,356	+1,264	+2,527	+3,791	+5,054
15	126,356	+1,264	+2,527	+3,791	+5,054
16	129,624	+1,296	+2,592	+3,889	+5,185
17	129,624	+1,296	+2,592	+3,889	+5,185
18	129,624	+1,296	+2,592	+3,889	+5,185
19	129,624	+1,296	+2,592	+3,889	+5,185
20	132,898	+1,329	+2,658	+3,987	+5,316
21	132,898	+1,329	+2,658	+3,987	+5,316
22	132,898	+1,329	+2,658	+3,987	+5,316
23	136,166	+1,362	+2,723	+4,085	+5,447
24	136,166	+1,362	+2,723	+4,085	+5,447
25	136,166	+1,362	+2,723	+4,085	+5,447
26	139,438	+1,394	+2,789	+4,183	+5,578
27	139,438	+1,394	+2,789	+4,183	+5,578
28	146,908	+1,469	+2,938	+4,407	+5,876

Due to rounding in the automated payroll system, rates shown on this schedule may not be exact figures and are being provided for general purposes only.

**Longevity**

- L1 1% after 10 years
- L2 2% after 15 years
- L3 3% after 20 years
- L4 4% after 25 years

Longevity increments will be given upon completion of the 10th, 15th, 20th and 25th year of service.

**Degree Stipends (annual)**

**Master's:** \$1,000 in addition to regular placement (limit 2)\*

**Doctorate:** \$2,000 in addition to regular placement (limit 1)\*

\*Payment for the degrees earned or new hire during the school year will be pro-rated

**Benefits:** The District does not provide a separate allocation for insurance fringe benefits.

Approved by the NUSD Board on May 19, 2026.