

Cupertino Union School District

**NURSE
PSYCHOLOGIST
SPEECH and LANGUAGE PATHOLOGIST
PROGRAM SPECIALIST
2025-26 SALARY SCHEDULE**

SCHEDULE E

	1	2	3	4	5
No Advanced Degree	\$115,381	\$122,123	\$128,736	\$134,865	\$141,288
One Advanced Degree	\$117,719	\$124,461	\$131,074	\$137,203	\$143,626
Two Advanced Degree	\$120,057	\$126,799	\$133,412	\$139,541	\$145,964

1. Salary is for a 198 day work year. Salary adjustments for the length of the work year shall be computed on the basis of the ratio of days worked to total days in applicable work year. Nurse, Psychologist, Speech and Language Pathologist(SLP), Program Specialist, will confer with their supervisors and mutually agree upon a 198-day calendar on or before July 1 each year. Any changes to the agreed upon calendar will be discussed and mutually agreed upon in advance by the supervisor and Human Resources.
2. A maximum of two (2) years previous experience outside the District may be credited for initial placement on the schedule.
3. Psychologist Interns, SLPs and Program Specialists who have not yet earned their preliminary credential shall be paid on Step 1 and shall stay on Step 1 until they complete their credential.
4. When a Nurse's Psychologist's, SLP's or Program Specialist's pay is less on a per diem basis than the per diem pay of a teacher with the same number of years of experience and the number of units required for placement on Column E on the Teacher salary schedule, the Nurse's, Psychologist's, SLP's or Program Specialist's per diem pay shall be paid based on the same per diem rate as the teacher multiplied by the number of days in the Nurse's, Psychologist's, SLP's or Program Specialist's work year.

Date Effective : July 1, 2025
Board Adopted : November 13, 2025

HR/ck