

**EVERGREEN SCHOOL DISTRICT  
2025-2026  
OCCUPATIONAL THERAPIST SALARY SCHEDULE**

OCCUPATIONAL THERAPIST	
Work Year	200 days

Occupational Therapist Salary Schedule Effective July 1, 2025	
STEP (years of experience )	ANNUAL SALARY
1	\$70,279
2	\$72,678
3	\$75,082
4	\$79,208
5	\$83,565
6	\$88,157
7	\$91,911
8	\$98,119
9	\$103,516
10	\$109,213
11	\$115,221
12	\$121,560

HEALTH BENEFIT (based on full time employment)	
Employee Annual Contribution (8 hrs) <ul style="list-style-type: none"> <li>● Blue Shield of Calif./Kaiser</li> <li>● Delta Dental/MetLife</li> <li>● Income Protection</li> </ul>	\$ 2,747.80 <i>(prorated by hours and calendar)</i>
Employer Annual Contribution (8 hrs) <ul style="list-style-type: none"> <li>● Blue Shield of Calif. or Kaiser</li> <li>● Delta Dental or MetLife Dental</li> <li>● Income Protection</li> </ul>	\$ 23,088.00 \$ 19,188.00 \$ 1,713.60 \$ 935.88 \$ 224.00

EMPLOYER MONTHLY CONTRIBUTIONS	
PERS (Retirement)	25.37%
Workers' Compensation	1.1137%
State Unemployment Insurance	1.23%
FICA	6.20%
Mandated Medicare	1.45%

EMPLOYEE ANNUAL STIPENDS (paid monthly)	
College Degree <ul style="list-style-type: none"> <li>● AA</li> <li>● BA or BS</li> <li>● MA</li> <li>● PhD</li> <li>● Child Nutrition Certification</li> </ul>	\$ 250 \$ 500 \$ 1,000 \$ 1,000 \$ 100
Professional Growth <ul style="list-style-type: none"> <li>● \$125 annually for every 9 units as approved</li> </ul>	\$125 to \$625
Translation Support Stipend <ul style="list-style-type: none"> <li>● Bilingual Informal Support</li> <li>● Bilingual Certified Support*</li> <li>● Bilingual/Biliterate Certified Support*</li> </ul> <p style="text-align: right; font-size: small;"><i>*requires skills assessment</i></p>	\$ 100 \$ 500 \$ 1,000

EMPLOYEE MONTHLY STIPENDS	
Personal Hygiene Stipend <i>When service medically required (e.g., IEP, Section 504, doctor's note)</i>	\$ 100

MONTHLY LONGEVITY INCREMENTS	
8 years	\$ 100
12 years	\$ 200
16 years	\$ 300
20 years	\$ 400
24 years	\$ 500
<p style="font-size: small;">Increments are based on hours worked per day and days worked per year. 3 hour or more part time employee's longevity compensation will bear a ratio to the average hours worked during the current year.</p>	

**Board Approved March 12, 2026**