

Certified Non-Teaching Initial Salary Placement

Base Salary			Input Base Salary
Counselor / Social Worker (MA required)	\$43,449	Program Specialist	\$40,899
Dean of Students /Teacher on Assignment (MA required) (11 mos.)	\$41,919	Psychologist (MA required)	\$52,119
Occupational Therapist (MA required)	\$52,119	Psychologist Intern	\$25,000
Nurse (BSN required)	\$34,269	Speech/Language Pathologist Assistant	\$41,919
Physical Therapist (MA required)	\$52,119	Speech/Language Pathologist	\$52,119
Professional Development Specialist (MA required) (11 mos.)	\$43,191		\$
Experience			
0-1 years - Base Salary only		Number of Years	\$
2-10 years - \$510 each year			
10 + years Additional Experience \$255 each year		Additional Years	\$
Education			
\$840 per 12 credits beyond Bachelor Degree (up to 36 total)		Credits beyond Bachelors	\$
\$1,020 per 12 credits beyond Master Degree (up to 48 total)		Credits beyond Masters	\$
\$3,000 for Doctoral Degree			\$
Additional Compensation			
Critical Area Stipend*		\$1,500 yearly stipend	\$
National Board Certified Teacher (NBCT)		\$3,000 yearly stipend	\$
Sub Total Compensation			\$
Full Time Equivalent (FTE)		multiply FTE	
Total Compensation			\$

Additional Benefits

- Paid Employee Health Insurance Effective 60 days after initial employment for all eligible employees working at least 30 service hours per week
- Paid Employee Life Insurance Coverage Employees working at least 30 service hours per week receive 1.5 times annual salary up to \$50,000 benefit
- Voluntary Health Benefits Employees working at least 30 service hours per week are eligible for voluntary benefits, e.g. dental, vision and flexible spending
- State Retirement District matches the employee's contribution to Arizona State Retirement
- Social Security/Medicare Employee contribution 7.65%.
- Tax Shelter Annuity 403(b) Available at the employee's expense
- General Leave Employee earns one day per month
- Employee Assistance Program Offered to all employees
- Short Term Disability Insurance Available at the employee's expense
- Long term Disability insurance Provided by the State after 180 days of medical leave
- Employee Childcare Offered to all employees at discount rates for children 3 through 5 years old and Before/After School care

Additional Notes:

1. *Critical Area determined by district needs - Superintendent approval
2. 198 contracted days (180 student contact days, 10 paid holidays, 4 professional development days and 4 work days)
3. Certificated employees who are retired from the Arizona State Retirement System will be hired at a salary that represents 80% of the total salary placement. Additionally, retired employees will pay 50% of the Alternate Contribution Rate to the Arizona State Retirement System.
4. All listed salaries are subject to State funding.