

2017-2018 Certified Non-Teaching Initial Salary Placement

Base Salary		Base Salary
Counselor / Social Worker (MA required) \$43,449	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	
Program Specialist \$40,899	Dean of Students (MA required)(11 mos.) \$41,919	
Professional Development Specialist \$38,349		
Experience		
0-1 years - Base Salary only		
2-10 years - \$510 each year	Number of Years	
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		
Sub Total Compensation		
Additional Compensation		
Critical Area Stipend*	\$1,500 yearly stipend	
National Board Certified Teacher (NBCT)	\$3,000 yearly stipend	
Certificate of Clinical Competence (ASHA CCC)	\$3,000 yearly stipend	
Sub Total Compensation		
Full Time Equivalent (FTE)	Multiply FTE	
Total Compensation		

Additional Benefits Information:

- Paid Employee Health Insurance Available 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 and Before/After School care Offered to all employees at discount rates for children 3 through 5 years old

Additional Notes:

1. 198 contracted days (180 student contact days, 10 paid holidays, 4 professional development days and 4 work days)
2. All listed salaries are subject to State funding

*Critical Area determined by district needs - Superintendent approval