

Certified Non-Teaching Initial Salary Placement

| Base Salary | | | Input 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 | Teacher on Assignment (MA required) (11 mos.) | \$41,919 |
| Professional Development Specialist | \$38,349 | | |
| | | | \$ |
| 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.