

**CREIGHTON ELEMENTARY SCHOOL DISTRICT NO. 14
SCHOOL PSYCHOLOGIST COMPENSATION SCHEDULE
2009-2010**

	Base Salary		Professional Growth:
	50,751		MA 3,245
1	51,024		MA +60 8,652
2	51,542		
3	51,786		
4	51,968		
5	52,212		
6	52,945		Longevity:
7	53,369		15-19 Yrs. 250
8	53,766		20-29 Yrs. 600
9	54,497		30+ Yrs. 750
10	55,287		
11	56,139		
12	56,750		
13	57,938		
14	59,125		
15	60,098		
16	61,256		
17	62,748		
18	64,300		
19	65,672		
20	67,226		
21	69,144		
22	71,091		
23	72,889		
24	74,805		
25	76,663		
26	78,459		
27	80,781		
28	82,176		
29	83,758		
30+	92,041		

Base Salary	Professional Growth	+	Credentials	+	Pay for Performance Up to \$1,700	+	Longevity	=	Total Salary
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3 mandatory professional development days included in base salary calculations - contingent upon Federal funding. A pay for performance stipend of up to \$1,700 may be earned by eligible staff members at school sites. **Work Year:** 222 days; **Insurance:** Medical & Dental (District to pay 100% of HMO/Prepaid Dental); (Termination Benefits calculated from last contracted daily rate divided by # of contract days). **Eligible staff members may receive Credential Compensation as follows:** Doctorate - \$1,000.

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New Employee Placement: Placement on the certified compensation plan will be based upon: (1) the earned degree; (2) the number of graduate credits earned after the conferring of the last degree. These credits must have been earned within the previous ten (10) year period from the date of employment; (3) up to Level 6 based on years of teaching experience in a public or accredited private school. However, the Superintendent can approve advanced placement based upon additional years of experience. Full certification/special area endorsement required.

Process Compensation (Evaluation): To be eligible for process compensation the staff member must: (1) be employed the major portion of a school year (fifty-one percent) of the days school is in session with a full-time equivalent (FTE) contract of .50 or greater; (2) have successfully completed Level I (3.0 Rating) or Level II of the Standard Evaluation System or satisfactorily completed a PIP; (3) have complied with the provisions of A.R.S. 15-509 and/or A.R.S. 15-521 and not been served notice of unprofessional conduct.

Professional Growth: Professional Growth for the purposes of salary advancement is defined as any approved professional activities which will improve the employee's performance of duties and lead to student academic achievement and success in the accomplishment of the District's Mission, Goals and Objectives. These professional growth activities must be done on an employee's own time at their own expense.

SL:jlr
Adopted: 4/14/09