

**CREIGHTON ELEMENTARY SCHOOL DISTRICT NO. 14  
SPEECH THERAPIST, OCCUPATIONAL THERAPIST AND PHYSICAL THERAPIST COMPENSATION SCHEDULE  
2009-2010**

	<b>Base Salary</b>		<b>Professional Growth:</b>	
	47,534			
<b>1</b>	47,790			
<b>2</b>	48,277			
<b>3</b>	48,504	<b>BA +18</b>	1,520	
<b>4</b>	48,674	<b>BA +36/MA</b>	3,041	
<b>5</b>	48,903	<b>BA +54/MA +15</b>	4,561	
<b>6</b>	49,587	<b>MA +30</b>	5,575	
<b>7</b>	49,987	<b>MA +45</b>	6,842	
<b>8</b>	50,357	<b>MA +60</b>	8,109	
<b>9</b>	51,043			
<b>10</b>	51,784			
<b>11</b>	52,582	<b>Longevity:</b>		
<b>12</b>	53,152	15-19 Yrs.	250	
<b>13</b>	54,265	20-29 Yrs.	600	
<b>14</b>	55,378	30+ Yrs.	750	
<b>15</b>	56,289			
<b>16</b>	57,373			
<b>17</b>	58,770			
<b>18</b>	60,226			
<b>19</b>	61,508			
<b>20</b>	62,966			
<b>21</b>	64,761			
<b>22</b>	66,585			
<b>23</b>	68,268			
<b>24</b>	70,065			
<b>25</b>	71,804			
<b>26</b>	73,486			
<b>27</b>	75,660			
<b>28</b>	76,966			
<b>29</b>	78,449			
<b>30+</b>	86,208			

<b>Base Salary</b>	<b>Professional Growth</b>	+	<b>Credentials</b>	+	<b>Pay for Performance</b>	+	<b>Longevity</b>	+	<b>Market Demand</b>	=	<b>Total Salary</b>
<input type="text"/>	<input type="text"/>		<input type="text"/>		<input type="text" value="Up to \$1,700"/>		<input type="text"/>		<input type="text" value="See Below"/>		<input type="text"/>

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. **Market Demand:** \$10,000 for fully certified Speech Therapist with a Certificate of Clinical Competence. **Eligible staff members may receive Credential Compensation as follows:** National Board for Professional Teaching Standards (NBPTS) Certificate - \$1,000; Doctorate - \$1,000. **Work Year:** 208 days - Continuing Speech Therapists; 213 days - New Speech Therapists; Insurance: Medical & Dental (District to pay 100% of HMO/Prepaid Dental); (Termination Benefits calculated from last contracted daily rate divided by # of contract days).

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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