



2025-2026 Speech Language Pathologists New Hire Placement							
Grade	MA	MA+12	MA+24	MA+36	MA+48	MA+60	MA+72 Doctorate
A	\$64,224	\$66,149	\$68,132	\$70,176	\$72,281	\$74,451	\$76,685
B	\$64,546	\$66,481	\$68,474	\$70,528	\$72,644	\$74,825	\$77,070
C	\$70,212	\$72,314	\$74,486	\$76,719	\$79,021	\$81,390	\$83,832
D	\$73,045	\$75,235	\$77,495	\$79,820	\$82,214	\$84,679	\$87,218
E	\$75,998	\$78,275	\$80,627	\$83,046	\$85,533	\$88,099	\$90,743
F	\$79,066	\$81,437	\$83,882	\$86,398	\$88,990	\$91,661	\$94,408
G	\$82,609	\$84,980	\$87,422	\$89,940	\$92,533	\$95,199	\$97,950

Table I New Hire Placement	
Experience	Grade
0 yrs	A
1-3 yrs	B
4-10 yrs	C
11-15 yrs	D
16-20 yrs	E
21-25 yrs	F
26+ yrs	G

Table II Additional Compensation	
SUSD Experience	Amount
0-8 yrs	\$1,650
9-14 yrs	\$2,500
15+ yrs	\$4,500

Table III Stipend	
Market Demand	Amount
Doctorate	\$3,000
CCC	\$1,500

Table IV Stipend
Pay for Performance
Up to \$4,100

***Retirees returning to work will be placed at 90% of the appropriate salary placement.**

Notes:

I. New Hire placement is based upon:

- The earned degree
- Graduate credits earned after the conferring last degree
- Years of full-time experience as a certificated employee or like experience

II. Additional Compensation is based upon:

- Consecutive years of experience as SUSD certified employee
- Certified employees as covered by the SEA: Teacher, Nurse, Related Service Providers
- Prorated based on work calendar and FTE

III. Market Demand is based upon:

- Appropriate certification or endorsement
- Certificate of Clinical Competence (CCC)

IV. Pay for Performance is based upon:

- The Governing Board adopted PFP plan
- Compliance with the provisions of A.R.S. §15-521