



2025-2026 Occupational/Physical Therapist/Board Certified Behavior Analyst New Hire Salary Schedule

Table I		
New Hire Placement		
0 yrs	A	\$70,476
1-3 yrs	B	\$71,178
4-10 yrs	C	\$74,454
11-15 yrs	D	\$76,335
16-20 yrs	E	\$78,266
21-25 yrs	F	\$80,246
26+ yrs	G	\$86,492

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

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

I. New Hire placement is based upon:

- a. The earned degree
- b. Years of full-time experience as a certificated employee or like experience

II. Additional Compensation is based upon:

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

***Retirees returning to work will be placed at 90% of most recent contracted amount.**

III. Market Demand is based upon :

- a. Appropriate certification or endorsement

IV. Pay for Performance is based upon:

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