

2025-2026 Allied Health - Certified Counselor (C43)



216 Day Calendar

New Hire Placement Guide

Experience	[MA/MS]	[MA/MS +15]	[MA/MS +30]	[MA/MS +45]	[MA/MS +60]	[EDD/PHD]
0 Years	\$ 59,570.18	\$ 60,949.16	\$ 62,328.14	\$ 63,707.13	\$ 65,086.12	\$ 65,374.53
1 Year	\$ 60,165.87	\$ 61,558.64	\$ 62,951.42	\$ 64,344.17	\$ 65,736.95	\$ 66,028.29
2 Years	\$ 60,767.54	\$ 62,174.24	\$ 63,580.91	\$ 64,987.62	\$ 66,394.33	\$ 66,688.55
3 Years	\$ 61,375.22	\$ 62,795.97	\$ 64,216.74	\$ 65,637.50	\$ 67,058.27	\$ 67,355.44
4 Years	\$ 61,988.95	\$ 63,423.93	\$ 64,858.92	\$ 66,293.89	\$ 67,728.85	\$ 68,028.99
5 Years	\$ 62,608.84	\$ 64,058.17	\$ 65,507.51	\$ 66,956.82	\$ 68,406.15	\$ 68,709.29
6 Years	\$ 63,234.93	\$ 64,698.75	\$ 66,162.58	\$ 67,626.39	\$ 69,090.21	\$ 69,396.38
7 Years	\$ 63,867.28	\$ 65,345.73	\$ 66,824.22	\$ 68,302.65	\$ 69,781.11	\$ 70,090.32
8 Years	\$ 64,505.96	\$ 65,999.20	\$ 67,492.45	\$ 68,985.67	\$ 70,478.92	\$ 70,791.22
9 Years	\$ 65,151.03	\$ 66,659.19	\$ 68,167.37	\$ 69,675.53	\$ 71,183.71	\$ 71,499.13
Counselors require an ADE Certificate						
Travel Allowance: \$250-\$750 (if applicable)						

2025-2026 Allied Health - Regional Nurse (C42)
212 Day Calendar
New Hire Placement Guide



Experience	[Associates]	[BA/BS]	[MA/MS]	[MA/MS +15]	[MA/MS +30]	[MA/MS +45]	[MA/MS +60]	[EDD/PHD]
0 Years	\$ 51,072.34	\$ 53,830.29	\$ 56,588.26	\$ 57,967.24	\$ 59,346.23	\$ 60,725.21	\$ 62,104.20	\$ 62,392.62
1 Year	\$ 51,583.07	\$ 54,368.61	\$ 57,154.14	\$ 58,546.92	\$ 59,939.71	\$ 61,332.45	\$ 62,725.23	\$ 63,016.57
2 Years	\$ 52,098.89	\$ 54,912.29	\$ 57,725.69	\$ 59,132.39	\$ 60,539.09	\$ 61,945.79	\$ 63,352.48	\$ 63,646.72
3 Years	\$ 52,619.88	\$ 55,461.42	\$ 58,302.95	\$ 59,723.70	\$ 61,144.50	\$ 62,565.25	\$ 63,986.03	\$ 64,283.19
4+ Years	\$ 53,146.09	\$ 56,016.03	\$ 58,885.99	\$ 60,320.94	\$ 61,755.92	\$ 63,190.91	\$ 64,625.89	\$ 64,926.03
Pediatric Nursing Certificate (PNCB): \$1,200 annual stipend								
National Certification for School Nurses (NCSN); \$600 annual stipend								
Travel Allowance: \$750 annual stipend								

2025-2026 Allied Health - SLPA (C42)
199 Day Calendar
New Hire Placement Guide



Experience	[BA/BS]	[MA/MS]	[MA/MS +15]	[MA/MS +30]	[MA/MS +45]	[MA/MS +60]	[EDD/PHD]
0 Years	\$ 49,259.80	\$ 52,017.77	\$ 53,396.76	\$ 54,775.72	\$ 56,154.71	\$ 57,533.69	\$ 57,822.14
1 Year	\$ 49,752.41	\$ 52,537.95	\$ 53,930.72	\$ 55,323.47	\$ 56,716.26	\$ 58,109.03	\$ 58,400.34
2 Years	\$ 50,249.93	\$ 53,063.33	\$ 54,470.03	\$ 55,876.74	\$ 57,283.41	\$ 58,690.12	\$ 58,984.33
3 Years	\$ 50,752.42	\$ 53,593.95	\$ 55,014.73	\$ 56,435.47	\$ 57,856.23	\$ 59,277.02	\$ 59,574.17
4+ Years	\$ 51,259.93	\$ 54,129.89	\$ 55,564.86	\$ 56,999.86	\$ 58,434.80	\$ 59,869.79	\$ 60,169.95
SLPA's require DHS License							

2025-2026 Allied Health - SLP, OT/PT (C43)



216 Day Calendar

New Hire Placement Guide

Experience	[BA/BS]	[MA/MS]	[MA/MS +15]	[MA/MS +30]	[MA/MS +45]	[MA/MS +60]	[EDD/PHD]
0 Years	\$ 56,812.23	\$ 59,570.18	\$ 60,949.16	\$ 62,328.14	\$ 63,707.13	\$ 65,086.12	\$ 65,374.53
1 Year	\$ 57,380.33	\$ 60,165.87	\$ 61,558.64	\$ 62,951.42	\$ 64,344.17	\$ 65,736.95	\$ 66,028.29
2 Years	\$ 57,954.12	\$ 60,767.54	\$ 62,174.24	\$ 63,580.91	\$ 64,987.62	\$ 66,394.33	\$ 66,688.55
3 Years	\$ 58,533.67	\$ 61,375.22	\$ 62,795.97	\$ 64,216.74	\$ 65,637.50	\$ 67,058.27	\$ 67,355.44
4 Years	\$ 59,119.02	\$ 61,988.95	\$ 63,423.93	\$ 64,858.92	\$ 66,293.89	\$ 67,728.85	\$ 68,028.99
5 Years	\$ 59,710.20	\$ 62,608.84	\$ 64,058.17	\$ 65,507.51	\$ 66,956.82	\$ 68,406.15	\$ 68,709.29
6 Years	\$ 60,307.30	\$ 63,234.93	\$ 64,698.75	\$ 66,162.58	\$ 67,626.39	\$ 69,090.21	\$ 69,396.38
7 Years	\$ 60,910.37	\$ 63,867.28	\$ 65,345.73	\$ 66,824.22	\$ 68,302.65	\$ 69,781.11	\$ 70,090.32
8 Years	\$ 61,519.47	\$ 64,505.96	\$ 65,999.20	\$ 67,492.45	\$ 68,985.67	\$ 70,478.92	\$ 70,791.22
9 Years	\$ 62,134.66	\$ 65,151.03	\$ 66,659.19	\$ 68,167.37	\$ 69,675.53	\$ 71,183.71	\$ 71,499.13
10 Years	\$ 62,756.01	\$ 65,802.54	\$ 67,325.78	\$ 68,849.03	\$ 70,372.28	\$ 71,895.56	\$ 72,214.14
11 Years	\$ 63,383.59	\$ 66,460.57	\$ 67,999.03	\$ 69,537.54	\$ 71,076.00	\$ 72,614.52	\$ 72,936.27
12 Years	\$ 64,017.43	\$ 67,125.19	\$ 68,679.01	\$ 70,232.91	\$ 71,786.75	\$ 73,340.67	\$ 73,665.65
13 Years	\$ 64,657.59	\$ 67,796.43	\$ 69,365.81	\$ 70,935.23	\$ 72,504.63	\$ 74,074.07	\$ 74,402.29
14 Years	\$ 65,304.17	\$ 68,474.37	\$ 70,059.47	\$ 71,644.59	\$ 73,229.66	\$ 74,814.82	\$ 75,146.31
15 Years	\$ 65,957.22	\$ 69,159.12	\$ 70,760.04	\$ 72,361.03	\$ 73,961.97	\$ 75,562.97	\$ 75,897.78
16 Years	\$ 66,616.78	\$ 69,850.73	\$ 71,467.66	\$ 73,084.65	\$ 74,701.59	\$ 76,318.59	\$ 76,656.77
17 Years	\$ 67,282.93	\$ 70,549.23	\$ 72,182.34	\$ 73,815.49	\$ 75,448.59	\$ 77,081.78	\$ 77,423.33
18 Years	\$ 67,955.79	\$ 71,254.72	\$ 72,904.17	\$ 74,553.66	\$ 76,203.10	\$ 77,852.58	\$ 78,197.55
19 Years	\$ 68,635.33	\$ 71,967.27	\$ 73,633.21	\$ 75,299.18	\$ 76,965.10	\$ 78,631.12	\$ 78,979.51
20 Years	\$ 69,321.70	\$ 72,686.93	\$ 74,369.54	\$ 76,052.17	\$ 77,734.77	\$ 79,417.42	\$ 79,769.34
21 Years	\$ 70,014.91	\$ 73,413.80	\$ 75,113.25	\$ 76,812.70	\$ 78,512.10	\$ 80,211.59	\$ 80,567.02
22 Years	\$ 70,715.05	\$ 74,147.94	\$ 75,864.38	\$ 77,580.83	\$ 79,297.22	\$ 81,013.71	\$ 81,372.68
23 Years	\$ 71,422.20	\$ 74,889.41	\$ 76,623.00	\$ 78,356.64	\$ 80,090.21	\$ 81,823.87	\$ 82,186.42
24 Years	\$ 72,136.42	\$ 75,638.29	\$ 77,389.25	\$ 79,140.20	\$ 80,891.10	\$ 82,642.11	\$ 83,008.26
25 Years	\$ 72,857.78	\$ 76,394.69	\$ 78,163.13	\$ 79,931.59	\$ 81,700.02	\$ 83,468.52	\$ 83,838.34
26 Years	\$ 73,586.36	\$ 77,158.63	\$ 78,944.77	\$ 80,730.92	\$ 82,517.00	\$ 84,303.22	\$ 84,676.74
27 Years	\$ 74,322.22	\$ 77,930.23	\$ 79,734.22	\$ 81,538.23	\$ 83,342.17	\$ 85,146.25	\$ 85,523.51
28 Years	\$ 75,065.44	\$ 78,709.51	\$ 80,531.56	\$ 82,353.61	\$ 84,175.60	\$ 85,997.69	\$ 86,378.74
29 Years	\$ 75,816.10	\$ 79,496.62	\$ 81,336.88	\$ 83,177.14	\$ 85,017.37	\$ 86,857.67	\$ 87,242.53
SLP's require an ADE Certificate							
SLP Stipend: \$5,000							
Certificate of Clinical Competence (CCC's): \$1,200 (if applicable)							
Occupational Therapist Stipend: \$3,000							
NBCOT Stipend: \$300 (if applicable)							
Travel Allowance: \$250-\$750 (if applicable)							



2025-2026 Administrative - Allied Health Psychologist (C52)
215 Day Calendar
New Hire Placement Guide

Experience	[MA/MS]	[MA/MS +45]	[EdS Degree]	[EDD/PHD]
0 Years	\$ 65,503.12	\$ 67,288.71	\$ 68,172.50	\$ 69,074.28
1 Year	\$ 66,142.15	\$ 67,945.60	\$ 68,838.22	\$ 69,749.03
2 Years	\$ 66,787.58	\$ 68,609.04	\$ 69,510.59	\$ 70,430.51
3 Years	\$ 67,439.46	\$ 69,279.12	\$ 70,189.69	\$ 71,118.81
4 Years	\$ 68,097.84	\$ 69,955.92	\$ 70,875.58	\$ 71,814.00
5 Years	\$ 68,762.82	\$ 70,639.47	\$ 71,568.34	\$ 72,516.13
6 Years	\$ 69,434.43	\$ 71,329.86	\$ 72,268.01	\$ 73,225.28
7 Years	\$ 70,112.78	\$ 72,027.15	\$ 72,974.70	\$ 73,941.53
8 Years	\$ 70,797.89	\$ 72,731.41	\$ 73,688.43	\$ 74,664.95
9 Years	\$ 71,489.86	\$ 73,442.73	\$ 74,409.31	\$ 75,395.58
10 Years	\$ 72,188.78	\$ 74,161.15	\$ 75,137.40	\$ 76,133.54
11 Years	\$ 72,894.65	\$ 74,886.73	\$ 75,872.77	\$ 76,878.87
12 Years	\$ 73,607.59	\$ 75,619.60	\$ 76,615.50	\$ 77,631.66
13 Years	\$ 74,327.66	\$ 76,359.79	\$ 77,365.63	\$ 78,391.96
14 Years	\$ 75,054.93	\$ 77,107.39	\$ 78,123.30	\$ 79,159.88
15 Years	\$ 75,789.47	\$ 77,862.46	\$ 78,888.54	\$ 79,935.47
16 Years	\$ 76,531.37	\$ 78,625.09	\$ 79,661.42	\$ 80,718.82
17 Years	\$ 77,280.68	\$ 79,395.33	\$ 80,442.02	\$ 81,510.00
18 Years	\$ 78,037.49	\$ 80,173.27	\$ 81,230.43	\$ 82,309.10
19 Years	\$ 78,801.85	\$ 80,958.99	\$ 82,026.73	\$ 83,116.19
20 Years	\$ 79,573.86	\$ 81,752.58	\$ 82,831.00	\$ 83,931.35
21 Years	\$ 80,353.59	\$ 82,554.08	\$ 83,643.29	\$ 84,754.66
22 Years	\$ 81,141.12	\$ 83,363.62	\$ 84,463.73	\$ 85,586.20
23 Years	\$ 81,936.53	\$ 84,181.27	\$ 85,292.37	\$ 86,426.05
24 Years	\$ 82,739.90	\$ 85,007.06	\$ 86,129.28	\$ 87,274.29
25 Years	\$ 83,551.29	\$ 85,841.12	\$ 86,974.56	\$ 88,131.04
26 Years	\$ 84,370.80	\$ 86,683.55	\$ 87,828.31	\$ 88,996.36
27 Years	\$ 85,198.51	\$ 87,534.38	\$ 88,690.58	\$ 89,870.31
28 Years	\$ 86,034.49	\$ 88,393.72	\$ 89,561.51	\$ 90,753.01
29 Years	\$ 86,878.83	\$ 89,261.64	\$ 90,441.10	\$ 91,644.54
30 Years	\$ 87,731.61	\$ 90,138.26	\$ 91,329.50	\$ 92,544.98
Nationally Certified School Psychologist (NCSP) or Arizona State Licensed Psychologist: \$1,200 annual stipend				
*EdS Degree or MA/MS Degree with qualifying additional coursework as determined by Talent Management				
Travel Allowance: \$500 annual stipend				

Kyrene School District
2025-2026 Allied Health ESP C41-C42
New Hire Placement Guide



Experience	C41	C41 MA	C42	C42 MA
0 Years	\$ 45,748.96	\$ 48,155.10	\$ 50,593.53	\$ 52,999.67
1 Year	\$ 47,024.69	\$ 49,511.58	\$ 52,014.61	\$ 54,517.64
2 Years	\$ 48,365.03	\$ 50,916.51	\$ 53,500.29	\$ 56,067.91
3 Years	\$ 49,721.51	\$ 52,369.88	\$ 55,034.40	\$ 57,666.62
4+ Years	\$ 51,142.59	\$ 53,839.40	\$ 56,600.81	\$ 59,313.78

~ Student Fam. & Support Associate -195 days

~Social Worker - 199 days

~Fam. & Community Coordinator -195 days



Kyrene School District
2025-2026 Allied Health ESP B23
New Hire Placement Guide

Experience	B23	B23 BA	B23 MA
0 Years	\$ 25.30	\$ 26.43	\$ 26.85
1 Year	\$ 25.99	\$ 27.16	\$ 27.59
2 Years	\$ 26.71	\$ 27.93	\$ 28.38
3 Years	\$ 27.47	\$ 28.70	\$ 29.17
4 Years	\$ 28.23	\$ 29.52	\$ 30.00
5 Years	\$ 29.03	\$ 30.34	\$ 30.84
6 Years	\$ 29.84	\$ 31.21	\$ 31.71
7 Years	\$ 30.68	\$ 32.09	\$ 32.61
8 Years	\$ 31.55	\$ 32.99	\$ 33.52
9 Years	\$ 32.43	\$ 33.93	\$ 34.48
10 Years	\$ 33.36	\$ 34.90	\$ 35.47
10+ Years	\$ 33.67	\$ 35.23	\$ 35.80

~Certified Occupational Therapist Assistant - 199 days

~Physical Therapist Assistant - 199 days

NBCOT Stipend: \$300 (if applicable)