



**2026-2027 School Psychologist, Speech Pathologist and Occupational Therapist
Initial Placement Compensation Guide**

Base Salary:

Experience + Education
includes a portion of classroom site funds (CSF)

Yrs. of Experience	Master's Degree	Doctoral Degree
0	\$81,330	\$86,320
1	\$81,438	\$86,428
2	\$81,654	\$86,644
3	\$82,032	\$87,022
4	\$82,572	\$87,562
5	\$83,220	\$88,210
6	\$83,922	\$88,912
7	\$84,732	\$89,722
8	\$85,542	\$90,532
9	\$86,406	\$91,396
10	\$87,432	\$92,422
11	\$88,458	\$93,448
12	\$89,484	\$94,474

Total Compensation:

**Base Salary + Additional Prop
Amounts + Pay for Performance**

Master's Degree	Doctoral Degree
\$89,580	\$94,570
\$89,688	\$94,678
\$89,904	\$94,894
\$90,282	\$95,272
\$90,822	\$95,812
\$91,470	\$96,460
\$92,172	\$97,162
\$92,982	\$97,972
\$93,792	\$98,782
\$94,656	\$99,646
\$95,682	\$100,672
\$96,708	\$101,698
\$97,734	\$102,724

The above Total Compensation includes the following:
 Prop 301 (CSF): \$350 - paid on first check
 Prop 301 (CSF): \$3,900- paid 1/2 in December and 1/2 in March
 Pay for Performance: up to \$4,000 - paid 1/2 in December and 1/2 in June
 National Board Certification: Stipend of \$3,850 per year so long as certification is held

Additional Compensation and Benefits:
 Earned Leave: Discretionary and Sick Leave in accordance with work calendar, policy and contract
 Employee Medical Premium: District contribution of \$803.25/month towards medical plan of employee's choice (30 hrs/week required)
 Life Insurance: District -paid life insurance in amount equivalent to base salary (30 hrs/week required)
 State Retirement: District matches employee contribution of 11.98% per pay
 Voluntary Benefits: Dental, Vision, Short-Term Disability, other insurance products (30 hrs/week required)

Work Calendar = 211 days