

**Proposed 2026-2027
Therapists Retention Salary Schedule**

Step	C42	MA	PHD	C43	MA	PHD	C43	MA	PHD	C44/C51	MA	PHD
1	\$74,708.12	\$78,443.53	\$82,365.70	\$78,443.53	\$82,365.70	\$86,483.99	\$80,663.63	\$84,696.81	\$88,931.65	\$84,696.81	\$88,931.65	\$93,378.23
2	\$75,455.20	\$79,227.96	\$83,189.36	\$79,227.96	\$83,189.36	\$87,348.83	\$81,470.26	\$85,543.78	\$89,820.97	\$85,543.78	\$89,820.97	\$94,312.01
3	\$76,209.75	\$80,020.24	\$84,021.25	\$80,020.24	\$84,021.25	\$88,222.32	\$82,284.97	\$86,399.21	\$90,719.18	\$86,399.21	\$90,719.18	\$95,255.13
4	\$76,971.85	\$80,820.45	\$84,861.47	\$80,820.45	\$84,861.47	\$89,104.54	\$83,107.82	\$87,263.21	\$91,626.37	\$87,263.21	\$91,626.37	\$96,207.69
5	\$77,741.57	\$81,628.65	\$85,710.08	\$81,628.65	\$85,710.08	\$89,995.59	\$83,938.89	\$88,135.84	\$92,542.63	\$88,135.84	\$92,542.63	\$97,169.76
6	\$78,518.99	\$82,444.94	\$86,567.18	\$82,444.94	\$86,567.18	\$90,895.54	\$84,778.28	\$89,017.20	\$93,468.06	\$89,017.20	\$93,468.06	\$98,141.46
7	\$79,304.18	\$83,269.39	\$87,432.85	\$83,269.39	\$87,432.85	\$91,804.50	\$85,626.07	\$89,907.37	\$94,402.74	\$89,907.37	\$94,402.74	\$99,122.87
8	\$80,097.22	\$84,102.08	\$88,307.18	\$84,102.08	\$88,307.18	\$92,722.54	\$86,482.33	\$90,806.44	\$95,346.77	\$90,806.44	\$95,346.77	\$100,114.10
9	\$80,898.19	\$84,943.10	\$89,190.25	\$84,943.10	\$89,190.25	\$93,649.77	\$87,347.15	\$91,714.51	\$96,300.23	\$91,714.51	\$96,300.23	\$101,115.24
10	\$81,707.17	\$85,792.53	\$90,082.16	\$85,792.53	\$90,082.16	\$94,586.27	\$88,220.62	\$92,631.65	\$97,263.24	\$92,631.65	\$97,263.24	\$102,126.40
11	\$82,524.24	\$86,650.46	\$90,982.98	\$86,650.46	\$90,982.98	\$95,532.13	\$89,102.83	\$93,557.97	\$98,235.87	\$93,557.97	\$98,235.87	\$103,147.66
12	\$83,349.49	\$87,516.96	\$91,892.81	\$87,516.96	\$91,892.81	\$96,487.45	\$89,993.86	\$94,493.55	\$99,218.23	\$94,493.55	\$99,218.23	\$104,179.14
13	\$84,182.98	\$88,392.13	\$92,811.74	\$88,392.13	\$92,811.74	\$97,452.32	\$90,893.79	\$95,438.48	\$100,210.41	\$95,438.48	\$100,210.41	\$105,220.93
14	\$85,024.81	\$89,276.05	\$93,739.85	\$89,276.05	\$93,739.85	\$98,426.85	\$91,802.73	\$96,392.87	\$101,212.51	\$96,392.87	\$101,212.51	\$106,273.14
15	\$85,875.06	\$90,168.81	\$94,677.25	\$90,168.81	\$94,677.25	\$99,411.12	\$92,720.76	\$97,356.80	\$102,224.64	\$97,356.80	\$102,224.64	\$107,335.87
16	\$86,733.81	\$91,070.50	\$95,624.03	\$91,070.50	\$95,624.03	\$100,405.23	\$93,647.97	\$98,330.37	\$103,246.88	\$98,330.37	\$103,246.88	\$108,409.23
17	\$87,601.15	\$91,981.21	\$96,580.27	\$91,981.21	\$96,580.27	\$101,409.28	\$94,584.45	\$99,313.67	\$104,279.35	\$99,313.67	\$104,279.35	\$109,493.32
18	\$88,477.16	\$92,901.02	\$97,546.07	\$92,901.02	\$97,546.07	\$102,423.37	\$95,530.29	\$100,306.81	\$105,322.15	\$100,306.81	\$105,322.15	\$110,588.25
19	\$89,361.93	\$93,830.03	\$98,521.53	\$93,830.03	\$98,521.53	\$103,447.61	\$96,485.59	\$101,309.87	\$106,375.37	\$101,309.87	\$106,375.37	\$111,694.14
20	\$90,255.55	\$94,768.33	\$99,506.74	\$94,768.33	\$99,506.74	\$104,482.08	\$97,450.45	\$102,322.97	\$107,439.12	\$102,322.97	\$107,439.12	\$112,811.08
21	\$91,158.11	\$95,716.01	\$100,501.81	\$95,716.01	\$100,501.81	\$105,526.90	\$98,424.95	\$103,346.20	\$108,513.51	\$103,346.20	\$108,513.51	\$113,939.19
22	\$92,069.69	\$96,673.17	\$101,506.83	\$96,673.17	\$101,506.83	\$106,582.17	\$99,409.20	\$104,379.66	\$109,598.65	\$104,379.66	\$109,598.65	\$115,078.58
23	\$92,990.38	\$97,639.90	\$102,521.90	\$97,639.90	\$102,521.90	\$107,647.99	\$100,403.30	\$105,423.46	\$110,694.63	\$105,423.46	\$110,694.63	\$116,229.37
24	\$93,920.29	\$98,616.30	\$103,547.12	\$98,616.30	\$103,547.12	\$108,724.47	\$101,407.33	\$106,477.70	\$111,801.58	\$106,477.70	\$111,801.58	\$117,391.66
25	\$94,859.49	\$99,602.47	\$104,582.59	\$99,602.47	\$104,582.59	\$109,811.72	\$102,421.40	\$107,542.47	\$112,919.60	\$107,542.47	\$112,919.60	\$118,565.58
26	\$95,808.09	\$100,598.49	\$105,628.41	\$100,598.49	\$105,628.41	\$110,909.83	\$103,445.62	\$108,617.90	\$114,048.79	\$108,617.90	\$114,048.79	\$119,751.23
27	\$96,766.17	\$101,604.47	\$106,684.70	\$101,604.47	\$106,684.70	\$112,018.93	\$104,480.07	\$109,704.08	\$115,189.28	\$109,704.08	\$115,189.28	\$120,948.74
28	\$97,733.83	\$102,620.52	\$107,751.55	\$102,620.52	\$107,751.55	\$113,139.12	\$105,524.87	\$110,801.12	\$116,341.17	\$110,801.12	\$116,341.17	\$122,158.23
29	\$98,711.17	\$103,646.72	\$108,829.06	\$103,646.72	\$108,829.06	\$114,270.51	\$106,580.12	\$111,909.13	\$117,504.58	\$111,909.13	\$117,504.58	\$123,379.81
30	\$99,698.28	\$104,683.19	\$109,917.35	\$104,683.19	\$109,917.35	\$115,413.22	\$107,645.92	\$113,028.22	\$118,679.63	\$113,028.22	\$118,679.63	\$124,613.61

**Classifications Occupational Therapist
Physical Therapist
212 Calendar Days**

**Speech Language Pathologist
212 Calendar Days**

**Lead Occupational Therapist
Lead Physical Therapist
218 Calendar Days**

**Lead Speech Language Pathologist
218 Calendar Days**

****Rows **DO NOT** equal years of experience****

***Kyrene does not recognize salary placement beyond the parameters of the board-approved schedule for this employee classification

*An approximate 3.5% increase for those certified employees who sign their seventh consecutive contract if their most recent evaluation rating was at one of the top two levels.