

2026-2027 Speech Language Pathologists New Hire Placement							
Grade	MA	MA+12	MA+24	MA+36	MA+48	MA+60	MA+72 Doctorate
A	\$64,867	\$66,811	\$68,814	\$70,878	\$73,004	\$75,196	\$77,452
B	\$65,837	\$67,811	\$69,844	\$71,939	\$74,097	\$76,322	\$78,612
C	\$71,617	\$73,761	\$75,976	\$78,254	\$80,602	\$83,018	\$85,509
D	\$74,506	\$76,740	\$79,045	\$81,417	\$83,859	\$86,373	\$88,963
E	\$77,518	\$79,841	\$82,240	\$84,707	\$87,244	\$89,861	\$92,558
F	\$80,648	\$83,066	\$85,560	\$88,126	\$90,770	\$93,495	\$96,297
G	\$84,262	\$86,680	\$89,171	\$91,739	\$94,384	\$97,103	\$99,909

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:

- a. The earned degree
- b. Graduate credits earned after the conferring last degree
- c. 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

III. Market Demand is based upon:

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

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