CREIGHTON ELEMENTARY SCHOOL DISTRICT NO.14

SPEECH THERAPIST/OCCUPATIONAL THERAPIST/PHYSICAL THERAPIST/COUNSELOR

2026-2027 SALARY SCHEDULE PLACEMENT RANGE

NOT A STEP SCHEDULE - FOR PLACEMENT ONLY

PLACEMENT					
	MA	MA+15	MA+30	MA+45	MA+60
A	$62,850	$64,507	$65,611	$66,993	$68,374
B	$63,382	$65,042	$66,148	$67,533	$68,917
C	$63,914	$65,577	$66,686	$68,074	$69,460
D	$64,446	$66,112	$67,223	$68,614	$70,004
E	$64,978	$66,647	$67,760	$69,154	$70,547
F	$65,510	$67,183	$68,297	$69,694	$71,090
G	$66,043	$67,718	$68,835	$70,235	$71,633
H	$66,575	$68,253	$69,372	$70,775	$72,177
I	$67,107	$68,788	$69,909	$71,315	$72,720
J	$67,639	$69,323	$70,446	$71,855	$73,263
K	$68,162	$69,859	$70,983	$72,395	$73,807

STIPENDS	
DOCTORATE	$1,000
BCS CERTIFICATE	$1,000
NBCOT CERTIFICATE	$1,000
OCCUPATIONAL/PHYSICAL	$6,000
SPEECH WITH CCC'S	$20,000

LONGEVITY	
3 YEARS	$1,000
5 YEARS	$2,000
10 YEARS	$4,000
15 YEARS	$6,000

PERFORMANCE PAY
UP TO $4500
PLUS ADDITIONAL $1000 BASED ON SCHOOL/DISTRICT SOFG ANNUAL OUTCOMES

FOOTNOTES

1.New Employee Placement is based upon:

a. The earned degree

b. Graduate credits earned after the conferring of last degree

c. Years of like experience; not to exceed 10 years

d. If not appropriately certified, placement will be Emergency Certified

2. Compensation schedules are contingent upon funding.

3. In addition to base pay, employees may qualify for Longevity, Stipends and Performance Pay as indicated on this schedule.

4. Professional Growth for the purpose of salary advancement is defined as any approved professional activities which improves employee performance of duties and lead to academic achievement and success in the accomplishment of the District's Mission, Goals and Objectives.

5. CCC-SLP Certificate indicates eligible staff member's Clinical Competence.

6.BCS and NBCOT certificate indicates eligible staff member is a Board Certified Specialist.

7. Longevity is based on years of employment with the District.

8. Mileage Allowance is District approved based on job requirement and supervisor approval.

9. Performance Pay is earned in the current year & is determined by the Classroom Site Fund (CSF) Plan Rubric & CSF revenues.

To be eligible for Performance Pay the staff member must:

a. Be employed at least 25% of the school year.

b. Receive a satisfactory evaluation or successfully complete a Performance Improvement Plan.

c. Comply with the provisions of A.R.S. 15-521 and not have been served notice of unprofessional conduct.

d. Complete the work year.

WORK YEAR: Continuing staff - 208 days (includes paid holidays)

New staff - 212 days (includes paid holidays)

C44 - SLP/OT/PT/COUNSELOR

Partial years shall be prorated based upon days employed.

GOVERNING BOARD APPROVED 6/23/2026