

LITCHFIELD ELEMENTARY SCHOOL DISTRICT NO. 79

NEW SPEECH THERAPIST PLACEMENT CHART
2021-2022

Step	BA	BA+15	BA+30	MA	MA+15	MA+30	DOC
0-2	\$52,618	\$53,818	\$55,018	\$56,218	\$57,418	\$58,618	\$59,818
3	\$53,117	\$54,329	\$55,541	\$56,753	\$57,965	\$59,177	\$60,389
4	\$53,621	\$54,845	\$56,069	\$57,294	\$58,518	\$59,742	\$60,966
5	\$54,130	\$55,367	\$56,603	\$57,839	\$59,076	\$60,312	\$61,549
6	\$54,645	\$55,893	\$57,142	\$58,391	\$59,639	\$60,888	\$62,137
CAP	\$60,115	\$62,217	\$64,318	\$67,472	\$69,573	\$71,675	\$75,880

Amounts shown represent 208 contract days.

The above chart is for new hire placement and current employee capping purposes only. Once employed, salary increases are based on performance and available funds.

ADDITIONAL COMPENSATION – All Speech Therapists

	Amount	Method of Payment
M&O Override Compensation	\$4,035	Distributed with each biweekly paycheck
Certificate of Clinical Competence in Speech-Language Pathology Employees who have earned the Certificate of Clinical Competence in Speech-Language Pathology will receive an additional annual \$5,000 stipend prorated throughout the school year.	\$5,000	Distributed with each biweekly paycheck

Performance Award Pay

Performance Award is based on evaluation and is paid in one lump sum in June 2022. Assessment staff are eligible for any level pay, including during the first year of employment, based on evaluation level attained.

Level I	\$1,540
Level II	\$2,200
Level III	\$3,300
Level IV	\$4,400

Professional Growth Compensation – Graduate Credit Coursework Pay

Teachers shall have the opportunity to qualify for salaries at higher professional growth levels through acquisition of advanced degrees and college semester hours. Upon completion of a minimum of nine (9) graduate hours, official transcripts must be submitted to human resources. The Professional Growth Form must be completed and attached to the *official transcripts* and turned in prior to May 1 for amendment to be in effect for the following fiscal year, i.e., due on May 1, 2022 for credit on 2022/2023 contract. *Only graduate level coursework will be credited. If coursework does not meet the graduate level guidelines then no credit will be given.* Base pay is increased \$80 per verified credit. Graduate credit pay is not subject to cap limits upon initial issuance. However, graduate credit pay is subject to salary cap limits once rolled up into Base salary calculation the subsequent contract year.

Courses offered by accredited institutions of higher learning may be accepted if their stated purposes would help the teacher improve services to students or the District in areas such as:

- Instructional skill: courses that deal with methods, materials, and recent developments related to the teacher's assignment.
- Better understanding of the child as a member of society and the human race: course in psychology and sociology.
- Better understanding of education and the educational process: courses in philosophy, special education, curriculum, administration, supervision, guidance, and counseling.
- Subject-matter fields related to the elementary school curriculum as adopted and taught in the District.

Employee Benefits and Additional Information

Health Insurance Benefit:

District pays a total of \$7,571.28 towards the cost of employee medical, dental and life.

- Two (2) medical plans w/ Teledoc, Classic Gold/HDHP\$1,500, Dental and Life, 100% paid for employee only.
- Dependent coverage at a cost is available.

Retirement Benefit:

District pays 12.41% of employee's salary to Arizona State Retirement System for matching employer contribution.

Total Contract Days: 208 (includes 22 paid holidays, Work Calendar L).

Number of paid personal leave days earned per year: 7 (Policy GCCA).

Number of paid sick time days earned per year: 5 (Policy GCCA).

Retirees: District pays 100% of the Arizona State Retirement System's Alternate Contribution Rate (ACR).

Grandfathered Employees: Grandfathered employees who are over the salary cap are eligible for 1) the salary cap increase or 2) the evaluation level Base increase, whichever is lower.

Future compensation: Annual increases are based on prior year evaluation instrument and availability of funding.

The Litchfield Elementary School District does not discriminate on the basis of race, color, national origin, sex, disability, religion or age in its programs or activities. For information regarding discrimination grievance or complaint procedures contact the Human Resources department at (623)535-6018.

Governing Board Approved: May 11, 2021