

**PSYCHOLOGIST  
NEW HIRE PLACEMENT CHART  
2022-2023**

<b>Step</b>	<b>Masters/Ed.S.</b>	<b>Doctorate</b>
<b>0-1</b>	\$62,464	\$64,964
<b>2</b>	\$63,040	\$65,565
<b>3</b>	\$63,622	\$66,172
<b>4</b>	\$64,210	\$66,785
<b>5</b>	\$64,804	\$67,405
<b>6</b>	\$65,404	\$68,031
<b>CAP</b>	\$82,953	\$90,310

Amounts shown represent 212 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 Psychologists**

	<b>Amount</b>	<b>Method of Payment</b>
<b>M&amp;O Override Compensation</b>	<b>\$4,710</b>	Distributed with each biweekly paycheck

**Performance Award Pay**

Performance Award is based on evaluation and is paid in one lump sum in June 2023. 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, 2023 for credit on 2023/2024 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 \$7,817.28 towards the cost of employee medical, dental, Teladoc and life.

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

#### **Retirement Benefit:**

District pays 12.17% of employee's salary to Arizona State Retirement System for matching employer contribution.

**Total Contract Days:** 212 (includes 22 paid holidays, Work Calendar N).

**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).

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

## **Psychologist Intern**

**Salary:** \$38,043

**Additional M&O Override Compensation:** \$2,971.06 – Distributed with each biweekly paycheck.

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*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 10, 2022