



CREIGHTON ELEMENTARY SCHOOL DISTRICT NO. 14
SCHOOL PSYCHOLOGIST
2021-2022 SALARY SCHEDULE PLACEMENT AND RANGE

Table 1 - Placement		
	MA	MA+60
Placement Min	\$62,014	\$63,534
Placement Max	64,117	65,637
Range Max	\$74,027	\$75,547

Table 2 - Longevity	
5-14 Years	\$500
15-19 Years	\$600
20-29 Years	\$950
30 + Years	\$1,100

Table 3 - Stipends	
Doctorate	\$1,000
NCSP Certificate	\$1,000
Market Demand	\$6,000

Table 4 - Pay for Performance	
Up To	\$2,500

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 6
2. Compensation schedules are contingent upon funding.
3. In addition to Table 1, employees may qualify for earnings from Tables 2 through 4.
4. Professional Growth for the purposes of salary advancement is defined as any approved professional activities which improves employee performance of duties and lead to student academic achievement and success in the accomplishment of the District Mission, Goals, and Objectives.
5. Longevity (Table 2) based on years of employment in the district.
6. NCSP Certificate indicates eligible staff members is Nationally Certified School Psychologist.
7. Pay for Performance is earned in the prior year and is determined by Classroom Site Fund Plan Rubric and Classroom Site Fund revenues.
8. To be eligible for Pay for Performance 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.
9. All staff above max will be grandfathered

Work Year:
 Continuing Staff 208 days (includes Holiday Pay)
 New Staff 212 days (includes Holiday Pay)

Partial years shall be prorated based upon days employed.

C45 - School Psychologist