



CREIGHTON ELEMENTARY SCHOOL DISTRICT NO. 14
SPEECH THERAPIST, OCCUPATIONAL THERAPIST,
PHYSICAL THERAPIST

2025-2026 SALARY SCHEDULE PLACEMENT RANGE
(NOT A STEP SCHEDULE - FOR PLACEMENT ONLY)

| Table 1 - Placement | | | | | |
|---------------------|----------|----------|----------|----------|----------|
| C44 | MA | MA+15 | MA+30 | MA+45 | MA+60 |
| A | \$62,357 | \$64,001 | \$65,097 | \$66,468 | \$67,838 |
| B | \$63,591 | \$65,268 | \$66,387 | \$67,784 | \$69,182 |
| C | \$63,927 | \$65,604 | \$66,723 | \$68,121 | \$69,518 |
| D | \$64,264 | \$65,941 | \$67,059 | \$68,457 | \$69,855 |
| E | \$64,601 | \$66,278 | \$67,395 | \$68,794 | \$70,191 |
| F | \$64,937 | \$66,613 | \$67,732 | \$69,129 | \$70,528 |
| G | \$65,273 | \$66,950 | \$68,069 | \$69,466 | \$70,863 |
| H | \$65,610 | \$67,287 | \$68,406 | \$69,804 | \$71,201 |
| I | \$66,681 | \$68,358 | \$69,476 | \$70,875 | \$72,272 |
| J | \$67,008 | \$68,685 | \$69,803 | \$71,201 | \$72,599 |
| K | \$67,628 | \$69,305 | \$70,424 | \$71,821 | \$73,220 |

| C45 | MA | MA+15 | MA+30 | MA+45 | MA+60 |
|-----|----------|----------|----------|----------|----------|
| A | \$63,885 | \$65,529 | \$66,625 | \$67,996 | \$69,367 |
| B | \$65,149 | \$66,826 | \$67,945 | \$69,343 | \$70,740 |
| C | \$65,537 | \$67,214 | \$68,332 | \$69,730 | \$71,128 |
| D | \$65,925 | \$67,601 | \$68,719 | \$70,117 | \$71,515 |
| E | \$66,311 | \$67,988 | \$69,107 | \$70,504 | \$71,902 |
| F | \$69,699 | \$68,376 | \$69,494 | \$70,892 | \$72,289 |
| G | \$67,085 | \$68,762 | \$69,881 | \$71,279 | \$72,676 |
| H | \$67,473 | \$69,150 | \$70,268 | \$71,666 | \$73,064 |
| I | \$67,861 | \$69,536 | \$70,655 | \$72,053 | \$73,451 |
| J | \$68,247 | \$69,924 | \$71,043 | \$72,440 | \$73,838 |
| K | \$68,635 | \$70,312 | \$71,430 | \$72,828 | \$74,225 |

| Table 2 - Longevity | |
|---------------------|---------|
| 3 Years | \$1,000 |
| 5 Years | \$2,000 |
| 10 Years | \$4,000 |
| 15 Years | \$6,000 |

| Table 3 - Stipends | |
|-----------------------|----------|
| Doctorate | \$1,000 |
| BCS Certificate | \$1,000 |
| NBCOT Certificate | \$1,000 |
| Occupational/Physical | \$6,000 |
| Speech with CCCs | \$20,000 |

| Table 4 Pay for Performance | |
|-----------------------------|---------|
| Up To | \$3,500 |

| Footnotes |
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- New Employee Placement is based upon:**
 - The earned degree.
 - Graduate credits earned after the conferring of last degree.
 - Years of like experience; not to exceed 10 years
- Compensation schedules are contingent upon funding.
- In addition to Table 1, employees may qualify for earnings from Tables 2 through 4 once proof of full certification is provided.
- 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.
- Longevity (Table 2) based on years of employment in the district.
- CCC-SLP Certificate indicates eligible staff members is Clinical Competence
- BCS and NBCOT Certificate indicates eligible staff members is Board Certified Specialist.
- Mileage Allowance is district approved based on job Requirement and supervisor approval.
- Pay for Performance is earned in the prior year and is determined by Classroom Site Fund Plan Rubric and Classroom Site Fund revenues.

To be eligible for Pay for Performance the staff member must:
 - Employed at least 25% of the school year.
 - Receive a satisfactory evaluation or successfully complete a Performance Improvement Plan.
 - Comply with the provisions of A.R.S. §15-521 and not have been served notice of unprofessional conduct.
 - Complete the work year.

C44 - SLP/OT/PT

Partial years shall be prorated based upon days employed.

Work Year:

| | |
|------------------|---------------------------------|
| Continuing Staff | 208 days (includes Holiday Pay) |
| New Staff | 212 days (includes Holiday Pay) |