

LITCHFIELD ELEMENTARY SCHOOL DISTRICT NO. 79

**PSYCHOLOGIST, PSYCHOLOGIST INTERN  
NEW HIRE PLACEMENT CHART  
2025-2026**

Step	Masters	Doctorate
0-1	\$74,548	\$77,098
2	\$75,202	\$77,778
3	\$75,863	\$78,464
4	\$76,531	\$79,158
5	\$77,205	\$79,858
6	\$77,886	\$80,566

Amounts shown represent 212 contract days including M&O override and Leadership Development Base Pay.

The above chart is for new hire placement. Once employed, salary increases are based on available funds.

The placement chart reflects up to (6) six years of experience. The District will provide additional compensation aligned with applicable years of experience.

**Compensation Breakdown**

**Classroom Site Fund and Other Compensation Sources**

Classroom Site Fund monies are based on receipt of full funding from the Arizona State Legislature. The revenues available are designated for distribution in the base pay as follows:

Funding Sources	Pay per eligible staff member for the 2025-2026 fiscal year
M & O Override Compensation	\$4,710

**Additional Compensation**

**Leadership Development Base Pay**

Leadership Development Base Pay amounts are paid either at the end of the school year in one lump sum in June or July or in the bi-weekly paycheck based on the election of the employee at the time of contract acceptance. Placement for Leadership Development Plan levels is based on total years of credited teaching experience

\$4,400
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**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, 2025 for credit on the 2025/2026 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.

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, and life.

- Two (2) medical plans with opportunity for virtual appointments, Banner Classic Gold/HDHP A, Dental and Life are available. Dependent coverage is available at an additional cost.

**Retirement Benefit:** The District pays 12% of employee's salary to Arizona State Retirement System, matching the employee's contribution.

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

**Number of paid sick time days earned per year:** 5 (Trust Policy 4-302.B).

**Number of paid personal leave days earned per year:** 7 (Trust Policy 4-302.C).

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

**Doctorate Stipend:** If employee acquires Doctorate after initial placement, employee will receive a \$1,000 stipend upon conferral of degree distributed in each biweekly paycheck during the term of employment.

**National Board Certified School Psychologist (NCSP) Stipend:** A stipend of \$1,000 will be paid annually in June to any employee who comes to our district with this certification and actively maintains it. (Amount will be prorated if certification is acquired during the contract year.)

### **Psychologist Intern**

**Salary:** \$42,166, includes \$2,971 from the **M&O Override Compensation**

#### **Employee Benefits and Additional Information**

##### **Health Insurance Benefit:**

District pays a total of \$7,817.62 towards the cost of employee medical, dental, and life.

- Two (2) medical plans with opportunity for virtual appointments, Banner Classic Gold/HDHP A, Dental and Life are available. Dependent coverage is available at an additional cost.

**Retirement Benefit:** District pays 12% of employee's salary to Arizona State Retirement System for the matching employer contribution.

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

**Number of paid sick time days earned per year:** 5 (Trust Policy 4-302.B).

**Number of paid personal leave days earned per year:** 7 (Trust Policy 4-302.C).

*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:*