

2024-2025 Speech Language Pathologists New Hire Placement							
Grade	MA	MA+12	MA+24	MA+36	MA+48	MA+60	MA+72 Doctorate
A	\$63,906	\$65,822	\$67,796	\$69,829	\$71,924	\$74,084	\$76,306
B	\$66,814	\$68,819	\$70,883	\$73,010	\$75,200	\$77,456	\$79,777
C	\$69,516	\$71,598	\$73,748	\$75,959	\$78,238	\$80,584	\$83,001
D	\$72,321	\$74,490	\$76,727	\$79,029	\$81,400	\$83,840	\$86,354
E	\$75,245	\$77,500	\$79,828	\$82,223	\$84,686	\$87,226	\$89,844
F	\$78,283	\$80,630	\$83,051	\$85,542	\$88,108	\$90,753	\$93,473
G	\$81,791	\$84,138	\$86,556	\$89,049	\$91,616	\$94,256	\$96,980



Table I New Hire Placement	
Experience	Grade
0 yrs	A
1-3 yrs	B
4-10 yrs	C
11-15 yrs	D
16-20 yrs	E
21-25 yrs	F
26+ yrs	G

Table II Additional Compensation	
SUSD Experience	Amount
0-8 yrs	\$1,650
9-14 yrs	\$2,500
15+ yrs	\$4,500

Table III Stipend	
Market Demand	Amount
Doctorate	\$3,000
CCC	\$1,500

Table IV Stipend
Pay for Performance
Up to \$4,100

**\*Retirees returning to work will be placed at 90% of the appropriate salary placement.**

**Notes:**

**I. New Hire placement is based upon:**

- a. The earned degree
- b. Graduate credits earned after the conferring last degree
- c. Years of full-time experience as a certificated employee

**II. Additional Compensation is based upon:**

- a. Consecutive years of experience as SUSD certified employee
- b. Certified employees as covered by the SEA: Teacher, Nurse, Related Service Providers
- c. Prorated based on work calendar and FTE

**III. Market Demand is based upon:**

- a. Appropriate certification or endorsement
- b. Certificate of Clinical Competence (CCC)

**IV. Pay for Performance is based upon:**

- a. The Governing Board adopted PFP plan
- b. Compliance with the provisions of A.R.S. §15-521