



## RELATED SERVICES COMPENSATION PLAN

### I. Initial Placement of Related Service Staff

(Psychologists, Speech and Language Pathologists, Speech and Language Pathology Assistants, Occupational Therapists, Physical Therapists, Physical Therapy Assistants and Certified Occupational Therapy Assistants)

POSITION	Minimum	Maximum
Psychologist (Master’s Degree)	\$69, 127	\$91,502
Speech and Language Pathologist (Master’s Degree)	\$69,127	\$91,502
Occupational Therapist/Physical Therapist	\$63,087	\$80,087 – OT \$78,087 – PT
Certified Occupational Therapist Assistant, Speech and Language Therapy Assistant, Physical Therapy Assistant	\$49,480	\$61,480 (COTA) \$59,480

EXPERIENCE- All full-time, verified experience will be honored at a rate of \$1,500 per year for Psychologists, SLP, OT & PT and \$1,000 per year for SLPA, COTA & PTA. A maximum of 10 years of experience will be granted on initial placement.

COURSEWORK – All approved, graduate-level coursework or certifications will be honored at the following rates:

- (Psychologist) \$75 per credit hour with a maximum of 45 credits beyond a Master’s degree. Amount per credit hour determined annually by the Governing Board.
- (Psychologist) \$2,000 will be granted for an Ed.D. degree
- (Psychologist) Nationally Certified School Psychologist (NCSP) \$2,000
- (SLP) \$75 per credit hour with a maximum of 45 credits beyond a Master’s degree. Amount per credit hour determined annually by the Governing Board
- (SLP) \$2,000 will be granted for an Ph.D. or Ed.D. degree
- (SLP) Certificate of Clinical Competency (CCC) - \$2,000
- Occupational Therapist (OT and COTA) National Board for Certification in Occupational Therapy (NBCOT) - \$2,000

### ADDITIONAL INFORMATION

- A. Salary and benefits are prorated based on the hire date and less than full-time equivalent (FTE) employment.
- B. Salaries are based on Board-approved work calendars and contracts based on an extended work year calendar will be supplemented on a per diem basis.
- C. Coursework approved and completed in each fiscal year will be used to calculate education compensation for the following contract year. For example, coursework completed from July 1<sup>st</sup> through June 30<sup>th</sup> will be used to calculate compensation for the subsequent school year. Official transcripts must be submitted no later than September 1<sup>st</sup> following the end of each fiscal year.

## II. Retirement Incentive Program (Governing Board Policy GCQE)

- A. The retirement incentive program is intended to provide a school employee with the opportunity to receive an incremental increase in salary during the final year of employment. Such payment must be offered and accepted in the employment contract prior to the beginning of the particular school year in which the retirement incentive pay is to be received.
- B. The employee must apply to the Governing Board, in writing, for the retirement incentive during or before the year prior to the year in which retirement will occur.
- C. An employee choosing the retirement incentive shall receive an increase over the regular contractual or scheduled salary in the year before retirement. The payment will be based upon the number of years of service to the District.

Number of years of service to the School District	Percent of annual salary
10	2%
11	3%
12	4%
13	5%
14	6%
15	7%
16	8%
17	9%
18	10%
19	11%
20 and above	12%

## III. Sick Leave Payment upon Retirement (Governing Board Policy GCQE)

- A. Upon proper and timely application for the retirement incentive program, the District will pay for accumulated sick leave on a graduated scale up to the maximum accumulated amount indicated by the District. Certificated employees will be paid based upon a daily rate established for payment of a day-to-day substitute teacher in the District.
- B. The payment will be made on the following scale:

Number of years of service to the School District	Percent of daily rate
10	0%
11	5%
12	10%
13	15%
14	20%
15	25%
16	30%
17	35%
18	40%
19	45%
20 and above	50%