



2025-2026 School Psychologist, Speech Pathologist and Occupational Therapist Initial Placement Compensation Guide

Base Salary:

Experience + Education
(does not include prop or performance pay)

Yrs. of Experience	Master's Degree	Doctoral Degree
0	\$74,560	\$79,180
1	\$74,660	\$79,280
2	\$74,860	\$79,480
3	\$75,210	\$79,830
4	\$75,710	\$80,330
5	\$76,310	\$80,930
6	\$76,960	\$81,580
7	\$77,710	\$82,330
8	\$78,460	\$83,080
9	\$79,260	\$83,880
10	\$80,210	\$84,830
11	\$81,160	\$85,780
12	\$82,110	\$86,730

Total Salary:

Base Salary + Prop Amounts + Instructional
Improvement + Pay for Performance

Master's Degree	Doctoral Degree
\$88,775	\$93,764
\$88,883	\$93,872
\$89,099	\$94,088
\$89,477	\$94,466
\$90,017	\$95,006
\$90,665	\$95,654
\$91,367	\$96,356
\$92,177	\$97,166
\$92,987	\$97,976
\$93,851	\$98,840
\$94,877	\$99,866
\$95,903	\$100,892
\$96,929	\$101,918

The above Total Salary includes the following:

Instructional Improvement:	\$350 - paid on first check in August
Pay for Performance:	\$4,000 - paid 1/2 in December and 1/2 in June
Prop 301:	8% of Base Salary
Prop 301:	\$3,900 paid 1/2 in December and 1/2 in March

Additional Compensation and Benefits:

Earned Leave:	Discretionary and Sick Leave in accordance with work calendar, policy and contract
Employee Medical Premium:	District contribution of \$723.93/month towards medical plan of employee's choice (30 hrs/week required)
Life Insurance:	District -paid life insurance in amount equivalent to base salary (30 hrs/week required)
State Retirement:	District matches employee contribution of 12.20% per pay
Voluntary Benefits:	Dental, Vision, Short-Term Disability, other insurance products (30 hrs/week required)

Work Calendar = 194 days