



**GOVERNING BOARD AGENDA ITEM
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

DATE OF MEETING: **March 25, 2014**

TITLE: **Approval of Personnel Changes**

BACKGROUND:

Changes in the employment status of employees(s) will be presented herein.

The attached table of changes includes an adjustment for district psychologists. Currently, the District's Professional/Non-teaching salary schedule incorporates a doctorate differential for the following positions: Social Workers, Audiologists, Psychologists, Occupational Therapists and Physical Therapists. When the doctorate differential was originally created and approved for the Social Workers, Occupational Therapists and Physical Therapists, the differential paid \$2,500.00. At that time, the job classification of Psychologist already included a doctorate differential, and no adjustment to that existing differential was made. The administration has determined that this should be corrected to ensure consistency and afford equity across related positions which share the same salary schedule. Accordingly, the 2014-2015 "Psychologist with Doctorate" schedule should to be corrected to include this change.

A corrected and revised 2014-2015 Professional/Non-teaching schedule, that includes a doctorate differential of \$2500.00 (at the base) is included for the Governing Board's consideration.

RECOMMENDATION:

It is the recommendation of the administration that the personnel changes be approved as presented as well as correction to the 2014-2015 "Psychologist with Doctorate" Professional/Non-teaching schedule.

INITIATED BY:

Todd A. Jaeger, Associate to the Superintendent

Date: March 14, 2014

Patrick Nelson, Superintendent

03/14/14 8:13 AM



**Amphitheater Public Schools
Professional NON-TEACHING Salary Schedule
Effective Beginning FY 2014-2015**

Steps	Social Workers	Social Workers w/doctorate	Speech Language Pathologists	Audiologists	Audiologists w/doctorate	Psychologists	Psychologists w/doctorate	Occupational Therapists	Occupational Therapists w/doctorate	Physical Therapists	Physical Therapists w/doctorate
Step 1	36,441.95	39,129.03	41,742.31	46,608.38	49,295.47	50,024.56	52,711.65	56,345.59	58,993.24	56,660.67	59,260.34
O/R Retention Stipends	1,442.70	1,492.19	1,540.33	1,629.96	1,679.45	1,692.86	1,742.35	1,892.75	1,981.68	1,903.33	1,990.66
Step 1 Total Base	37,884.65	40,621.22	43,282.64	48,238.34	50,974.92	51,717.42	54,454.00	58,238.34	60,974.92	58,564.00	61,251.00
Step 2	36,952.14	39,676.84	42,326.70	47,260.90	49,985.61	50,724.90	53,449.61	57,134.43	59,819.15	57,453.92	60,089.98
O/R Retention Stipends	1,462.90	1,513.08	1,561.89	1,652.78	1,702.96	1,716.56	1,766.74	1,919.25	2,009.42	1,929.98	2,018.53
Step 2 Total Base	38,415.04	41,189.92	43,888.59	48,913.68	51,688.57	52,441.46	55,216.35	59,053.68	61,828.57	59,383.90	62,108.51
Step 3	37,690.60	40,469.80	43,172.67	48,205.56	50,984.75	51,738.83	54,518.02	58,276.45	61,014.85	58,602.33	61,291.11
O/R Retention Stipends	1,476.51	1,527.69	1,577.47	1,670.18	1,721.37	1,735.24	1,786.43	1,939.46	2,031.14	1,950.30	2,040.35
Step 3 Total Base	39,167.11	41,997.49	44,750.14	49,875.74	52,706.12	53,474.07	56,304.45	60,215.91	63,045.99	60,552.63	63,331.46
Step 4	38,443.86	41,278.64	44,035.57	49,169.10	52,003.89	52,773.05	55,607.84	59,441.29	62,234.48	59,773.68	62,516.26
O/R Retention Stipends	1,490.37	1,542.58	1,593.36	1,687.91	1,740.13	1,754.29	1,806.51	1,960.05	2,053.28	1,971.00	2,062.59
Step 4 Total Base	39,934.23	42,821.22	45,628.93	50,857.01	53,744.02	54,527.34	57,414.35	61,401.34	64,287.76	61,744.68	64,578.85
Step 5	39,212.17	42,103.64	44,915.71	50,151.92	53,043.39	53,827.95	56,719.42	60,629.43	63,478.49	60,968.46	63,765.90
O/R Retention Stipends	1,504.52	1,557.78	1,609.57	1,706.02	1,759.28	1,773.72	1,826.98	1,981.08	2,075.88	1,992.16	2,085.29
Step 5 Total Base	40,716.69	43,661.42	46,525.28	51,857.94	54,802.67	55,601.67	58,546.40	62,610.51	65,554.37	62,960.62	65,851.19
Step 6	39,995.84	42,945.14	45,813.46	51,154.39	54,103.69	54,903.94	57,853.24	61,841.34	64,747.38	62,187.14	65,040.54
O/R Retention Stipends	1,518.95	1,573.27	1,626.10	1,724.50	1,778.81	1,793.54	1,847.85	2,002.54	2,098.93	2,013.73	2,108.44
Step 6 Total Base	41,514.79	44,518.41	47,439.56	52,878.89	55,882.50	56,697.48	59,701.09	63,843.88	66,846.31	64,200.87	67,148.98
Step 7	40,795.20	43,803.49	46,729.17	52,176.92	55,185.20	56,001.45	59,009.73	63,077.48	66,041.64	63,430.20	66,340.66
O/R Retention Stipends	1,533.69	1,589.08	1,642.95	1,743.32	1,798.73	1,813.76	1,869.17	2,024.39	2,122.44	2,035.71	2,132.07
Step 7 Total Base	42,328.89	45,392.57	48,372.12	53,920.24	56,983.93	57,815.21	60,878.90	65,101.87	68,164.08	65,465.91	68,472.73
Step 8	41,610.53	44,678.99	47,663.19	53,219.89	56,288.35	57,120.92	60,189.38	64,338.34	67,361.80	64,698.11	67,666.80
O/R Retention Stipends	1,548.69	1,605.20	1,660.16	1,762.53	1,819.05	1,834.38	1,890.90	2,046.71	2,146.40	2,058.15	2,156.14
Step 8 Total Base	43,159.22	46,284.19	49,323.35	54,982.42	58,107.40	58,955.30	62,080.28	66,385.05	69,508.20	66,756.26	69,822.94



**Amphitheater Public Schools
Professional NON-TEACHING Salary Schedule
Effective Beginning FY 2014-2015**

Steps	Social Workers	Social Workers w/doctorate	Speech Language Pathologists	Audiologists	Audiologists w/doctorate	Psychologists	Psychologists w/doctorate	Occupational Therapists	Occupational Therapists w/doctorate	Physical Therapists	Physical Therapists w/doctorate
Step 9	42,442.19	45,571.99	48,615.89	54,283.73	57,413.54	58,262.77	61,392.58	65,624.43	68,708.36	65,991.38	69,019.44
O/R Retention Stipends	1,564.00	1,621.66	1,677.70	1,782.13	1,839.77	1,855.41	1,913.05	2,069.45	2,170.86	2,081.02	2,180.71
Step 9 Total Base	44,006.19	47,193.65	50,293.59	56,065.86	59,253.31	60,118.18	63,305.63	67,693.88	70,879.22	68,072.40	71,200.15
Step 10	43,081.61	46,258.62	49,348.37	55,101.66	58,278.67	59,140.70	62,317.71	66,613.24	69,743.67	66,985.72	70,059.44
O/R Retention Stipends	1,579.63	1,638.44	1,695.60	1,802.11	1,860.91	1,876.85	1,935.65	2,092.66	2,195.81	2,104.36	2,205.76
Step 10 Total Base	44,661.24	47,897.06	51,043.97	56,903.77	60,139.58	61,017.55	64,253.36	68,705.90	71,939.48	69,090.08	72,265.20
Step 11	43,942.67	47,183.22	50,334.77	56,203.13	59,443.68	60,322.95	63,563.50	67,944.82	71,137.88	68,324.75	71,459.97
O/R Retention Stipends	1,595.57	1,655.56	1,713.85	1,822.49	1,882.47	1,898.73	1,958.71	2,116.33	2,221.25	2,128.16	2,231.32
Step 11 Total Base	45,538.24	48,838.78	52,048.62	58,025.62	61,326.15	62,221.68	65,522.21	70,061.15	73,359.13	70,452.91	73,691.29
Step 12	44,820.96	48,126.33	51,340.90	57,326.63	60,631.99	61,528.85	64,834.21	69,303.05	72,559.95	69,690.57	72,888.48
O/R Retention Stipends	1,611.83	1,673.01	1,732.48	1,843.29	1,904.46	1,921.05	1,982.22	2,140.48	2,247.20	2,152.45	2,257.39
Step 12 Total Base	46,432.79	49,799.34	53,073.38	59,169.92	62,536.45	63,449.90	66,816.43	71,443.53	74,807.15	71,843.02	75,145.87
Step 13	45,716.82	49,088.29	52,367.16	58,472.59	61,844.06	62,758.85	66,130.32	70,688.41	74,010.48	71,083.68	74,345.58
O/R Retention Stipends	1,628.41	1,690.81	1,751.46	1,864.50	1,926.88	1,943.82	2,006.20	2,165.11	2,273.65	2,177.22	2,283.96
Step 13 Total Base	47,345.23	50,779.10	54,118.62	60,337.09	63,770.94	64,702.67	68,136.52	72,853.52	76,284.13	73,260.90	76,629.54
Step 14	46,630.59	50,069.48	53,413.93	59,641.48	63,080.37	64,013.48	67,452.37	72,101.50	75,490.01	72,504.67	75,831.81
O/R Retention Stipends	1,645.33	1,708.98	1,770.83	1,886.13	1,949.78	1,967.03	2,030.68	2,190.23	2,300.66	2,202.48	2,311.10
Step 14 Total Base	48,275.92	51,778.46	55,184.76	61,527.61	65,030.15	65,980.51	69,483.05	74,291.73	77,790.67	74,707.15	78,142.91
Step 15	47,562.64	51,070.31	54,481.63	60,833.74	64,341.42	65,293.17	68,800.85	73,542.84	76,999.14	73,954.07	77,347.78
O/R Retention Stipends	1,662.57	1,727.49	1,790.59	1,908.20	1,973.11	1,990.72	2,055.63	2,215.85	2,328.19	2,228.24	2,338.75
Step 15 Total Base	49,225.21	52,797.80	56,272.22	62,741.94	66,314.53	67,283.89	70,856.48	75,758.69	79,327.33	76,182.31	79,686.53
Step 16	48,513.33	52,091.15	55,570.71	62,049.85	65,627.68	66,598.49	70,176.32	75,013.02	78,538.45	75,432.47	78,894.05
O/R Retention Stipends	1,680.18	1,746.37	1,810.75	1,930.70	1,996.92	2,014.87	2,081.09	2,241.98	2,356.29	2,254.52	2,366.98
Step 16 Total Base	50,193.51	53,837.52	57,381.46	63,980.55	67,624.60	68,613.36	72,257.41	77,255.00	80,894.74	77,686.99	81,261.03



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Steps	Social Workers	Social Workers w/doctorate	Speech Language Pathologists	Audiologists	Audiologists w/doctorate	Psychologists	Psychologists w/doctorate	Occupational Therapists	Occupational Therapists w/doctorate	Physical Therapists	Physical Therapists w/doctorate
Step 17	49,483.03	53,132.41	56,681.56	63,290.29	66,939.67	67,929.88	71,579.26	76,512.61	80,108.54	76,940.44	80,471.24
O/R Retention Stipends	1,698.12	1,765.65	1,831.30	1,953.65	2,021.20	2,039.51	2,107.06	2,268.64	2,384.94	2,281.33	2,395.76
Step 17 Total Base	51,181.15	54,898.06	58,512.86	65,243.94	68,960.87	69,969.39	73,686.32	78,781.25	82,493.48	79,221.77	82,867.00
Step 18	50,227.39	53,931.73	57,534.28	64,242.49	67,946.82	68,951.91	72,656.24	77,663.73	81,313.83	78,098.01	81,681.99
O/R Retention Stipends	1,716.43	1,785.29	1,852.27	1,977.06	2,045.97	2,064.65	2,133.56	2,295.82	2,414.17	2,308.65	2,425.12
Step 18 Total Base	51,943.82	55,717.02	59,386.55	66,219.55	69,992.79	71,016.56	74,789.80	79,959.55	83,728.00	80,406.66	84,107.11
Step 19	51,231.39	55,009.79	58,684.41	65,526.77	69,305.20	70,330.38	74,108.81	79,216.32	82,939.43	79,659.27	83,314.96
O/R Retention Stipends	1,735.09	1,805.35	1,873.65	2,000.96	2,071.23	2,090.28	2,160.55	2,323.57	2,443.97	2,336.56	2,455.06
Step 19 Total Base	52,966.48	56,815.14	60,558.06	67,527.73	71,376.43	72,420.66	76,269.36	81,539.89	85,383.40	81,995.83	85,770.02
Step 20	52,255.44	56,109.43	59,857.53	66,836.75	70,690.73	71,736.41	75,590.39	80,799.97	84,597.53	81,251.78	84,980.56
O/R Retention Stipends	1,754.15	1,825.81	1,895.48	2,025.31	2,096.99	2,116.43	2,188.11	2,351.85	2,474.37	2,365.00	2,485.60
Step 20 Total Base	54,009.59	57,935.24	61,753.01	68,862.06	72,787.72	73,852.84	77,778.50	83,151.82	87,071.90	83,616.78	87,466.16
Step 21	53,299.98	57,231.04	61,054.11	68,172.91	72,103.98	73,170.58	77,101.65	82,415.28	86,288.81	82,876.13	86,679.50
O/R Retention Stipends	1,773.58	1,846.66	1,917.74	2,050.17	2,123.28	2,143.09	2,216.20	2,380.71	2,505.38	2,394.02	2,516.75
Step 21 Total Base	55,073.56	59,077.70	62,971.85	70,223.08	74,227.26	75,313.67	79,317.85	84,795.99	88,794.19	85,270.15	89,196.25
Step 22	54,365.42	58,375.09	62,274.63	69,535.81	73,545.49	74,633.42	78,643.10	84,062.91	88,013.91	84,532.97	88,412.40
O/R Retention Stipends	1,793.38	1,867.94	1,940.42	2,075.51	2,150.09	2,170.29	2,244.87	2,410.14	2,537.02	2,423.61	2,548.53
Step 22 Total Base	56,158.80	60,243.03	64,215.05	71,611.32	75,695.58	76,803.71	80,887.97	86,473.05	90,550.93	86,956.58	90,960.93
Step 23	55,452.15	59,542.03	63,519.56	70,925.95	75,015.84	76,125.53	80,215.42	85,743.47	89,773.52	86,222.93	90,179.98
O/R Retention Stipends	1,813.60	1,889.64	1,963.57	2,101.36	2,177.43	2,198.05	2,274.12	2,440.16	2,569.28	2,453.81	2,580.93
Step 23 Total Base	57,265.75	61,431.67	65,483.13	73,027.31	77,193.27	78,323.58	82,489.54	88,183.63	92,342.80	88,676.74	92,760.91
Step 24	56,560.63	60,732.32	64,789.38	72,343.92	76,515.60	77,647.47	81,819.15	87,457.68	91,568.32	87,946.72	91,982.90
O/R Retention Stipends	1,834.21	1,911.78	1,987.19	2,127.73	2,205.32	2,226.36	2,303.95	2,470.77	2,602.19	2,484.59	2,613.99
Step 24 Total Base	58,394.84	62,644.10	66,776.57	74,471.65	78,720.92	79,873.83	84,123.10	89,928.45	94,170.51	90,431.31	94,596.89

Salary Package approved by Governing Board on March 11, 2014
O/R = Override