

**Snowflake Unified School District No. 5**  
**EDUCATION SPECIALIST SALARY SCHEDULE**  
**2020-2021**

Adopted March 12, 2020

Step increase is 2 %.

Step	Psychologist	
	184 Days	200 Days
	Base	Base
1	\$48,528	\$51,562
2	\$49,499	\$52,593
3	\$50,489	\$53,645
4	\$51,498	\$54,718
5	\$52,528	\$55,812
6	\$53,579	\$56,929
7	\$54,650	\$58,067
8	\$55,743	\$59,229
9	\$56,858	\$60,413
10	\$57,995	\$61,621

**Note:** *Annual salaries are for FLSA (Fair Labor Standards Act) Exempt positions and are based on 184 work days per year. Annual salaries are prorated when employment is for a greater or lesser number of work days.*

- o The Governing Board reserves the right to pay amounts other than those on this salary schedule and to withhold step increments from all employees depending upon availability of sufficient funding in the final budget of the District adopted in accordance with A.R.S. 15-905.
- o Placement and advancement on this salary schedule shall be in accordance with Governing Board Policy and Administrative Regulations. Salaries for each employee are set within a specific range. Annual step increments are determined by the Governing Board.
- o Step increases, if granted will be determined at 2% over previous year or step.
- o The Governing Board cooperates with employees in providing group health insurance coverage for employees and their dependents. The amount of participation by the District is determined each year by the Board.

