

**CENTENNIAL BOCES  
LICENSED SALARY SCHEDULE APPENDIX  
2023-24**

**Attachment A**

**Adopted May 18, 2023**

These positions utilize **Benefit Schedule C**.

**School Psychologist Case Management Stipend**

\* **School Psychologists** will be eligible to obtain a \$2,000 Index for Case Management responsibilities for all Special Education and IEP reports for the district(s) they are assigned. School Psychologists will be contracted for 195 days annually, to allow appropriate time to complete their assignment and to compensate for a discrepancy in pay that exists for this position compared to area districts.

**Child Find and Transition Coordinator Stipend**

\*\* To allow appropriate time for completion of the responsibilities of coordination and supervision within the Special Ed Preschool Program for the Special Education Preschool Coordinator of coordination and supervision of the Preschool Program, the Special Education Preschool Coordinator works 200 days annually. The Special Education Preschool Coordinator, and the Transition Coordinator will be eligible to obtain a \$2,000 Index for Case Management responsibilities for Special Education and IEP reports as assigned.

**Differentiated Pay Retention Stipend**

\*\*\* To retain Special Education staff, certain positions will be given a differentiated pay stipend. This will be based on the following five factors, with each factor worth a 2% increase to their pay. The employee's prior fiscal year base pay will be used for this calculation. The factors and eligible positions are below.

1. Hard-to-fill position
2. Level of education required
3. Significant discrepancy exists in pay from area districts
4. Licensed Staff Member
5. Returning Staff Member

	School Psychologist	Occupational Therapist	Speech-Lang. Pathologist	Social Worker	Teacher	Audiologist	Transition/Child Find Coord.
Hard-to-fill	X	X	X		X	X	X
Education	X	X	X	X		X	
Discrepancy	X	X	X	X	X	X	X
Licensed	X	X	X	X	X	X	X
Returning	X	X	X	X	X	X	X
% Totals:	10%	10%	10%	8%	8%	10%	8%

**Signing Bonus Recruitment Stipend**

\*\*\* To recruit Special Education staff, certain positions will be eligible for a signing bonus upon being hired. These will be a percentage of their initial base salary, based on the differential stipend factors above. This signing bonus will be paid in two equal payments in August and December of that school year. Once they have been paid one—or both—payments, they are not required to return any funds if they leave before the end of the school year. Also, employees will not be paid the second half of the stipend if their employment ends before the second half is paid to them. Stipends will range from 2% to 8% of their initial base salary. New staff will be eligible for the factors based on their position and the applicable factors at the time they are hired, except for the "Returning" factor. They will only be eligible for the "Returning" factor as part of the Differentiated Pay Retention Stipend (above) once they enter the second year of employment with CBOCES.