



## Compensation Plan for Occupational Therapist

### Draft

The Spero Academy Board of Directors approved a new compensation plan for Occupational Therapist, effective July 1, 2022. This plan outlines a new approach to compensation that clearly defines steps (determined years of applicable experience) and lanes (applicable education).

All advancements in lanes will be shared during the annual employee agreement meetings, which will be held in the Spring each year. Please note that advancement in steps will not be automatic if a Occupational Therapist is currently on an action plan that spans between two academic school years.

STEP	Licensure
0	\$56,496
1	\$57,908
2	\$59,356
3	\$60,840
4	\$62,361
5	\$63,920
6	\$65,518
7	\$67,156
8	\$68,835
9	\$70,556
10	\$72,320
11	\$74,128
12	\$75,981
13	\$77,880
14	\$79,827
15	\$81,823
16	\$83,869
17	\$85,965
18	\$88,114
19	\$90,317
20	\$92,575
21	\$94,890
22	\$97,262
23	\$99,693

24	\$102,186
25	\$104,740
26	\$107,359
27	\$110,043
28	\$112,794
29	\$115,614
30	\$118,504

Certification Guidelines

The Board may elect to update this plan periodically.  
Department heads will advance two steps.  
All lanes are capped at LANE 30, with increases only available upon Board updates to the plan.  
Upon completion of any additional license or degree, all staff will receive a pay increase as outlined in the compensation plan effective the first pay period following receipt of the advanced degree