



NATIONAL ASSOCIATION OF
School Psychologists

4340 East West Highway, Suite 402, Bethesda, MD 20814

PHONE: 301-657-0270

FAX: 301-657-0275

MEMORANDUM

TO: School District Administrators

FROM: Kathleen Minke, PhD, NCSP, Executive Director

SUBJECT: Pay Scale Determination for School Psychologists

This memo is provided to clarify the graduate preparation of school psychologists, and to ensure that their intensive preparation is recognized accurately and appropriately through school district pay scales.

Generally, the National Association of School Psychologists and almost all states require school psychology programs to provide specialist-level graduate preparation, representing a three-year program that includes a full-time internship for one academic year, and results in a *minimum* of 60 graduate semester hours. This is often reflected in the degree itself, such as the Educational Specialist (Ed.S.) or Psychology Specialist (Psy.S.) degrees. However, due to different state and university policies, the name of that degree on university transcripts may not reflect that level of preparation. For example, some specialist-level programs continue to issue a Master's degree (e.g., M.A., M.S.) along with a Certificate of Advanced Study (CAS), or Certificate of Advanced Graduate Study (CAGS). Regardless of the name of the degree issued, school psychologists typically have training equal to or beyond a typical 30-hour Master's degree plus 30, including a minimum 1200-hour structured, immersive internship experience prior to completing the program.

Ensuring appropriate and accurate compensation remains critical to recruiting and retaining high quality professionals, while recognizing them for the intensive preparation experiences needed to become a school psychologist. In the absence of designated compensation for a specialist-level degree, school psychologists typically begin on the Masters + 30 or Masters + 45 pay scale, depending on the graduate credit hours earned beyond a typical 30-36 credit Master's degree as evidenced in the applicant's transcript.

Thank you for your consideration.