

Administrative Salary Schedule

Minimum	Maximum	Position
\$80,000	\$110,000	Assistant Superintendent
\$70,000	\$100,000	Director (Business Services, Curriculum, Human Resources, Special Services, Plant Operations, Performing Arts)
\$78,000	\$110,000	Principal High School
\$73,000	\$100,000	Principal Junior High
\$70,000	\$95,000	Principal Elementary
\$83,000	\$115,000	Principal Junior/High (7-12)
\$55,000	\$75,000	Principal CAP
\$65,000	\$90,000	Assistant Principal High School
\$60,000	\$80,000	Assistant Principal Junior High
\$57,000	\$75,000	Assistant Principal Elementary
\$65,000	\$95,000	Assistant Principal Junior/High (7-12)

**Salary Placement will be based upon salary administration procedures.*

**Governing Board approved December 8, 2021*

Broadband Salary Schedule

Information Technology	
Technician	\$18.00 - \$30.00
Lead Technician	\$20.00 - \$35.00
Assistants	
Speech	\$39,936 - \$58,000
Physical Therapist	\$39,936 - \$58,000
Occupational Therapist	\$39,936 - \$58,000
Therapists	
Speech	\$62,000 - \$85,000
Physical Therapist	\$62,000 - \$85,000
Occupational Therapist	\$62,000 - \$85,000
Psychologist	
	\$62,000 - \$85,000

**Refer to salary administration procedures for placement and movement within the band.*

**Governing Board approved December 8, 2021*

Certified Salary Schedule

	BA	BA + 18	MA/MEd	MA+18	MA/MA	Ph.D/Ed.D
Minimum	\$42,143	\$43,643	\$45,143	\$46,643	\$48,143	\$49,643
Maximum	\$66,889	\$68,389	\$69,889	\$71,389	\$72,889	\$74,389

***Notes:**

*\$7,300 added to base pay from Classroom Site Fund (amount is subject to be reduced based on funding)
 Up to 10 years' experience given with documentation (additional \$600 per year starting with year 2)
 Certified staff eligible for up to \$3,000 in Classroom Site Fund Performance Pay (based on funding)
 Yearly \$1,000 Hard to Fill stipend available for Special Education, Mathematics, and Science.
 \$1,500 increase for Horizontal Advancement with approved coursework.*

***Additional Benefits**

<i>Employee Medical Insurance</i>	<i>Effective the 1st of the month after initial employment for all eligible employees working at least 30 hours per week.</i>
<i>Paid Employee Life Insurance</i>	<i>Employees working at least 30 hours receive \$50,000 benefit.</i>
<i>Voluntary Benefits</i>	<i>Employees working at least 30 hours are eligible for voluntary benefits, e.g., Flexible Spending Account, AFLAC, Supplemental Life Insurance, Dental, Vision</i>
<i>State Retirement</i>	<i>District matches the employee's contribution to Arizona State Retirement (ASRS).</i>
<i>Tax Shelter Annuity 403b, 457b</i>	<i>Available at the employee's expense.</i>
<i>Paid Time Off</i>	<i>Employees earn 10 days per year. Four days can be used as Personal Leave.</i>
<i>Employee Assistant Program</i>	<i>Offered to all employees.</i>
<i>Short-Term Disability Insurance</i>	<i>Available at the employee's expense.</i>
<i>Long-Term Disability Insurance</i>	<i>Provided by ASRS after 180 days of medical leave.</i>

***Substitute Salary Schedule:**

*Emergency Substitute Certificate: \$100/day or \$50/half day
 Substitute Certificate: \$110/day or \$55/half day
 Long Term Substitute: \$120/day or \$60/half day (includes CAP/HS)
 Specialized Substitute: \$140 day or \$70/half day*

***Governing Board approved March 9, 2022**

Certified (Non-Teaching) Salary Schedule

Step	BA	BA + 18	(BA+60) MA/MEd	(BA+75) MA+18	MA+45	Ph.D Ed.D
	A	B	C	D	E	F
0	\$42,143	\$43,901	\$45,657	\$47,415	\$49,172	\$50,931
1	\$42,823	\$44,580	\$46,450	\$48,265	\$50,022	\$51,837
2	\$43,503	\$45,147	\$47,016	\$48,831	\$50,589	\$52,404
3	\$44,183	\$45,713	\$47,583	\$49,398	\$51,155	\$52,970
4	\$44,862	\$46,280	\$48,149	\$49,964	\$51,722	\$53,537
5	\$45,542	\$46,846	\$48,716	\$50,531	\$52,288	\$54,103
6	\$46,222	\$47,413	\$49,282	\$51,097	\$52,855	\$54,670
7	\$46,902	\$47,979	\$49,849	\$51,664	\$53,421	\$55,236
8	\$47,582	\$48,546	\$50,415	\$52,230	\$53,988	\$55,803
9	\$48,261	\$49,112	\$50,982	\$52,797	\$54,554	\$56,369
10	\$48,941	\$50,699	\$51,605	\$53,363	\$55,121	\$56,880
11	\$49,621	\$51,379	\$52,115	\$53,930	\$55,687	\$57,502
12	\$50,301	\$52,059	\$52,681	\$54,496	\$56,254	\$58,069
13	\$50,981	\$52,739	\$53,248	\$55,063	\$56,820	\$58,635
14	\$51,661	\$53,419	\$53,814	\$55,629	\$57,387	\$59,202
15	\$52,341	\$54,099	\$54,381	\$56,196	\$57,953	\$59,768
16	\$53,021	\$54,599	\$54,947	\$56,762	\$58,520	\$60,335
17	\$53,701	\$55,759	\$55,814	\$57,329	\$59,086	\$60,901
18	\$54,381	\$56,139	\$56,780	\$57,895	\$59,653	\$61,468
19	\$55,061	\$56,819	\$57,647	\$58,462	\$60,219	\$62,034
20	\$55,741	\$57,472	\$58,553	\$59,311	\$61,070	\$62,829

***Notes:**

Salary will be dependent upon Education and Experience

If additional days are worked over 157 days, salary on contract will reflect additional days

**Governing Board approved December 8, 2021*

Classified Salary Schedule

Grade	Min	Max	Positions
1	\$13.85	\$17.00	Crossing Guard, Custodian, Bus Monitor, Non-CDL Driver
2	\$15.00	\$19.00	Paraprofessional (Gen Ed), Security Guard, Grounds/Maintenance
3	\$15.50	\$19.50	Paraprofessional (SPED), Clerk, Media Aide
4	\$16.00	\$20.00	Administrative Assistant, SPED Data & Compliance Lead, Attendance/Registrar
5	\$16.50	\$25.75	Skilled Maintenance, Executive Assistant, Specialist, Mechanic, CDL Driver, Supervisor

**Governing Board approved March 9, 2022*

Food and Nutrition Classified Salary Schedule

Grade	Entry	Mid	Max	Positions
1	\$13.85	\$14.25	\$15.00	Food Service Worker
2	\$13.85	\$14.35	\$15.15	Food Service Site Technician
3	\$14.50	\$15.00	\$15.50	Food Service Cook
4	\$16.00	\$16.50	\$17.00	Food Service Site Manager
5	\$16.00	\$19.00	\$22.00	Food Service Office Clerk, Food Service Administrative Assistant
6	\$18.00	\$19.50	\$20.46	Food Service Assistant Manager
7	\$25.86	\$26.66	\$27.36	Food Service Manager

**Governing Board approved November 10, 2021*

Nurse Salary Schedule

Step	RN A	RN + 10 B	BSN C	MS D
0	\$36,253	\$36,829	\$37,406	\$38,089
1	\$36,994	\$37,582	\$38,168	\$38,754
2	\$38,149	\$38,737	\$39,323	\$39,909
3	\$39,304	\$39,892	\$40,478	\$41,064
4	\$40,459	\$41,047	\$41,633	\$42,219
5	\$41,614	\$42,202	\$42,788	\$43,374
6	\$42,769	\$43,357	\$43,943	\$44,529
7	\$43,924	\$44,512	\$45,098	\$45,684
8	\$45,079	\$45,667	\$46,253	\$46,839
9	\$46,234	\$46,822	\$47,408	\$47,994
10	\$47,809	\$48,397	\$48,983	\$49,569
11	\$49,384	\$49,972	\$50,558	\$51,144
12	\$50,959	\$51,547	\$52,133	\$52,719
13	\$52,534	\$53,122	\$53,708	\$54,294
14	\$54,109	\$54,697	\$55,283	\$55,869
15	\$55,684	\$56,272	\$56,858	\$57,444
16	\$57,259	\$57,847	\$58,433	\$59,019
17	\$58,834	\$59,422	\$60,008	\$60,594
18	\$60,409	\$60,997	\$61,583	\$62,169
19	\$61,984	\$62,572	\$63,158	\$63,744
20	\$63,559	\$64,147	\$64,733	\$65,319

***Notes:**

Up to 10 years of experience may be given for placement on the salary schedule. Employees off the salary schedule will receive a base increase and a step equivalent to the percentage given out in a fiscal year. Steps do not correlate with years in District or years of experience.

**Governing Board approved December 8, 2021*