



2023-2024 Certificated Teacher, Counselor, Nurse, Social Worker and SLT Hiring Guidelines

Base Salary
The base salary for a Teacher, Counselor, Nurse, Social Worker or SLT new hire is \$54,035.

Experience
All full-time years of verified certificated teaching or like experience will be honored at a rate of \$500.00 per year.

Graduate-Level Coursework
Approved graduate-level coursework will be honored at a rate of \$65.00 per credit hour, with a maximum of 45 credits beyond a BA degree and a maximum of 60 credits beyond an MA degree. An additional \$1000.00 will be granted for an MA degree and an Ed.D. or Ph.D. degree.

Annual Stipend
A teacher or counselor who has earned National Board Certification will be awarded an annual stipend of \$1,575.00.

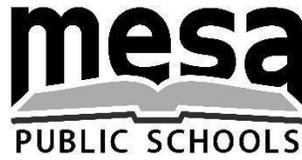
Example:	
Teacher X is a 10-year veteran with 40 credit hours past a BA degree. The teacher has also earned an MA degree.	
Base Salary:	\$54,035.00
Experience: (10 x \$500.00)	\$5,000.00
Graduate Coursework: (40 x \$65.00)	\$2,600.00
Master's Degree:	\$1,000.00
23-24 Contract Salary: \$62,635.00	

Salary and benefits are prorated based on hire date and less than full-time FTE.

Supplemental funding from Proposition 301 (Classroom Site Fund) and Proposition 202 (Instructional Improvement Fund) account for 9.7% of the base salary amount for the 2023-2024 school year. The revenue that the District receives from these two funds is based on state sales tax revenue, state land trust sales, and gaming proceeds which fluctuate each year. This may result in an annual fluctuation of the base salary.

In addition to the contract salary amount, incentive pay derived from Proposition 301 (Classroom Site Fund) is awarded to all eligible certificated staff who successfully complete established goals. The revenue that the District receives from the Classroom Site Fund is based on state sales tax revenue which can fluctuate each year. This may result in an annual fluctuation of incentive pay.

Retirees who are on ESI and receiving a monthly benefit from the Arizona State Retirement System will be paid a reduced salary or hourly rate according to district policy.



2023-2024 Compensation Worksheet-Certificated Rehire

General Information:								
Last Name:					First Name:			
EIN:					2023-2024 FTE:			
Primary Site:					Primary Job:			
Contract Days:	Begin:			End:			Work Days:	
2023-2024 Contract Salary Information:								
Full-time Base Salary								
Salary Calculation:								
				Factor			Salary Adjustment	Total Salary
1	2023-2024 Base Salary (full-time, full year):							
2	<i>Education Compensation (a maximum of 45 credits beyond a BA and 60 credits beyond an MA):</i>							
	<i>a. Graduate-Level Credits (\$65 per credit hour):</i>							
	<i>b. Professional Development and Undergraduate Credits (\$45 per credit hour):</i>							
	<i>c. Advanced Degree (an additional \$1000 for an MA and PhD. or Ed.D.):</i>							
3	2023-2024 New Base Salary (line 1+line 2+line 3):							
4	2023-2024 Full-time Equivalent (FTE):							
2023-2024 Contract Salary (line 4 x line 5):								