CERTIFIED TEACHER

Hiring Guidelines & Salary Placement

SY 2026-27

MINIMUM SALARY PLACEMENT	**BASE**
Bachelor	$48,960
Master	$50,917
Doctorate	$55,237

AZ CERTIFICATE ENDORSEMENTS:	**AMOUNT**
ESL	$1,000
Bilingual	$2,000
Gifted	$1,000

STIPENDS:	
Special Education Certification (Specialized Program)	$3,000
Special Education Certification (Resource)	$3,000
National Board Certified Teacher	$3,000
Endorsement - Reading Specialist (Reading Specialist & Master Teacher Only)	$2,000

Experience Credit: Up to ten (10) years of prior certified contracted experience may be granted and are compensated based upon education level.

Education Credit: Compensation may be granted for job related eligible coursework completed within the last 10 years beyond your highest degree attained. A maximum of 45 credits beyond a BA and 75 credits beyond an MA will be compensated at $60 per credit hour. All professional growth credits must be presented and considered at the time of initial placement; credits completed prior to hire date will not be considered after initial placement.

Performance Pay: Performance Pay (funded through Prop 301) is awarded to all eligible staff that successfully meet the eligibility requirements and meet the measures set forth in the District Performance Pay Framework.

Sign On Compensation: Up to $750 for signing your contract within the first five (5) days of being issued. This compensation is prorated based on when the employee is hired and when the contract is signed.

CERTIFIED TEACHER			BASE	$48,960	WORK DAYS	184
Years of Exp	**BA/BS**	**BA/BS Daily Rate**	**MA/MS**	**MA/MS Daily Rate**	**Doctorate**	**DOC Daily Rate**
0	$48,960	$266.09	$50,917	$276.72	$55,237	$300.20
1	$49,560	$269.35	$51,817	$281.61	$56,437	$306.72
2	$50,160	$272.61	$52,717	$286.51	$57,637	$313.24
3	$50,760	$275.87	$53,617	$291.40	$58,837	$319.77
4	$51,360	$279.13	$54,517	$296.29	$60,037	$326.29
5	$51,960	$282.39	$55,417	$301.18	$61,237	$332.81
6	$52,560	$285.65	$56,317	$306.07	$62,437	$339.33
7	$53,160	$288.91	$57,217	$310.96	$63,637	$345.85
8	$53,760	$292.17	$58,117	$315.85	$64,837	$352.38
9	$54,360	$295.43	$59,017	$320.74	$66,037	$358.90
10	$54,960	$298.70	$59,917	$325.64	$67,237	$365.42

Note 1: Base salary amounts include Classroom Site Fund (Prop 301). This amount is in addition to the amount paid for Performance Pay. Prop 301 is set to expire in fiscal year 2041.

Note 2: Paid holidays are included in the annual salary amount.