



CREIGHTON ELEMENTARY SCHOOL DISTRICT NO. 14
CERTIFIED SPECIAL EDUCATION/SCIENCE
TECHNOLOGY/ENGINEERING/MATH TEACHER
2022-2023 SALARY SCHEDULE PLACEMENT RANGE

Table 1 - Placement							
	BA	BA+18	BA+36/MA	BA+54/MA+15	MA+30	MA+45	MA+60
EMERGENCY CERTIFIED							
Placement	\$40,500						
APPROPRIATELY CERTIFIED PLACEMENT							
A	\$47,529	\$48,710	\$49,892	\$51,074	\$51,861	\$52,846	\$53,831
B	\$48,470	\$49,675	\$50,880	\$52,085	\$52,888	\$53,893	\$54,897
C	\$48,756	\$49,961	\$51,166	\$52,371	\$53,175	\$54,179	\$55,183
D	\$49,042	\$50,248	\$51,453	\$52,658	\$53,461	\$54,465	\$55,470
E	\$49,329	\$50,534	\$51,739	\$52,944	\$53,747	\$54,752	\$55,756
F	\$49,615	\$50,820	\$52,025	\$53,230	\$54,034	\$55,038	\$56,042
G	\$49,901	\$51,107	\$52,312	\$53,517	\$54,320	\$55,324	\$56,329
H	\$50,188	\$51,393	\$52,598	\$53,803	\$54,606	\$55,611	\$56,615
I	\$50,474	\$51,679	\$52,884	\$54,089	\$54,893	\$55,897	\$56,901
J	\$50,760	\$51,966	\$53,171	\$54,376	\$55,179	\$56,183	\$57,188
K	\$51,047	\$52,252	\$53,457	\$54,662	\$55,466	\$56,470	\$57,474

Table 2 - Longevity	
5 Years	\$1,500
10 Years	\$2,500

Table 3 - Stipends	
Doctorate	\$1,000
NBPTS Certificate	\$1,000
Market Demand 1	\$3,000
Market Demand 2	\$7,500

Table 4 - Pay for Performance	
Up To	\$2,500

Footnotes

1. **New Employee Placement is based upon:**
 - a. The earned degree.
 - b. Graduate credits earned after the conferring of last degree.
 - c. Years of like experience; not to exceed 10 yrs
 - d. If not appropriately certified placement
Emergency Certified
 - e. Special Education, Reading Intervention, Gifted, Technology, Math 6-8 and Science 6-8, Bilingual Classroom
 2. Compensation schedules are contingent upon funding.
 3. In addition to Table 1, employees may qualify for earnings from Tables 2 through 4.
 4. Market Demand 1 stipend is earned by certified VE, Sped Resource and Sped Preschool classrooms.
 5. Market Demand 2 stipend is earned by certified self-contained Teachers in designated SE and MD classrooms.
 6. Professional Growth for the purposes of salary advancement is defined as any approved professional activities which improves employee performance of duties and lead to student academic achievement and success in the accomplishment of the District Mission, Goals, and Objectives.
 7. Longevity (Table 2) based on years of employment in the district.
 8. NBPTS Certificate indicates eligible staff members holding a National Board for Professional Teaching Standards Certificate.
 9. Pay for Performance is earned in the prior year and is determined by Classroom Site Fund Plan Rubric and Classroom Site Fund revenues.

To be eligible for Pay for Performance the staff member must:
 - a. Be employed at least 25% of the school year.
 - b. Receive a satisfactory evaluation or successfully complete a Performance Improvement Plan.
 - c. Comply with the provisions of A.R.S. §15-521 and not have been served notice of unprofessional conduct.
 - d. Complete the work year.
- Work Year:**
- | | | |
|------------------|----------|------------------------|
| Continuing Staff | 208 days | (includes Holiday Pay) |
| New Staff | 212 days | (includes Holiday Pay) |
- C43 - Teacher SPED, STEM, Reading Inv, Bilingual**
 Partial years shall be prorated based upon days employed.