



**CREIGHTON ELEMENTARY SCHOOL DISTRICT NO. 14  
 CERTIFIED SPECIAL EDUCATION/SCIENCE/TECHNOLOGY  
 DUAL LANGUAGE SPANISH/GIFTED/MATH TEACHER  
 2025-2026 SALARY SCHEDULE PLACEMENT RANGE  
 (NOT A STEP SCHEDULE - FOR PLACEMENT ONLY)**

Table 1 - Placement							
Placement	BA	BA+18	BA+36/MA	BA+54/MA+15	MA+30	MA+45	MA+60
Emergency Certified	\$49,832	\$51,098	\$52,364	\$53,630	\$54,472	\$55,527	\$56,582
A	\$50,903	\$52,169	\$53,435	\$54,700	\$55,544	\$56,599	\$57,653
B	\$51,911	\$53,202	\$54,492	\$55,783	\$56,644	\$57,719	\$58,795
C	\$52,218	\$53,509	\$54,800	\$56,090	\$56,951	\$58,026	\$59,102
D	\$52,525	\$53,816	\$55,106	\$56,397	\$57,258	\$58,333	\$59,409
E	\$52,832	\$54,123	\$55,413	\$56,704	\$57,565	\$58,640	\$59,716
F	\$53,139	\$54,430	\$55,720	\$57,011	\$57,872	\$58,947	\$60,023
G	\$53,446	\$54,737	\$56,027	\$57,318	\$58,179	\$59,254	\$60,330
H	\$53,753	\$55,044	\$56,334	\$57,625	\$58,486	\$59,561	\$60,637
I	\$54,060	\$55,351	\$56,641	\$57,932	\$58,793	\$59,868	\$60,944
J	\$54,367	\$55,658	\$56,948	\$58,239	\$59,100	\$60,175	\$61,251
K	\$54,674	\$55,965	\$57,255	\$58,546	\$59,407	\$60,482	\$61,558

Table 2 - Longevity	
3 Years	\$1,000
5 Years	\$2,000
10 Years	\$4,000
15 Years	\$6,000

Table 3 - Stipends	
Doctorate	\$1,000
NBPTS Certificate	\$1,000
Market Demand 1	\$4,500
Market Demand 2	\$7,500

Table 4 - Pay for Performance
Up to \$3,500

**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 years
    - d. If not appropriately certified placement Emergency Certified
    - e. Special Education, Reading Intervention, Gifted, Technology, Math/Science 6 departmentalized, Math 7-8 and Science 7-8, Dual Language Spanish 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 Resource and Sped Preschool classrooms.
  5. Market Demand 2 stipend is earned by certified self-contained Teachers in designated PACE, RISE, STRIVE, STARS and PLACES 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. Mileage Allowance is district approved based on job requirement and supervisor approval.
  10. 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 have not been served notice of unprofessional conduct.
  - d. Complete the work year.
- Partial years shall be prorated based upon days employed.

**C43 - Teacher Dual Language Spanish, Math  
 C43 - Gifted, Reading Inv., Sped, Technology**

**Work Year:**  
 Continuing Staff 208 days (includes Holiday Pay)  
 New Staff 212 days (includes Holiday Pay)