

LITCHFIELD ELEMENTARY SCHOOL DISTRICT NO. 79

**CERTIFIED TEACHER
NEW HIRE PLACEMENT CHART
2025-2026**

Experience Step ↓	Education → BA	BA + 15	BA + 30	MA BA + 45	MA + 15	MA + 30	MA + 45	MA + 60 DOC
0	\$54,400	\$55,121	\$55,843	\$56,564	\$57,285	\$58,006	\$58,728	\$60,479
1	\$55,060	\$55,781	\$56,503	\$57,224	\$57,945	\$58,666	\$59,388	\$61,139
2	\$55,720	\$56,441	\$57,163	\$57,884	\$58,605	\$59,326	\$60,048	\$61,799
3	\$56,772	\$57,501	\$58,229	\$58,958	\$59,686	\$60,414	\$61,143	\$62,912
4	\$57,168	\$57,904	\$58,640	\$59,375	\$60,111	\$60,847	\$61,582	\$63,369
5	\$57,568	\$58,311	\$59,054	\$59,797	\$60,540	\$61,283	\$62,026	\$63,831
6	\$57,972	\$58,722	\$59,473	\$60,223	\$60,974	\$61,724	\$62,475	\$64,297

Amounts shown represent 208 contract days; includes compensation breakdown and the Leadership Development Base Pay.

The above chart is for new hire placement only. Once employed, salary increases are based on available funds.

The placement chart reflects up to (6) six years of experience. The District will provide additional compensation aligned with applicable years of experience.

Compensation Breakdown

Funding Source	Pay per eligible staff member for the 2025-2026 fiscal year
M&O Override Compensation	\$2,915.00 (208 days) \$2,971.06 (212 days) \$3,251.35 (232 days) \$3,643.75 (261 days)
Instructional Improvement Fund	\$350
Classroom Site Fund (Historical 011 and 013)	\$7,000

Leadership Development Base Pay

Leadership Development Base Pay amounts are paid either at the end of the school year in one lump sum in June or July or in the bi-weekly paycheck based on the election of the employee at the time of contract acceptance. Placement for Leadership Development Plan levels is based on total years of credited teaching experience

Level I	\$4,940		Level III	\$6,260
Level II	\$5,600		Level IV	\$6,920

Additional Compensation

Continuous Learner Project

Continuous Learner fund amounts are paid at the end of the school year in one lump sum in June or July based on completion of the Continuous Learner Project (CLP) requirements. Placement for Continuous Learner Project levels are based on total years of credited teaching experience.

Level I	\$1,100		Level III	\$1,540
Level II	\$1,100		Level IV	\$1,980

Classroom Site Fund Performance Pay

Classroom Site Fund Performance Pay
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\$500

New Teacher Stipend

- A stipend of \$250 will be paid on the first check to any new teacher who attends and completes New Teacher Induction

National Board Certified Teacher Stipend

- A stipend of \$3,000 will be paid annually in June at the end of the teacher's contract term to any teacher who comes to our district with this certification and actively maintains it.

- Teachers that complete the program after initial placement will receive a stipend of \$3,000 upon certification and for the life of the certificate. The stipend of \$3,000 will be paid annually in June at the end of the teacher's contract term.

Board Certified Behavior Analyst Stipend

- New teacher hires who hold a Board Certified Behavior Analyst Certification will receive a stipend of \$1,000 paid annually in June at the end of the teacher's contract term.

- A teacher who obtains certification during the school year as a Board Certified Behavior Analyst (BCBA) will receive a stipend as follows:

- By May 1st – the teacher must notify the District of their intent to become a BCBA.

- Year 1 – Upon proof of BCBA, the teacher will receive a lump sum payment of \$1,750 in December and another lump sum payment of \$1,750 in June at the end of the teacher's contract term.

- Year 2 - Teacher will receive a lump sum payment of \$1,750 in December and another lump sum payment of \$1,750 in June at the end of the teacher's contract term.

- Year 3 – Teacher will receive a lump sum payment of \$1,000 in June at the end of the teacher's contract term and annually for the life of the certificate.

Professional Growth Compensation – Graduate Credit Coursework Pay

Teachers shall have the opportunity to qualify for salaries at higher professional growth levels through acquisition of advanced degrees and college semester hours. Upon completion of a minimum of nine (9) graduate hours, official transcripts must be submitted to human resources. The Professional Growth Form must be completed and attached to the *official transcripts* and turned in prior to May 1 for amendment to be in effect for the following fiscal year, i.e., due on May 1, 2025 for credit on 2025/2026 contract. *Only graduate level coursework will be credited. If coursework does not meet the graduate level guidelines then no credit will be given.* Base pay is increased \$80 per verified credit.

Courses offered by accredited institutions of higher learning may be accepted if their stated purposes would help the teacher improve services to students or the District in areas such as:

- Instructional skill: courses that deal with methods, materials, and recent developments related to the teacher's assignment.

- Better understanding of the child as a member of society and the human race: course in psychology and sociology.

- Better understanding of education and the educational process: courses in philosophy, special education, curriculum, administration, supervision, guidance, and counseling.

- Subject-matter fields related to the elementary school curriculum as adopted and taught in the District.

Employee Benefits and Additional Information

Health Insurance Benefit

District pays a total of \$7,817.28 towards the cost of employee medical, dental, and life.

- Two (2) medical plans with opportunity for virtual appointments, Banner Classic Gold/HDHP A, Dental and Life are available. Dependent coverage is available at an additional cost.

Retirement Benefit: The District pays 12% of employee's salary to Arizona State Retirement System, matching the employee's contribution.

Total Contract Days: 208 (includes 22 paid holidays, Work Calendar L).

Number of paid sick time days earned per year: 5 (Trust Policy 4-302.B).

Number of paid personal leave days earned per year: 7 (Trust Policy 4-302.C).

Retirees: District pays 100% of the Arizona State Retirement System's Alternate Contribution Rate (ACR).

Education credit: Credit is granted when the course is not required for teacher certification, the course is graduate level (500 or above) and the course is completed after the degree is conferred.

Doctorate Stipend: If employee acquires Doctorate after initial placement, employee will receive a \$1,000 stipend upon conferral of degree distributed in each biweekly paycheck during the term of employment.

The Litchfield Elementary School District does not discriminate on the basis of race, color, national origin, sex, disability, religion or age in its programs or activities. For information regarding discrimination grievance or complaint procedures contact the Human Resources department at (623)535-6018.

Governing Board Approved: