

2016-2017 Certified Initial Salary Placement

Base Salary			
Academic Coach, Librarian and Teacher			\$35,019
Experience			
0-1 years - Base Salary only 2-10 years - \$510 each year	Number of Years		\$
10 + years Additional Experience \$255 each year	Additional Years		\$
Education			
\$840 per 12 credits beyond Bachelor Degree (up to 36 total)	Credits beyond Bachelors		\$
\$1,020 per 12 credits beyond Master Degree (up to 48 total)	Credits beyond Masters		\$
\$3,000 for Doctoral Degree			\$
Additional Compensation			
Critical Area Stipend*	\$1,500 yearly stipend		\$
National Board Certified Teacher (NBCT)	\$3,000 yearly stipend		\$
Sub Total Compensation			\$
Full Time Equivalent (FTE)	Multiply FTE		
Total Compensation			\$

***Additional Pay - Performance Pay for eligible certified staff** \$3,000 (approximate)

Additional Benefits

- Paid Employee Health Insurance Effective 60 days after initial employment for all eligible employees working at least 30 service hours per week
- Paid Employee Life Insurance Coverage Employees working at least 30 service hours per week receive 1.5 times annual salary up to \$50,000 benefit
- Voluntary Health Benefits Employees working at least 30 service hours per week are eligible for voluntary benefits, e.g. dental, vision and flexible spending
- State Retirement District matches the employee's contribution to Arizona State Retirement
- Social Security/Medicare Employee contribution 7.65%.
- Tax Shelter Annuity 403(b) Available at the employee's expense
- General Leave Employee earns one day per month
- Employee Assistance Program Offered to all employees
- Short Term Disability Insurance Available at the employee's expense
- Long term Disability insurance Provided by the State after 180 days of medical leave
- Employee Childcare Offered to all employees at discount rates for children 3 through 5 years old and Before/After School care

Additional Notes:

1. 198 contracted days (180 student contact days, 10 paid holidays, 4 professional development days and 4 work days)
2. Certificated employees who are retired from the Arizona State Retirement System will be hired at a salary that represents 80% of the total salary placement. Additionally, retired employees will pay 50% of the Alternate Contribution Rate to the Arizona State Retirement System.
3. All listed salaries are subject to State funding
4. *Critical Area determined by district needs - Superintendent approval