

2017-2018 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			
Sub Total Compensation			
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

Additional Benefits Information:

- Paid Employee Health Insurance Available 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 and Before/After School care Offered to all employees at discount rates for children 3 through 5 years old

Additional Notes:

1. 198 contracted days (180 student contact days, 10 paid holidays, 4 professional development days and 4 work days)
2. All listed salaries are subject to State funding

*Critical Area determined by district needs - Superintendent approval