

## 2015-2016 Certified Initial Salary Placement

<b>Base Salary</b>			
Academic Coach, Librarian and Teacher			\$34,769
<b>Experience</b>			
0-1 years - Base Salary only 2-10 years - \$510 each year	Number of Years		\$
10 + years Additional Experience \$255 each year	Additional Years		\$
<b>Education</b>			
\$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			\$
<b>Additional Compensation</b>			
Critical Area Stipend*	\$1,500 yearly stipend		\$
National Board Certified Teacher (NBCT)	\$3,000 yearly stipend		\$
<b>Sub Total Compensation</b>			\$
Full Time Equivalent (FTE)	Multiply FTE		
<b>Total Compensation</b>			\$

**\*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