

**WILLCOX UNIFIED SCHOOL DISTRICT NO. 13
CERTIFIED SALARY SCHEDULE 2014-2015**

	BA	BA + 18	BA + 36 MA	MA + 18	EdD/EdS MA + 36
Horizontal Movement		4%	4%	4%	4%
BASE	30,056	31,258	32,460	33,662	34,864

Horizontal Movement

Any certified staff member who qualifies for horizontal movement will receive the full 4% of the base for each lane of movement

- Only college credit hours will be considered for acceptance and must be:
 - a. In a subject area the teacher is currently teaching
 - b. An instructional technique presently in use in the district or one the district has made a commitment to implement
 - c. Required coursework for an advanced degree in the teacher's current instructional area, specific teaching discipline, elementary/secondary education or curriculum & instruction
 - d. Necessary to obtain certification/endorsement in an area the district has requested the teacher obtain
- Master's Degree horizontal movement will be based upon the following criteria, and must be approved before more than 6 hours have been earned:
 - a. The degree must directly pertain to the teaching assignment, e.g. early childhood for K-3 teachers, music for band/chorus teacher, English for any teacher (core subject)
 - b. Promotes district goals, specifically those focused on student achievement
 - c. Creates staffing flexibility for the district
 - d. Promotes a broader understanding by the individual teacher of district operations, e.g. school finance, law, staff evaluation, leadership, etc.
 - e. Promotes staff development as outlined in the district performance plan
- Teachers on the MA+36/EdD/EdS lane who complete coursework at district request **will be given an earnings adjustment equivalent to the rate given for each hour of horizontal movement provided on the current certified salary schedule.**
- Coursework completed at district request will be credited upon principal confirmation of course completion
- A passing grade of C shall be maintained in all coursework that the teacher is applying toward horizontal movement
- All coursework shall be completed at a state or nationally accredited college or university
- Documentation of degree or semester hours earned shall be made by grade card and/or official transcript. (Official transcripts are required for confirmation of any advanced degree.)
- The Professional Enhancement Committee will continue to recommend horizontal movement credit based upon the above criteria [Policy GCBA(2)]

Placement of new staff on certified salary schedule

A new teacher with:

- up to two years of experience will be paid the minimum salary for his lane.
- three years of experience will be paid the beginning salary for his lane, plus any earnings adjustment given to current staff for the current year.
- four or five years of experience will be paid a salary similar to current staff with the same lane and experience plus any earnings adjustment given to current staff for the current year
- six or more years of experience will be paid a salary based upon:
 - 1 District need
 - 2 Existing staff salaries
 - 3 Marketplace competition, availability of qualified staff
 - 4 Applicant's present salary

Substitute Teachers:

Substitute Teachers holding a valid AZ Teaching Certificate and an AA, BA or MA degree will be paid \$95.00 per day.

Substitute Teachers holding a valid Arizona Emergency Substitute or Substitute Certificate without a degree will be paid \$85.00 per day.

Substitute Teachers shall be considered a long-term Substitute after the 12th consecutive day of teaching for the same teacher and will earn \$125.00 per day.

Homebound Teachers: Paid \$20 per hour

Adopted: 4/2/13