

Snowflake Unified School District No. 5

Certified Salary Schedule

2017-2018

Adopted: 03/09/2017

Step	Column							
	A	B	C	D	E	F	G	H
	BA	BA+12	BA+24	BA+36	MA BA+48	MA+12 BA+60	MA+24 BA+72	MA+36 BA+84
1	30,600	31,273	31,946	32,619	33,292	33,965	34,638	35,311
2	31,138	31,811	32,484	33,157	33,830	34,503	35,176	35,849
3	31,676	32,349	33,022	33,695	34,368	35,041	35,714	36,387
4	32,214	32,887	33,560	34,233	34,906	35,579	36,252	36,925
5	32,752	33,425	34,098	34,771	35,444	36,117	36,790	37,463
6	33,290	33,963	34,636	35,309	35,982	36,655	37,328	38,001
7	33,828	34,501	35,174	35,847	36,520	37,193	37,866	38,539
8	34,366	35,039	35,712	36,385	37,058	37,731	38,404	39,077
9	34,904	35,577	36,250	36,923	37,596	38,269	38,942	39,615
10	35,442	36,115	36,788	37,461	38,134	38,807	39,480	40,153
11	35,980	36,653	37,326	37,999	38,672	39,345	40,018	40,691
12		37,191	37,864	38,537	39,210	39,883	40,556	41,229
13		37,729	38,402	39,075	39,748	40,421	41,094	41,767
14			38,940	39,613	40,286	40,959	41,632	42,305
15			39,478	40,151	40,824	41,497	42,170	42,843
16			40,016	40,689	41,362	42,035	42,708	43,381
17				41,227	41,900	42,573	43,246	43,919
18				41,765	42,438	43,111	43,784	44,457
19				42,303	42,976	43,649	44,322	44,995
20				42,841	43,514	44,187	44,860	45,533
21				43,379	44,052	44,725	45,398	46,071

- Beginning placement on this salary schedule shall be determined by education and years of teaching. As of July 1, 2006, credit shall be given for up to ten years of teaching experience for new hires. Maximum advancement shall be one step annually. Column advancement is unlimited when formal notice of intent to advance is filed with the district office by **April 15** annually. Employees reaching the end of the column, with the exception of the first three, shall be given \$538 for each additional year of service. Current employees paid for years of service beyond steps 11, 13, and 16 in columns A, B, and C respectively are frozen at their contracted step as of July 1, 2006, unless the employee advances to a column where years of service are unlimited.
- The Governing Board reserves the right to pay above the salary schedule, if in their judgment a teacher's work merits such consideration or to withhold the annual increment, if in their judgment, the teacher's work is not satisfactory. The Board also reserves the right to withhold increments from all employees depending upon availability of sufficient funding in the final budget of the District adopted in accordance with A.R.S. 15-905.
- Teachers must furnish the District Office a teaching certificate, transcript of credits and a record of experience, prior to the start of their contract year or date stated in the individual contract, whichever date is earlier. All teachers must be eligible for the type of Arizona certificate required.
- Teachers absent from their assigned duties for reasons other than approved leave or school business shall have their pay deducted at the rate of 1/184 of the regular contract salary per work day missed.
- All courses must be approved in advance of registration by the Superintendent or designee and meet one of the following requirements in order to apply on the salary schedule: (1) Graduate courses directly related to the teaching field of the teacher; (2) Required courses in an approved graduate degree program; or (3) Approved in accordance with District guidelines.
- Group Health Insurance: The Governing Board cooperates with employees in providing group health insurance coverage for employees and their dependents. The amount of participation by the District is determined each year by the Governing Board.
- Proposition 301 funds are not included in the salary schedule.

Snowflake Unified School District No. 5
CLASSIFIED SUPPORT SALARY SCHEDULE

2017-2018

Stages increase 16 cents per stage.

pted: 03/09/2017

V	14.35
U	14.12
T	13.84
S	13.71
Q	13.31
P	12.55
O	12.36
N	12.14
M	11.73
L	11.25
K	10.96
J	10.59
I	10.50

Note: All positions on this salary schedule are FLSA (Fair Labor Standards Act) Non-Exempt.

- o The Governing Board reserves the right to pay amounts other than those on this salary schedule and to withhold increments from all employ depending upon availability of sufficient funding in the final budget of the District adopted in accordance with A.R.S. 15-905.
- o Placement and advancement on this salary schedule shall be in accordance with Governing Board Policy and Administrative Regulations. Those employees who reach the end of their Salary Steps will receive a 16 cent per hour increase for each year past the end of the schedul
- o The Governing Board cooperates with employees in providing group health insurance coverage for employees and their dependents. The amount of participation by the District is determined each year by the Board.

V	Administrative Assistant II - Board/Superintendent
U	Maintenance Tech V, Finance Specialist III - Payroll
T	Maintenance Tech IV
S	Administrative Assistant I, Finance Specialist II, Maintenance Coordinator
Q	Communications Tech III, Maintenance Tech III, Vocational Career Tech
P	Secretary II
O	Media Tech
N	Clerk III - High School Attendance, Clerk III -Warehouse/Inventory Cordinator, Communications Tech II, Maintenance Tech II, Secretary I, Administrative Asst. Food Service
M	Grounds Foreman
L	Activities Tech, Communications Tech I, Health Tech, Maintenance Tech I, Mechanic
K	Clerk III, Grounds Worker II, Lead Custodian II, Youth Transition Speacilist
J	Lead Custodian I
I	Instructional Aides, Library Techs, Clerks Typist II, Custodian, Bus Driver, Clerk II, Grounds Worker I, Crossing Guard

Snowflake Unified School District No. 5
ADMINISTRATIVE SALARY SCHEDULE
2017-2018

Adopted: 03/09/2017

Position	Step											
	1	2	3	4	5	6	7	8	9	10		
High School Principal	62,579	63,831	65,107	66,409	67,738	69,092	70,474	71,884	73,321	74,788	61,352	62,579
Director of Curriculum and Instruction	62,579	63,831	65,107	66,409	67,738	69,092	70,474	71,884	73,321	74,788	61,352	62,579
Director of Student Services	62,579	63,831	65,107	66,409	67,738	69,092	70,474	71,884	73,321	74,788	61,352	62,579
Director of Support Services	58,586	59,758	60,953	62,172	63,415	64,684	65,977	67,297	68,643	70,016	57,437	58,586
Junior High Principal	58,586	59,758	60,953	62,172	63,415	64,684	65,977	67,297	68,643	70,016	57,437	58,586
Elementary Principal	56,800	57,936	59,095	60,277	61,482	62,712	63,966	65,245	66,550	67,881	55,686	56,800
Assistant Principal	55,434	56,543	57,674	58,827	60,004	61,204	62,428	63,676	64,950	66,249	54,347	55,434
Dean of Discipline	55,434	56,543	57,674	58,827	60,004	61,204	62,428	63,676	64,950	66,249	54,347	55,434
Business Manager*	62,579	63,831	65,107	66,409	67,738	69,092	70,474	71,884	73,321	74,788	61,352	62,579
Classified Administrator*	55,434	56,543	57,674	58,827	60,004	61,204	62,428	63,676	64,950	66,249	54,347	55,434

Placement and advancement on this salary schedule shall be determined by the Governing Board.

If additional steps beyond step ten are granted, they would be figured at 2 % increase over the previous year.

The Governing Board reserves the right to grant longevity increases to employees at the top of their pay scale and to pay above the salary schedule, if in their judgement, an administrator's work merits such consideration or to withhold the annual increment, if in their judgement, the administrator's work is not satisfactory. The Board also reserves the right to withhold increments from all employees depending upon availability of sufficient funding in the final budget of the District adopted in accordance with A.R.S. 15-905.

Group Health Insurance: The Governing Board cooperates with employees in providing group health insurance coverage for employees and their dependents. The amount of participation by the District is determined each year by the Governing Board.

* Bachelor of Arts or education and training equivalent required.

Snowflake Unified School District No. 5
OT/PT, SPEECH PATHOLOGIST, SPECIALIST SALARY SCHEDULE
2017-2018

Step increase is 2 %.

Adopted: 03/09/2017

Position	184 Days	184 Days	184 Days	200 Days
	AA	BA	MA	BA/MA
Occupational Therapist			\$46,661	\$49,745
Physical Therapist			\$46,661	\$49,745
Speech Pathologist			\$46,661	\$49,745
Special Education Coordinator				\$50,372
Instructional Technologist				\$45,273

Note: Annual salaries are for FLSA (Fair Labor Standards Act) Exempt positions and are based on 184 work days per year. Annual salaries are prorated when employment is for a greater or lesser number of work days.

The Governing Board reserves the right to pay amounts other than those on this salary schedule and to withhold step increments from all employees depending upon availability of sufficient funding in the final budget of the District adopted in accordance with A.R.S. 15-905.

Placement and advancement on this salary schedule shall be in accordance with Governing Board Policy and Administrative Regulations. Salaries for each employee are set within a specific range. Annual step increments are determined by the Governing Board.

Step increases, if granted will be determined at 2% over previous year or step.

The Governing Board cooperates with employees in providing group health insurance coverage for employees and their dependents. The amount of participation by the District is determined each year by the Board.

Snowflake Unified School District No. 5
EDUCATION SPECIALIST ASSISTANT SALARY SCHEDULE
2017-2018

Step increase is 2 %.

Adopted: 03/09/2017

Position	184 Days	184 Days	184 Days	200 Days
	AA	BA	MA	
COTA	\$21.13			
Certified PTA	\$21.13			

Note: Annual salaries are for FLSA (Fair Labor Standards Act) Exempt positions and are based on 184 work days per year at 7 hours per day. Annual salaries are prorated when employment is for a greater or lesser number of work days.

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Placement and advancement on this salary schedule shall be in accordance with Governing Board Policy and Administrative Regulations. Salaries for each employee are set within a specific range. Annual step increments are determined by the Governing Board.

Step increases, if granted will be determined at 2% over previous year or step.

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Snowflake Unified School District No. 5
SPEECH THERAPIST SALARY SCHEDULE
2017-2018

Step increase is 2 %.

Adopted: 03/09/2017

	184 Days	184 Days	184 Days	200 Days
Position	AA	BA	MA	
Speech Therapist		\$40,330		

Note: Annual salaries are for FLSA (Fair Labor Standards Act) Exempt positions and are based on 184 work days per year. Annual salaries are prorated when employment is for a greater or lesser number of work days.

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Placement and advancement on this salary schedule shall be in accordance with Governing Board Policy and Administrative Regulations. Salaries for each employee are set within a specific range. Annual step increments are determined by the Governing Board.

Step increases, if granted will be determined at 2% over previous year or step.

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Snowflake Unified School District No. 5
EDUCATION SPECIALIST SALARY SCHEDULE
2017-2018

Step increase is 2 %.

Adopted: 03/09/2017

Step	Psychologist	
	184 Days	200 Days
	Base	Base
1	\$47,576	\$50,551
2	\$48,528	\$51,562
3	\$49,498	\$52,593
4	\$50,488	\$53,645
5	\$51,498	\$54,718
6	\$52,528	\$55,812
7	\$53,578	\$56,929
8	\$54,650	\$58,067
9	\$55,743	\$59,229
10	\$56,858	\$60,413

Note: *Annual salaries are for FLSA (Fair Labor Standards Act) Exempt positions and are based on 184 work days per year. Annual salaries are prorated when employment is for a greater or lesser number of work days.*

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- o Placement and advancement on this salary schedule shall be in accordance with Governing Board Policy and Administrative Regulations. Salaries for each employee are set within a specific range. Annual step increments are determined by the Governing Board.
- o Step increases, if granted will be determined at 2% over previous year or step.
- o The Governing Board cooperates with employees in providing group health insurance coverage for employees and their dependents. The amount of participation by the District is determined each year by the Board.

Snowflake Unified School District No. 5
SCHOOL NURSE SALARY SCHEDULE
2017-2018

Adopted: 03/09/2017

Position	185 Days	202 Days	226 Days	261 Days
Certified Registered Nurse	\$29,070.00	\$31,916.00		
Director of Health Services		\$33,956.00	\$37,747.00	\$43,278.00

Note: Annual salaries are for FLSA (Fair Labor Standards Act) Exempt positions and are based on 185 work days per year. Annual salaries are prorated when employment is for a greater or lesser number of work days.

Certified Registered Nurse is based on a 7 hour work day.

Director of Health Services is an exempt position based on an 8 hour work day.

The Governing Board reserves the right to pay amounts other than those on this salary schedule and to withhold step increments from all employees depending upon availability of sufficient funding in the final budget of the District adopted in accordance with A.R.S. 15-905.

Placement and advancement on this salary schedule shall be in accordance with Governing Board Policy and Administrative Regulations. Salaries for each employee are set within a specific range. Annual step increments are determined by the Governing Board.

Step increases, if granted will be determined at 2% over previous year or step.

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Snowflake Unified School District No. 5
EXTRA DUTY SALARY SCHEDULE FOR CERTIFIED AND VOLUNTEER CLASSIFIED
2017-2018

Adopted: 03/09/2017

Certified Base **\$30,600.00**

Level	Percent of Base*	Stage						
		1	2	3	4	5	6	7
J	12%	3,672	3,672	3,672	3,825	3,978		
I	11%	3,366	3,366	3,366	3,519	3,672		
H	8.2%	2,509	2,609	2,709	2,809	2,909	3,009	3,109
G	8%	2,448	2,448	2,448	2,601	2,754		
F	7%	2,142	2,243	2,344	2,445	2,546	2,647	2,748
E	6.5%	1,989	1,989	1,989	2,142	2,295		
D	4.2%	1,285	1,386	1,487	1,588	1,689	1,790	1,891
C	4%	1,224	1,224	1,224	1,377	1,530		
B	2%	716	817	918	1,019	1,120	1,221	1,322
A	2%	612	612	612	765	918		

*NOTE: Amounts on these levels are calculated as a percentage of the base teacher salary of \$30,000 where indicated.

FIXED AMOUNTS

Level	Position	Amount	Level	Position	Amount
Z1	HS Awards	\$152.00	Z23	JH Yearbook	\$500.00
Z2	HS Freshman Class Sponsor	\$202.00	Z24	JH Prep Study Hall	\$758.00
Z3	HS Sophomore Class Sponsor	\$202.00	Z25	District Copy Center	\$2,200.00
Z4	HS Junior Class Sponsor	\$303.00	Z26	District Facilities	\$2,000.00
Z5	HS Senior Class Sponsor	\$404.00	Z27	K-6 Department Head	\$400.00
Z6	HS Concessionaire	\$1,010.00	Z28	4-6 Student Council	\$354.00
Z7	HS Department Heads	\$403.00	Z29	ESL Addendum	\$400.00
Z8	HS FBLA	\$202.00	Z30	District Work Order	\$2,500.00
Z9	HS FHA	\$303.00	Z31	Peer Mediator	\$400.00
Z10	HS Gifted Program	\$1,010.00	Z32	Vocational and YTP Coordinator	\$2,812.00
Z11	HS Grade Weighting	\$505.00	Z33	HS Summer School, Summer Weights	\$2,000.00
Z12	HS Honor Roll	\$404.00	Z34	JH Summer School	\$1,600.00
Z13	HS Honor Society	\$101.00	Z35	HS Summer FFA/VOA Contract per diem	
Z14	HS Iron Workers	\$101.00	Z36	HS Summer YTP Coo Contract per diem	
Z15	HS Student Council	\$800.00	Z37	HS Summer Guidance Contract per diem	
Z16	HS Yearbook	\$1,010.00	Z38	Spring Musical Director	\$1,500.00
Z17	HS Academic Decathlon	\$1,366.00	Z39	Spring Musical Assistant Director	\$1,000.00
Z18	HS Speech Coach	\$500.00	Z40	Spring Musical Choreographer	\$800.00
Z19	JH Advisor	\$2,000.00	Z41	Summer Band Camp \$12/hour up to	\$1,600
Z20	JH Student Council	\$800.00	Z42	SASA	\$346.00
Z21	JH Class Sponsor	\$150.00	Z43	K-8 Music Department Head	\$300
Z22	JH Department Head	\$400.00			

Level	Position
J	HS Head Football Coach
I	HS Head Cheer, HS Speech/Debate Advisor, HS Head Coach
H	HS Drama Advisor, HS Cross Country Coach
G	HS Ass't Coach, HS Ass't Cheer
F	HS FFA
E	JH Head Coach
D	HS Band (1st Asn), HS Honor Choir (1st Asn), HS Madrigal (1st Asn), HS Orchestra
C	JH Ass't Coach
B	HS Band (2nd Asn), HS Honor Choir (2nd Asn), HS Madrigal (2nd Asn), HS Orchestra (2nd Asn) JH Band, JH Choir, HS Jazz Band, HS Marching Band, JH Orchestra
A	JH Cheer

idered for placement on the schedule upon proof of said experience.

Snowflake Unified School District No. 5
SUBSTITUTE SALARY SCHEDULE
2017-2018

Adopted: 03/09/2017

Position	Regular	Long-Term	SUSD Retiree	
Substitute Daily Rate	\$85.00	\$115.00	\$115.00	

SUSD Retiree is defined as a retiree of the Snowflake Unified School District who has retired into the Arizona State Retirement System.

Any substitute must have a valid substitute certificate issued by the Arizona Department of Education, (ARS 15:302).

Any substitute must have a valid fingerprint clearance card, (ARS 15:534).

A long-term substitute teacher is a substitute teacher who is employed as a substitute teacher for ten or more consecutive school days as a substitute for the same teacher.

**Snowflake Unified School District No. 5
Classified, Classified Supervisor, Counselor, COTA,
ED Specialist and Administrative Salary Adjustment
2017-2018**

Adopted: 03/09/2017

	1
Hourly Rate	0.50

Note: All positions on this salary schedule are FLSA (Fair Labor Standards Act) Non-Exempt.

The Governing Board reserves the right to pay amounts other than those on this salary schedule and to withhold increments from all employees depending upon availability of sufficient funding in the final budget of the District adopted in accordance with A.R.S. 15-905.

This is a one time salary adjustment approved by the Governing Board as funds are available.

There is no guarantee beyond the current fiscal year of this continuing.

Staff will be compensated on hours worked from July through determined date in December of the current fiscal year.

