



Certified Stepless Salary Schedule

Evaluation Instrument: *Certified Teachers LOI, Coaches COI*

2019/2020 School Year

	Level I	Level II	Level III	Level IV
	BA	BA+18	BA+36/MA	MA+24
Minimum	\$39,500	\$40,040	\$41,926	\$43,677
Maximum	\$56,443	\$62,560	\$77,791	\$86,485

The 2019/2020 salary schedule includes \$1,500.00 as provided by ARS §15-977.

Experience Credit: Experience credit is granted for up to 8 years of contracted teaching experience for placement at all schools except those designated as a comprehensive support and improvement school (CSI). The 8-year experience credit limit does not apply for effective and highly effective teachers placed at schools recognized as a CSI.

Education Credit: Education credit is granted when:

1. Course is graduate level (500 or above)
2. Course is completed after degree is conferred

New Teacher Addendum: \$500.00 Stipend for new teachers who attend New Teacher Orientation (NTO)

NEW HIRE PLACEMENT – CREDIT FOR EDUCATION AND EXPERIENCE

Education/Experience Chart			
Minimum Experience percent per year:			Up to maximum of:
Level I	BA	1.0%	8% of base minimum***
Level II	BA+18	1.5%	12% of base minimum***
Level III	BA+36/MA	2.0%	16% of base minimum***
Level IV	MA+24	3.0%	24% of base minimum***

* Two years of military service or as a Peace Corps volunteer teacher are counted as one (1) year of experience, with a two-year credit limitation.
 ** Teachers holding a Doctoral degree shall be placed according to the MA+24 formula. An additional \$3,000 will be added to the base salary placement.
 *** The experience credit maximum does not apply to teachers who are labeled as effective or highly effective in their most recent year of teaching who are placed at a school designated as a CSI.