



2015-2016 Compensation Worksheet-Certificated Rehire

General Information:

Last Name: _____ **First Name:** _____
EIN: _____ **2015-2016 FTE:** _____
Primary Site: _____ **Primary Job:** _____
Contract Dates: _____ **Begin:** _____ **End:** _____ **Work Days:** _____

2014-2015 Contract Salary Information:

Full-time Base Salary: _____

2015-2016 Salary Calculation:

| | <u>Factor</u> | <u>Salary Adjustment</u> | <u>Total Salary</u> |
|--|---------------|--------------------------|---------------------|
| 1 2014-2015 Base Salary (<i>full time, full year</i>): | | | |
| 2 Across the Board Increase (<i>1.5% increase x line 1</i>): | 1.5% | | |
| 3 Education Compensation (<i>a maximum of 45 credits beyond a BA and 60 credits beyond an MA</i>): | | | |
| a. Graduate-Level Credits (<i>\$65 per credit hour</i>): | | | |
| b. Professional Development and Undergraduate Credits (<i>\$45 per credit hour</i>): | | | |
| c. Advanced Degree (<i>an additional \$1000 for an MA and PhD. or Ed.D.</i>): | | | |
| 4 2015-2016 New Base Salary (<i>line 1+line 2+line 3</i>): | | | |
| 5 2015-2016 Full-time Equivalent (<i>FTE</i>): | | | |

2015-2016 Contract Salary (*line 4 x line 5*): _____

Supplemental funding from Proposition 301 (Classroom Site Fund) and Proposition 202 (Instructional Improvement Fund) account for 7.5% of the base salary amount for the 2015-16 school year. The revenue that the District receives from these two funds is based on state sales tax revenue, state land trust sales, and gaming proceeds which fluctuate each year. This may result in an annual fluctuation of the base salary.



PUBLIC SCHOOLS

**2015-16 Certificated Teacher, Counselor, Student Advisor, Nurse, Audiologist, OT, PT, and SLT
Hiring Guidelines**

Base Salary

The base salary for a Teacher, Counselor, Student Advisor, Nurse, Audiologist, OT, PT or SLT new hire is \$36,500.00.

Experience

All full-time years of verified certificated teaching or like experience will be honored at a rate of \$500.00 per year.

Graduate-Level Coursework

Approved graduate-level coursework will be honored at a rate of \$65.00 per credit hour, with a maximum of 45 credits beyond a BA degree and a maximum of 60 credits beyond an MA degree. An additional \$1000.00 will be granted for an MA degree and an Ed.D. or Ph.D. degree.

Annual Stipend

A teacher who has earned National Board Certification will be awarded an annual stipend of \$800.00.

Example:

Teacher X is a 10-year veteran with 40 credit hours past a BA degree. The teacher has also earned an MA degree.

| | |
|-------------------------------------|-------------|
| Base Salary: | \$36,500.00 |
| Experience: (10 x \$500.00) | \$5,000.00 |
| Graduate Coursework: (40 x \$65.00) | \$2,600.00 |
| Master's Degree: | \$1,000.00 |

| | |
|--------------------------|-------------|
| 2015-16 Contract Salary: | \$45,100.00 |
|--------------------------|-------------|

Salary and benefits are prorated based on hire date and less than full-time FTE.

Supplemental funding from Proposition 301 (Classroom Site Fund) and Proposition 202 (Instructional Improvement Fund) account for 7.5% of the base salary amount for the 2015-16 school year. The revenue that the District receives from these two funds is based on state sales tax revenue, state land trust sales, and gaming proceeds which fluctuate each year. This may result in an annual fluctuation of the base salary.

In addition to the contract salary amount, incentive pay derived from Proposition 301 (Classroom Site Fund) is awarded to all eligible certificated staff who successfully complete established goals. The revenue that the District receives from the Classroom Site Fund is based on state sales tax revenue which can fluctuate each year. This may result in an annual fluctuation of incentive pay.

Retirees who are receiving a monthly benefit from the Arizona State Retirement System will be paid a reduced salary or hourly rate according to district policy.



2015-16 Certificated Department Specialist Hiring Guidelines

| |
|--|
| Base Salary |
| The base salary for a Department Specialist new hire is \$36,500.00. |
| Experience |
| All full-time years of verified certificated teaching experience will be honored at a rate of \$500.00 per year. |
| Graduate-Level Coursework |
| Approved graduate-level coursework will be honored at a rate of \$65.00 per credit hour, with a maximum of 45 credits beyond a BA degree and a maximum of 60 credits beyond an MA degree. An additional \$1000.00 will be granted for an MA degree and an Ed.D. or Ph.D. degree. |
| Additional Work Days |
| A department specialist will work 14 additional days at his or her daily rate. |
| Additional Salary Stipend |
| A department specialist will receive a 10% stipend based on the contract salary. |
| Annual Stipends |
| A department specialist who has earned National Board Certification will be awarded an annual stipend of \$800.00. |

Example:
Department Specialist X is a 7-year veteran with 45 credit hours past a BA degree. The specialist has also earned an MA degree.

| | |
|--------------------------------------|-----------------------------------|
| Base Salary: | \$36,500.00 |
| Experience: (7 x \$500.00) | \$3,500.00 |
| Graduate Coursework: (45 x \$65.00) | \$2,925.00 |
| Master's Degree: | \$1,000.00 |
| | |
| 2015-16 Teacher Contract Salary: | |
| | \$43,925.00 |
| Daily Rate: (\$43,925.00/185 days) | \$237.00 |
| | |
| 2015-16 Contract Salary: | |
| | \$47,163.00 (\$237.00 x 199 days) |
| 10% Stipend: (.10 FTE x \$47,163.00) | \$4,716.00 |
| | |
| 2015-16 Total Compensation: | |
| | \$51,879.00 |

Salary and benefits are prorated based on hire date and less than full-time FTE.

Retirees who are receiving a monthly benefit from the Arizona State Retirement System will be paid a reduced salary or hourly rate according to district policy.



**2015-16 Certificated Psychologist and SLP
Hiring Guidelines**

| |
|--|
| Base Salary |
| The base salary for a Speech and Language Pathologist new hire is \$52,000.00. The base salary for a Psychologist new hires is \$54,000.00. |

| |
|---|
| Experience |
| All full-time years of verified certificated like position experience will be honored at a rate of \$500.00 per year. |

| |
|---|
| Graduate-Level Coursework |
| For SLPs, approved graduate-level coursework will be honored at a rate of \$65.00 per credit hour, with a maximum of 60 credits beyond an MA degree. An additional \$1000.00 will be granted for an Ed.D. or Ph.D. degree. |
| For Psychologists, approved graduate-level coursework will be honored at a rate of \$65.00 per credit hour, with a maximum of 60 credits beyond the qualifying credentials to be hired as a psychologist. An additional \$1000.00 will be granted for an Ed.D. or Ph.D. degree. |

| | |
|--|-------------|
| Example: | |
| Psychologist X is a 5-year veteran with 30 credit hours beyond the qualifying credentials to be hired as a Psychologist. | |
| Base Salary: | \$54,000.00 |
| Experience: (5 x \$500.00) | \$2,500.00 |
| Graduate Coursework: (30 x \$65.00) | \$1,950.00 |
| 2015-16 Contract Salary: | |
| \$58,450.00 | |

Salary and benefits are prorated based on hire date and less than full-time FTE.

Retirees who are receiving a monthly benefit from the Arizona State Retirement System will be paid a reduced salary or hourly rate according to district policy.



**2015-16 Air Force and Army JROTC
Hiring Guidelines**

| |
|--|
| Base Salary |
| The base salary for an Air Force JROTC new hire is 10.0 x MIP (minimum instructor pay). The base salary for an Army JROTC new hire is 10.25 x MIP (minimum instructor pay). |

| |
|--|
| Supplement |
| The Air Force enlisted supplement is \$6,042.00. The Air Force officer supplement is \$7,242.00. The Army enlisted supplement is \$6,206.00. The Army officer supplement is \$7,439.00. |

| |
|--|
| Experience |
| All full-time years of verified certificated JROTC teaching experience will be honored at a rate of \$500.00 per year. |

| | |
|--|-------------|
| Example: | |
| Air Force JROTC instructor X is an officer with 12 years of JROTC teaching experience. | |
| Base Salary: (\$5,204.00 x 10.0) | \$52,040.00 |
| Air Force Officer Supplement: | \$7,242.00 |
| Experience: (12 x \$500.00) | \$6,000.00 |
| 2015-16 Contract Salary: | |
| \$65,282.00 | |

Salary and benefits are prorated based on hire date and less than full-time FTE.

Retirees who are receiving a monthly benefit from the Arizona State Retirement System will be paid a reduced salary or hourly rate according to district policy.



**2015-16 Certificated Team Leader
Hiring Guidelines**

Base Salary
The base salary for a Team Leader new hire is \$36,500.00.

Experience
All full-time years of verified certificated teaching and administrative experience will be honored at a rate of \$500.00 per year.

Graduate-Level Coursework
Approved graduate-level coursework will be honored at a rate of \$65.00 per credit hour, with a maximum of 45 credits beyond a BA degree and a maximum of 60 credits beyond an MA degree. An additional \$1000.00 will be granted for an MA degree and an Ed.D. or Ph.D. degree.

Additional Work Days
A team leader will work 14 additional days at his or her daily rate.

Additional Salary Stipend
A team leader will receive a 25% stipend based on the contract salary.

Annual Stipends
A team leader who has earned National Board Certification will be awarded an annual stipend of \$800.00.

Example:
Team Leader X is a 5-year veteran with 30 credit hours past a BA degree.

| | |
|---|-----------------------|
| Base Salary: | \$36,500.00 |
| Experience: (5 x \$500.00) | \$2,500.00 |
| Graduate Coursework: (30 x \$65.00) | \$1,950.00 |
| 2015-16 Teacher Contract Salary: | |
| | \$40,950.00 |
| Daily Rate: (\$40,450.00/185 days) | \$221.00 |
| 2015-16 Contract Salary: | |
| | \$43,979.00 |
| | (\$221.00 x 199 days) |
| 25% Stipend: (.25 FTE x \$43,979.00) | \$10,995.00 |
| 2015-16 Total Compensation: | |
| | \$54,974.00 |

Salary and benefits are prorated based on hire date and less than full-time FTE.

Retirees who are receiving a monthly benefit from the Arizona State Retirement System will be paid a reduced salary or hourly rate according to district policy.