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## Certified Stepless Salary Schedule

### Evaluation Instrument: Certified Teachers LOI, Coaches COI

#### 2015-2016 School Year

	Level I	Level II	Level III	Level IV
	BA	BA+18	BA+36/MA	MA+24
<b>Minimum</b>	\$35,000	\$35,540	\$37,426	\$39,177
<b>*Maximum</b>	\$48,948	\$54,509	\$68,355	\$76,259

**\*\*The 2015-2016 salary schedule includes \$1,000.00 as provided by ARS §15-977.**

**Experience Credit:** Experience credit is only granted for experience obtained within the past 10 years and depending on Degree and Graduate Credits (see Education and Experience Chart below)

**Education Credit:** Education credit is granted when:

1. Course was not required for teacher certification
2. Course is graduate level (500 or above)
3. Course is completed after degree is conferred

**New Teacher Addendum:** \$500. 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.