



CREIGHTON ELEMENTARY SCHOOL DISTRICT NO. 14
CERTIFIED TEACHER
2023-2024 SALARY SCHEDULE PLACEMENT RANGE

Table 1 - Placement							
Placement	BA	BA+18	BA+36/MA	BA+54/MA+15	MA+30	MA+45	MA+60
Emergency Certified	\$45,543	\$46,725	\$47,906	\$49,088	\$49,876	\$50,860	\$51,845
A	\$46,543	\$47,725	\$48,906	\$50,088	\$50,876	\$51,860	\$52,845
B	\$47,464	\$48,670	\$49,875	\$51,080	\$51,883	\$52,887	\$53,892
C	\$47,750	\$48,955	\$50,160	\$51,365	\$52,168	\$53,173	\$54,177
D	\$48,035	\$49,240	\$50,445	\$51,650	\$52,454	\$53,458	\$54,462
E	\$48,320	\$49,525	\$50,731	\$51,936	\$52,739	\$53,743	\$54,748
F	\$48,606	\$49,811	\$51,016	\$52,221	\$53,024	\$54,029	\$55,033
G	\$48,891	\$50,096	\$51,301	\$52,506	\$53,310	\$54,314	\$55,318
H	\$49,181	\$50,387	\$51,592	\$52,797	\$53,600	\$54,604	\$55,609
I	\$49,467	\$50,672	\$51,877	\$53,082	\$53,885	\$54,890	\$55,894
J	\$49,752	\$50,957	\$52,162	\$53,367	\$54,171	\$55,175	\$56,179
K	\$50,037	\$51,243	\$52,448	\$53,653	\$54,456	\$55,460	\$56,465

Table 2 - Longevity	
3 Years	\$1,000
5 Years	\$2,000
10 Years	\$4,000
15 Years	\$6,000

Table 3 - Stipends	
Doctorate	\$1,000
NBPTS Certificate	\$1,000

Table 4 - Pay for Performance	
Up To	\$3,500

Footnotes

1. **New Employee Placement is based upon:**
 - a. The earned degree.
 - b. Graduate credits earned after the conferring of last degree.
 - c. Years of like experience; not to exceed 10 yrs
 - d. If not appropriately certified placement Emergency Certified
 - e. Elementary, Electives, Lang Arts, Social Studies, TOA
 2. Compensation schedules are contingent upon funding.
 3. In addition to Table 1, employees may qualify for earnings from Tables 2 through 4.
 4. NBPTS Certificate indicates eligible staff members holding a National Board for Professional Teaching Standards Certificate.
 5. Professional Growth for the purposes of salary advancement is defined as any approved professional activities which improves employee performance of duties and lead to student academic achievement and success in the accomplishment of the District Mission, Goals, and Objectives.
 6. Longevity (Table 2) based on years of employment in the district.
 7. Mileage Allowance is district approved based on job requirement and supervisor approval.
 8. Pay for Performance is earned in the prior year and is determined by Classroom Site Fund Plan Rubric and Classroom Site Fund revenues.
- To be eligible for Pay for Performance the staff member must:
- a. Be employed at least 25% of the school year.
 - b. Receive a satisfactory evaluation or successfully complete a Performance Improvement Plan.
 - c. Comply with the provisions of A.R.S. §15-521 and not have been served notice of unprofessional conduct.
 - d. Complete the work year.

Work Year:

Continuing Staff	208 days	(includes Holiday Pay)
New Staff	212 days	(includes Holiday Pay)

Partial years shall be prorated based upon days employed.

C42 - Teacher

C42 - Child Justice/Advocacy Certified Specialist