

**CERTIFIED TEACHER
NEW HIRE PLACEMENT CHART
2024-2025**

New Hire Chart with ALL salary amounts included - Illustrative Purposes Only

Experience Step ↓	Education → BA	BA + 15	BA + 30	POST BAC	MA BA + 45	MA + 15	MA + 30	MA + 45	MA + 60 DOC
0-2	\$55,862	\$56,576	\$57,290	\$57,647	\$58,004	\$58,718	\$59,433	\$60,147	\$61,881
3	\$56,250	\$56,971	\$57,693	\$58,053	\$58,414	\$59,135	\$59,856	\$60,578	\$62,329
4	\$56,642	\$57,371	\$58,099	\$58,463	\$58,828	\$59,556	\$60,284	\$61,013	\$62,782
5	\$57,038	\$57,774	\$58,510	\$58,877	\$59,245	\$59,981	\$60,717	\$61,452	\$63,239
6	\$57,438	\$58,181	\$58,924	\$59,296	\$59,667	\$60,410	\$61,153	\$61,896	\$63,701

Amounts shown represent 208 contract days.

Amounts shown in above chart include all Additional Compensation amounts described on page 2. The above chart is for illustrative purposes only to show total compensation paid annually. Amounts above reflect new teacher, Level I Performance pay amount \$1,540 as described below.

A beginning teacher placed at BA with 0-2 years of experience will earn \$55,862, if all performance measures are achieved.

New Hire Chart with BASE salary only

Experience Step ↓	Education → BA	BA + 15	BA + 30	POST BAC	MA BA + 45	MA + 15	MA + 30	MA + 45	MA + 60 DOC
0-2	\$38,807	\$39,521	\$40,235	\$40,592	\$40,949	\$41,663	\$42,378	\$43,092	\$44,826
3	\$39,195	\$39,916	\$40,638	\$40,998	\$41,359	\$42,080	\$42,801	\$43,523	\$45,274
4	\$39,587	\$40,316	\$41,044	\$41,408	\$41,773	\$42,501	\$43,229	\$43,958	\$45,727
5	\$39,983	\$40,719	\$41,455	\$41,822	\$42,190	\$42,926	\$43,662	\$44,397	\$46,184
6	\$40,383	\$41,126	\$41,869	\$42,241	\$42,612	\$43,355	\$44,098	\$44,841	\$46,646

Amounts shown represent 208 contract days.

The above chart is for new hire placement. Once employed, salary increases are based on available funds.

New employees with Bachelor's degree in any other field other than Education and Post Bac in Education are placed at Post Bac. If Post Bac and Master's is held together, new employee will be placed at Post Bac upon hire and the Master's column salary cap applies.

The placement chart reflects up to (6) six years of experience. The District will provide up to an additional 1% per year for verified experience.

ADDITIONAL COMPENSATION – All Certified Staff

	Amount	Method of Payment
M&O Override Compensation	\$2,915.00 (208 days) \$2,971.06 (212 days) \$3,251.35 (232 days) \$3,643.75 (260 days)	Distributed with each biweekly paycheck
Instructional Improvement Fund (Up to 50% of the monies received from gaming revenue accounted for in the Instructional Improvement Fund may be used for teacher compensation increases and class size reduction.)	\$350	Distributed with each biweekly paycheck
New Teacher Stipend: Teachers who attend new teacher Induction on July 28, 2023 and July 31, 2023.	\$250	One-time payment

Classroom Site Fund

Classroom Site funding is based on receipt of sufficient funds. If the legislature fails to fund fully or partially funds the amounts appropriated for the salaries and benefits portion of the District's budget, the Governing Board may reduce pro rata the total amount of compensation due to each employee. Please note that this is the reason the amounts are designated as "estimated". There are three components to Classroom Site Fund. The revenues available are designated for distribution as follows:

Classroom Site Fund Percentages	Classroom Site Fund Fund Designated Uses	Estimated revenue per eligible staff member for 2024-2025	Method of Payment
20%	011 Classroom Site Fund – Base Salary	\$2,600	Distributed to eligible employees with each biweekly paycheck
40%	012 Classroom Site Fund – Performance Pay	\$5,000	Paid in one lump sum; June or July
40%	013 Classroom Site Fund – Base Salary	\$4,400	Distributed to eligible employees with each biweekly paycheck

Performance Award Pay

Performance Award amounts are paid at the end of the school year in one lump sum in June or July based on evaluation level eligible for and earned. Teachers new to the district with 2.5 or more consecutive years in the same District, that is in a prior public school or District are working on Level I during their first year, and may be placed on any appropriate level the following year based on the Teacher Evaluation Instrument.

Level I	Probationary	\$1,540		Level IIB	Establishing	\$3,300
Level IIA	Establishing	\$2,200		Level III	Teacher Leader	\$4,400

National Board Certified Teacher Stipend

- A stipend of \$3,000 will be paid annually in June at the end of the teacher's contract term to any teacher who comes to our district with this certification and actively maintains it.
- Teachers that complete the program after initial placement will receive a stipend of \$3,000 upon certification and for the life of the certificate. The stipend of \$3,000 will be paid annually in June at the end of the teacher's contract term.

Board Certified Behavior Analyst Stipend

- New teacher hires who hold a Board Certified Behavior Analyst Certification will receive a stipend of \$1,000 paid annually in June at the end of the teacher's contract term.

- A teacher who obtains certification during the school year as a Board Certified Behavior Analyst (BCBA) will receive a stipend as follows:
 1. By May 1st – the teacher must notify the District of their intent to become a BCBA.
 2. Year 1 – Upon proof of BCBA, teacher will receive a lump sum payment of \$1,750 in December and another lump sum payment of \$1,750 in June at the end of the teacher's contract term.
 3. Year 2 - Teacher will receive a lump sum payment of \$1,750 in December and another lump sum payment of \$1,750 in June at the end of the teacher's contract term.
 4. Year 3 – Teacher will receive a lump sum payment of \$1,000 in June at the end of the teacher's contract term and annually for the life of the certificate.

Professional Growth Compensation – Graduate Credit Coursework Pay

Teachers shall have the opportunity to qualify for salaries at higher professional growth levels through acquisition of advanced degrees and college semester hours. Upon completion of a minimum of nine (9) graduate hours, official transcripts must be submitted to human resources. The Professional Growth Form must be completed and attached to the *official transcripts* and turned in prior to May 1 for amendment to be in effect for the following fiscal year, i.e., due on May 1, 2024 for credit on 2024/2025 contract. *Only graduate level coursework will be credited. If coursework does not meet the graduate level guidelines then no credit will be given.* Base pay is increased \$80 per verified credit.

Courses offered by accredited institutions of higher learning may be accepted if their stated purposes would help the teacher improve services to students or the District in areas such as:

- Instructional skill: courses that deal with methods, materials, and recent developments related to the teacher's assignment.
- Better understanding of the child as a member of society and the human race: course in psychology and sociology.
- Better understanding of education and the educational process: courses in philosophy, special education, curriculum, administration, supervision, guidance, and counseling.
- Subject-matter fields related to the elementary school curriculum as adopted and taught in the District.

Employee Benefits and Additional Information

Health Insurance Benefit:

District pays a total of \$7,386 towards the cost of employee medical, dental and life.

- Two (2) medical plans w/ Teladoc, Banner Classic Gold/Banner HDHP A, Dental and Life. The Banner HDHP A plan is covered 100% by the District. Dependent coverage is available at an additional cost.

Retirement Benefit: District pays 12.27% of employee's salary to Arizona State Retirement System for the matching employer contribution.

Total Contract Days: 208 (includes 22 paid holidays, Work Calendar L).

Number of paid personal leave days earned per year: 7 (Policy GCCA).

Number of paid sick time days earned per year: 5 (Policy GCCA).

Retirees: District pays 100% of the Arizona State Retirement System's Alternate Contribution Rate (ACR).

Experience credit: Prior service with a public school system may be credited on the placement chart.

Education credit: Credit is granted when course was not required for teacher certification, course is graduate level (500 or above) and course is completed after degree is conferred.

Doctorate Stipend: Doctorate salary column includes \$1,000 for Doctorate Stipend. If employee acquires Doctorate after being placed on the chart, employee will receive \$1,000 annual stipend, then amount will roll into employee's base salary the following year.

Future compensation: Annual increases are based on available funding.

The Litchfield Elementary School District does not discriminate on the basis of race, color, national origin, sex, disability, religion or age in its programs or activities. For information regarding discrimination grievance or complaint procedures contact the Human Resources department at (623)535-6018.

Governing Board Approved: April 23, 2024