

2024-2025 CERTIFIED

NEW HIRE Salary Schedule



NEW HIRE

BASE PLACEMENT

216 PAID DAYS 194 WORK DAYS 180 INSTRUCTIONAL DAYS 22 PAID HOLIDAYS/NON-WORK DAYS 14 PAID PLANNING/NON-INSTRUCTIONAL DAYS

EXPERIENCE	[BA/BS]	[BA/BS + 15]	[BA/BS + 30]	[BA/BS + 45]	[MA/MS]	[MA/MS + 15]	[MA/MS + 30]	[MA/MS + 45]	[EDD/PHD]
0-2 YEARS	\$ 49,937.13	\$ 51,316.26	\$ 52,695.40	\$ 54,074.54	\$ 55,683.52	\$ 57,062.67	\$ 58,441.80	\$ 59,820.95	\$ 61,429.95
3-5 YEARS	\$ 50,544.71	\$ 51,937.63	\$ 53,330.57	\$ 54,723.51	\$ 56,348.58	\$ 57,741.51	\$ 59,134.45	\$ 60,527.37	\$ 62,152.45
6-8 YEARS	\$ 51,009.02	\$ 52,415.88	\$ 53,882.74	\$ 55,229.60	\$ 56,870.93	\$ 58,277.80	\$ 59,684.65	\$ 61,091.50	\$ 62,732.85
9+ YEARS	\$ 51,477.97	\$ 52,898.89	\$ 54,319.82	\$ 55,740.76	\$ 57,398.51	\$ 58,819.42	\$ 60,240.36	\$ 61,661.28	\$ 63,319.04

ADDITIONAL BENEFITS

for all eligible employees
working 30 hours or more
per week:

HSA Medical Plan
\$50,000 Life Insurance
Professional Development
Arizona State Retirement
Pension PAID Sick Leave

OPTIONAL BENEFITS

Dental & Vision Programs Short
Term Disability Supplementary
Life Insurance Wellness
Programs

*Hard-to-fill

Annual Market Stipends
Available subject to change
based on yearly budget:

Regular Resource (including Preschool, Visually/Hearing Impaired)
Extended Resource (self-contained CCD/CCB), Behavior Intervention
Dual Language Spanish or English/Spanish (Bi-Lingual Certification required)
Certified Staff qualified to teach and assigned to teach multiple content areas
National Board Certification

- see chart below (New Hires)
- see chart below (New Hires)
- see chart below (New Hires)
- \$1,000/year
- \$2,000/year

Performance Pay (301) is awarded to all eligible certified staff that successfully complete established goals. This is in addition to the base salary amount, up to \$2,700

STIPEND SCHEDULE FOR NEW HIRES & NEW PLACEMENTS

REGULAR RESOURCE (\$2,000 Minimum)

EXPERIENCE	BA	MA/PHD
1 - 8	\$ 2,000	\$ 2,000
9	\$ 2,000	\$ 2,700
10	\$ 2,400	\$ 3,600
11	\$ 3,000	\$ 4,500
12	\$ 3,600	\$ 5,400
13	\$ 4,200	\$ 6,300
14	\$ 4,800	\$ 7,200
15	\$ 5,400	\$ 8,100
16	\$ 6,000	\$ 9,000
17	\$ 6,600	\$ 9,900

SELF-CONTAINED (\$5,000 Minimum)

EXPERIENCE	BA	MA/PHD
1 - 11	\$ 5,000	\$ 5,000
12	\$ 5,000	\$ 5,400
13	\$ 5,000	\$ 6,300
14	\$ 5,000	\$ 7,200
15	\$ 5,400	\$ 8,100
16	\$ 6,000	\$ 9,000
17	\$ 6,600	\$ 9,900

**Annual Market Stipends will be granted based on
completed years of experience prior to FY 21-22.

DUAL-LANGUAGE (\$2,700 Minimum)

EXPERIENCE	BA	MA/PHD
1 - 8	\$ 2,700	\$ 2,700
9	\$ 2,700	\$ 3,600
10	\$ 3,000	\$ 4,500
11	\$ 3,600	\$ 5,400
12	\$ 4,200	\$ 6,300
13	\$ 4,800	\$ 7,200
14	\$ 5,400	\$ 8,100
15	\$ 6,000	\$ 9,000
16	\$ 6,600	\$ 9,900

ABOUT KYRENE SCHOOL DISTRICT

Kyrene School District is one of Arizona's leading public school districts, providing excellence in education for more than 130 years. Kyrene is known for high academic achievement, with schools consistently outperforming peer districts, charter schools, and state averages on AZMERIT and other academic benchmarks.

AEF A+ SCHOOLS OF EXCELLENCE

NATIONAL BOARD CERTIFIED TEACHERS

A-RATED SCHOOLS

NATIONAL BLUE RIBBON SCHOOLS

**Kyrene School District
2024-2025 Certified Teacher
218 Day Calendar
New Hire Placement Guide**

Years of Experience	[BA/BS]	[BA/BS +15]	[BA/BS +30]	[BA/BS +45]	[MA/MS]	[MA/MS +15]	[MA/MS +30]	[MA/MS +45]	[EDD/PHD]
0-2 Years	\$ 51,238.20	\$ 52,656.38	\$ 54,074.54	\$ 55,492.71	\$ 57,147.24	\$ 58,565.42	\$ 59,983.59	\$ 61,401.76	\$ 63,056.29
3-5 Years	\$ 51,858.81	\$ 53,291.16	\$ 54,723.51	\$ 56,155.85	\$ 57,826.91	\$ 59,259.27	\$ 60,691.63	\$ 62,124.00	\$ 63,795.06
6-8 Years	\$ 52,336.24	\$ 53,782.92	\$ 55,229.60	\$ 56,676.26	\$ 58,364.05	\$ 59,810.74	\$ 61,257.41	\$ 62,704.08	\$ 64,391.88
9+ Years	\$ 52,818.47	\$ 54,279.61	\$ 55,740.76	\$ 57,201.89	\$ 58,906.58	\$ 60,367.71	\$ 61,828.85	\$ 63,289.98	\$ 64,994.65
Leadership Stipend: \$3,000 (Academic & Behavior Specialist, Teacher Assistive Technology Specialist, Instructional Coach)									

**Kyrene School District
2024-2025 Certified Teacher
235 Day Calendar
New Hire Placement Guide**

Years of Experience	[BA/BS]	[BA/BS +15]	[BA/BS +30]	[BA/BS +45]	[MA/MS]	[MA/MS +15]	[MA/MS +30]	[MA/MS +45]	[EDD/PHD]
0-2 Years	\$ 54,924.59	\$ 56,453.32	\$ 57,982.10	\$ 59,510.86	\$ 61,294.42	\$ 62,823.16	\$ 64,351.92	\$ 65,880.68	\$ 67,664.23
3-5 Years	\$ 55,582.04	\$ 57,126.07	\$ 58,670.12	\$ 60,214.18	\$ 62,015.57	\$ 63,559.61	\$ 65,103.66	\$ 66,647.72	\$ 68,449.09
6-8 Years	\$ 56,096.72	\$ 57,656.20	\$ 59,215.69	\$ 60,775.19	\$ 62,594.58	\$ 64,154.07	\$ 65,713.55	\$ 67,273.05	\$ 69,092.44
9+ Years	\$ 56,616.56	\$ 58,191.63	\$ 59,766.70	\$ 61,341.79	\$ 63,179.41	\$ 64,754.47	\$ 66,329.56	\$ 67,904.65	\$ 69,742.25
Leadership Stipend: \$3,000 (Certified Coordinators/Facilitators)									
Travel Stipend: \$500 (if applicable)									

**Kyrene School District
5 Allied Health - Regional Nurse (C42)
216 Day Calendar
New Hire Placement Guide**

Years of Experience	AA Degree	BA/BS Degree	MA/MS	MA/MS +15	MA/MS +30	MA/MS +45	MA/MS+60	EDD/PHD
0 Years	\$ 50,566.67	\$ 53,297.32	\$ 56,027.98	\$ 57,393.31	\$ 58,758.64	\$ 60,123.97	\$ 61,489.31	\$ 61,774.87
1 Year	\$ 51,072.35	\$ 53,830.31	\$ 56,588.26	\$ 57,967.25	\$ 59,346.25	\$ 60,725.20	\$ 62,104.19	\$ 62,392.64
2 Years	\$ 51,583.06	\$ 54,368.60	\$ 57,154.15	\$ 58,546.92	\$ 59,939.69	\$ 61,332.47	\$ 62,725.23	\$ 63,016.55
3 Years	\$ 52,098.89	\$ 54,912.30	\$ 57,725.69	\$ 59,132.38	\$ 60,539.11	\$ 61,945.79	\$ 63,352.50	\$ 63,646.72
4+ Years	\$ 52,619.89	\$ 55,461.42	\$ 58,302.96	\$ 59,723.70	\$ 61,144.48	\$ 62,565.26	\$ 63,986.03	\$ 64,283.20
Pediatric Nursing Certificate (PNCB): \$1,200 annual stipend								
National Certification for School Nurses (NCSN): \$600 annual stipend								
Travel Allowance: \$750 annual stipend								

Kyrene School District

2024-2025 Allied Health - Certified Counselor (C43)

216 Day Calendar

New Hire Placement Guide

Years of Experience	MA/MS	MA/MS +15	MA/MS +30	MA/MS +45	MA/MS+60	EDD/PHD
0 Years	\$ 58,980.38	\$ 60,345.70	\$ 61,711.03	\$ 63,076.37	\$ 64,441.70	\$ 64,727.26
1 Year	\$ 59,570.17	\$ 60,949.15	\$ 62,328.14	\$ 63,707.10	\$ 65,086.09	\$ 65,374.54
2 Years	\$ 60,165.88	\$ 61,558.65	\$ 62,951.40	\$ 64,344.18	\$ 65,736.96	\$ 66,028.27
3 Years	\$ 60,767.54	\$ 62,174.23	\$ 63,580.93	\$ 64,987.62	\$ 66,394.33	\$ 66,688.55
4 Years	\$ 61,375.20	\$ 62,795.97	\$ 64,216.75	\$ 65,637.51	\$ 67,058.27	\$ 67,355.44
5 Years	\$ 61,988.95	\$ 63,423.93	\$ 64,858.92	\$ 66,293.88	\$ 67,728.86	\$ 68,029.00
6 Years	\$ 62,608.84	\$ 64,058.17	\$ 65,507.50	\$ 66,956.82	\$ 68,406.15	\$ 68,709.29
7 Years	\$ 63,234.93	\$ 64,698.74	\$ 66,162.59	\$ 67,626.39	\$ 69,090.21	\$ 69,396.36
8 Years	\$ 63,867.29	\$ 65,345.74	\$ 66,824.21	\$ 68,302.64	\$ 69,781.11	\$ 70,090.32
9 Years	\$ 64,505.97	\$ 65,999.20	\$ 67,492.45	\$ 68,985.67	\$ 70,478.92	\$ 70,791.22
Counselors require an ADE Certificate						
Travel Allowance: \$250-\$750 (if applicable)						

Kyrene School District
2024-2025 Allied Health - SLP, OT/PT (C43)
216 Day Calendar
New Hire Placement Guide

	BA/BS Degree	MA/MS	MA/MS +15	MA/MS +30	MA/MS +45	MA/MS+60	EDD/PHD
0 Years	\$ 56,249.73	\$ 58,980.38	\$ 60,345.70	\$ 61,711.03	\$ 63,076.37	\$ 64,441.70	\$ 64,727.26
1 Year	\$ 56,812.21	\$ 59,570.17	\$ 60,949.15	\$ 62,328.14	\$ 63,707.10	\$ 65,086.09	\$ 65,374.54
2 Years	\$ 57,380.32	\$ 60,165.88	\$ 61,558.65	\$ 62,951.40	\$ 64,344.18	\$ 65,736.96	\$ 66,028.27
3 Years	\$ 57,954.13	\$ 60,767.54	\$ 62,174.23	\$ 63,580.93	\$ 64,987.62	\$ 66,394.33	\$ 66,688.55
4 Years	\$ 58,533.68	\$ 61,375.20	\$ 62,795.97	\$ 64,216.75	\$ 65,637.51	\$ 67,058.27	\$ 67,355.44
5 Years	\$ 59,119.01	\$ 61,988.95	\$ 63,423.93	\$ 64,858.92	\$ 66,293.88	\$ 67,728.86	\$ 68,029.00
6 Years	\$ 59,710.20	\$ 62,608.84	\$ 64,058.17	\$ 65,507.50	\$ 66,956.82	\$ 68,406.15	\$ 68,709.29
7 Years	\$ 60,307.30	\$ 63,234.93	\$ 64,698.74	\$ 66,162.59	\$ 67,626.39	\$ 69,090.21	\$ 69,396.36
8 Years	\$ 60,910.37	\$ 63,867.29	\$ 65,345.74	\$ 66,824.21	\$ 68,302.64	\$ 69,781.11	\$ 70,090.32
9 Years	\$ 61,519.47	\$ 64,505.97	\$ 65,999.20	\$ 67,492.45	\$ 68,985.67	\$ 70,478.92	\$ 70,791.22
10 Years	\$ 62,134.66	\$ 65,151.03	\$ 66,659.19	\$ 68,167.36	\$ 69,675.52	\$ 71,183.72	\$ 71,499.15
11 Years	\$ 62,756.03	\$ 65,802.54	\$ 67,325.77	\$ 68,849.05	\$ 70,372.28	\$ 71,895.56	\$ 72,214.13
12 Years	\$ 63,383.59	\$ 66,460.58	\$ 67,999.02	\$ 69,537.53	\$ 71,075.99	\$ 72,614.52	\$ 72,936.29
13 Years	\$ 64,017.42	\$ 67,125.18	\$ 68,679.02	\$ 70,232.90	\$ 71,786.76	\$ 73,340.66	\$ 73,665.63
14 Years	\$ 64,657.59	\$ 67,796.41	\$ 69,365.81	\$ 70,935.24	\$ 72,504.61	\$ 74,074.08	\$ 74,402.29
15 Years	\$ 65,304.18	\$ 68,474.38	\$ 70,059.45	\$ 71,644.58	\$ 73,229.67	\$ 74,814.82	\$ 75,146.32
16 Years	\$ 65,957.21	\$ 69,159.14	\$ 70,760.06	\$ 72,361.04	\$ 73,961.97	\$ 75,562.96	\$ 75,897.79
17 Years	\$ 66,616.76	\$ 69,850.72	\$ 71,467.66	\$ 73,084.64	\$ 74,701.57	\$ 76,318.59	\$ 76,656.76
18 Years	\$ 67,282.96	\$ 70,549.23	\$ 72,182.35	\$ 73,815.50	\$ 75,448.61	\$ 77,081.76	\$ 77,423.32
19 Years	\$ 67,955.77	\$ 71,254.72	\$ 72,904.17	\$ 74,553.64	\$ 76,203.07	\$ 77,852.59	\$ 78,197.53
20 Years	\$ 68,635.35	\$ 71,967.26	\$ 73,633.21	\$ 75,299.18	\$ 76,965.12	\$ 78,631.11	\$ 78,979.54
21 Years	\$ 69,321.69	\$ 72,686.93	\$ 74,369.55	\$ 76,052.18	\$ 77,734.75	\$ 79,417.42	\$ 79,769.33
22 Years	\$ 70,014.90	\$ 73,413.80	\$ 75,113.25	\$ 76,812.70	\$ 78,512.10	\$ 80,211.59	\$ 80,567.01
23 Years	\$ 70,715.05	\$ 74,147.93	\$ 75,864.36	\$ 77,580.83	\$ 79,297.24	\$ 81,013.73	\$ 81,372.69
24 Years	\$ 71,422.20	\$ 74,889.40	\$ 76,623.02	\$ 78,356.63	\$ 80,090.20	\$ 81,823.87	\$ 82,186.40
25 Years	\$ 72,136.42	\$ 75,638.31	\$ 77,389.24	\$ 79,140.19	\$ 80,891.11	\$ 82,642.10	\$ 83,008.26
26 Years	\$ 72,857.78	\$ 76,394.68	\$ 78,163.14	\$ 79,931.60	\$ 81,700.00	\$ 83,468.53	\$ 83,838.36
27 Years	\$ 73,586.36	\$ 77,158.64	\$ 78,944.77	\$ 80,730.92	\$ 82,517.00	\$ 84,303.22	\$ 84,676.74
28 Years	\$ 74,322.22	\$ 77,930.21	\$ 79,734.22	\$ 81,538.23	\$ 83,342.18	\$ 85,146.23	\$ 85,523.50
29 Years	\$ 75,065.45	\$ 78,709.52	\$ 80,531.56	\$ 82,353.60	\$ 84,175.61	\$ 85,997.69	\$ 86,378.74

SLP's require an ADE Certificate
SLP Stipend: \$5,000 (annual)
Certificate of Clinical Competence (CCC): \$1,200 (annual)
Occupational Therapist Stipend: \$3,000 (annual)
NBCOT Stipend: \$300 (annual)
Travel Allowance: \$250-\$750 annual stipend (if applicable)