



2024-2025 CERTIFIED TEACHER, SOCIAL WORKER & NURSE NEW HIRE PLACEMENT SCHEDULE

Grade	BA+0	BA+12	BA+24	BA+36 MA+0	BA+48 MA+12	BA+60 MA+24	BA+72 MA+36	BA+84 MA+48	MA+60	MA+72 Doctorate
A	\$49,109	\$50,347	\$51,857	\$53,413	\$55,013	\$56,666	\$58,364	\$60,115	\$61,918	\$63,778
B	\$50,340	\$51,607	\$53,155	\$54,748	\$56,390	\$58,082	\$59,827	\$61,621	\$63,470	\$65,371
C	\$51,107	\$52,639	\$54,218	\$55,843	\$57,519	\$59,243	\$61,022	\$62,853	\$64,739	\$66,681
D	\$52,128	\$53,694	\$55,305	\$56,959	\$58,670	\$60,430	\$62,243	\$64,109	\$66,033	\$68,014
E	\$53,171	\$54,765	\$56,409	\$58,100	\$59,843	\$61,639	\$63,487	\$65,394	\$67,352	\$69,374
F	\$54,233	\$55,860	\$57,535	\$59,264	\$61,038	\$62,868	\$64,758	\$66,699	\$68,702	\$70,759
G	\$55,318	\$56,978	\$58,687	\$60,446	\$62,261	\$64,129	\$66,053	\$68,032	\$70,074	\$72,178

Table I New Hire Placement	
Experience	Grade
0 yrs	A
1-3 yrs	B
4-10 yrs	C
11-15 yrs	D
16-20 yrs	E
21-25 yrs	F
26+ yrs	G

Table II Additional Compensation	
SUSD Experience	Amount
0-8 yrs	\$1,650
9-14 yrs	\$2,500
15+ yrs	\$4,500

Table III Stipend	
Market Demand	Amount
NBCT	\$3,000
Doctorate	\$3,000
Special Ed	
Specialized (IGF)	\$2,000
Special Ed	
Specialized (M&O)	\$4,000
Special Education	
LRC (M&O)	\$1,750

Table IV Stipend
Pay for Performance
Up to \$4,100

***Retirees returning to work will be placed at 90% of the appropriate salary placement.**

Notes:

I. New Hire placement is based upon:

- a. The earned degree
- b. Graduate credits earned after the conferring last degree
- c. Years of full-time experience as a certificated employee

II. Additional Compensation is based upon:

- a. Consecutive years of experience as SUSD certified employee
- b. Certified employees as covered by the SEA:Teacher, Nurse, Related Service Providers
- c. Prorated based on work calendar and FTE

III. Market Demand is based upon:

- a. Appropriate certification or endorsement
- b. Special Education certification and placement in Specialized Program-ALC, SCA, SUCCESS, LSC, SHINE, KABC, PANDA and SCORE

IV. Pay for Performance is based upon:

- a. The Governing Board adopted PFP plan
- b. Compliance with the provisions of A.R.S. §15-521