# J.O. Combs Unified School District
# 24-25 Administrative Salary Schedule

**Base Salary**

| Position | Initial Base Salary* | Length of Contract (Requirements) |
|---|---|---|
| Dean of Students | $65,083.00 | 261 Days (12 Months) [MA Required] |
| Assistant Principal - High School | $80,846.00 | 261 Days (12 Months) [Administrative Certificate] |
| Principal - Elementary School | $83,445.00 | 261 Days (12 Months) [Administrative Certificate] |
| Principal - Middle School | $85,384.00 | 261 Days (12 Months) [Administrative Certificate] |
| Principal - High School | $89,406.00 | 261 Days (12 Months) [Administrative Certificate] |
| District Level - Coordinator (Assessment & Accountability; Career & Technical Education; Curriculum, Instruction & Assessment; Professional Learning, Accountability, & Assessment ; Student Services; Teaching & Learning) | $91,090.00 | 261 Days (12 Months) [Administrative Certificate preferred] |
| District Level - Director (Business Services; Curriculum, Human Resources, Instruction & Assessment; Marketing & Community Relations; Student Services; Support Services; Technology) | $93,274.00 | 261 Days (12 Months) [Administrative Certificate, If applicable] |
| Assistant Superintendent | $95,458.00 | 261 Days (12 Months) [Administrative Certificate] |

**Additional Benefits**

| | |
|---|---|
| Previous Experience** | 1-5 Years - $300/Year will be granted for each year of verified experience |
| | 6-10 Years - $250/Year will be granted for each year of verified experience |
| | 11-15 Years - $200/Year will be granted for each year of verified experience |
| | 16+ Years - $150/Year will be granted for each year of verified experience |
| J.O. Combs Welcome**: This amount is factored into the base salary, becoming an ongoing part of the individual's salary. | 0 Years - $250 |
| | 1-5 Years - $500 |
| | 6-10 Years - $750 |
| | 11-15 Years - $1,000 |
| | 16+ Years - $1,250 |
| Education** | $3,000 for a Doctoral Degree |
| Cell Phone Stipend** | Monthly stipend |
| Performance Pay Plan | Up to $800 - distributed in June based on meeting performance goals. |
| Contracted Days | 261 contracted days (242 working days, 7 Administrative days and 12 paid holidays) |
| Paid Employee Health Insurance | Available to all eligible employees working at least 30 service hours per week. District pays 100% ($6,252) for the Combs Primary Health insurance plan. All eligible employees may purchase upgraded insurance plans and/or add dependent coverage. The employee is responsible for the cost of the upgrade/dependent coverage premium above the Combs Primary Health insurance plan. |
| Paid Employee Life Insurance Coverage | Employees working at least 30 service hours per week receive $200,000 benefit |
| Voluntary Benefits | Employees working at least 30 service hours per week are eligible for voluntary benefits. Voluntary Benefit insurance plans include: dental, vision, AD & D, critical illness, term life and whole life insurance, cancer, hospital, accident, pet, identity theft and legal plans. Health Saving Account (HSA) and Flexible Savings Account (FSA) are also available. |
| State Retirement | District matches the employee's contribution to Arizona State Retirement |
| Social Security/Medicare | District matches employee's contribution 7.65% |
| Tax Sheltered Annuity 403(b) | Available at employee expense |
| Sick Leave | Eligible employee earn 1.5 day per month |
| Vacation Leave | Eligible employee earn 25 days per year |
| Employee Assistance Program | District offers free to all employees |
| Short-Term Disability Insurance | Available at employee expense |
| Long-Term Disability Insurance | Provided by the State after 180 days of medical leave |
| Employee Childcare | District offers Preschool and Before/After School care to all employees at discount rates. |

Approved May 8, 2024

**Additional compensation is applied to the initial base salary based on the employees qualifications.