



***Balsz Elementary School District #31***

**Certified Salary Range**

**2025-2026**

<b>Degree</b>	<b>Lane</b>	<b>Range</b>
<b>BA</b>	Lane 1	\$43,807 - \$54,759
<b>BA + 18</b>	Lane 2	\$45,800 - \$57,250
<b>BA + 24</b>	Lane 3	\$47,300 - \$59,125
<b>MA</b>	Lane 4	\$49,000 - \$63,700
<b>MA +12</b>	Lane 5	\$51,100 - \$66,430
<b>MA + 24</b>	Lane 6	\$53,000 - \$68,900
<b>MA + 36</b>	Lane 7	\$56,500 - \$73,450

**Additional Salary Enhancements:**

- New teachers will receive an additional \$2,300 through 301 Funds.
- Performance Pay of up to \$3,500 from 301 Funds is available. (These funds are based on tax collections and will be adjusted accordingly by the State of Arizona and will be prorated based on the individual's length of contract year.)
- *Effective or Highly Effective* teachers earning a Master's or Doctoral degree in an approved area will receive \$2,000 with prior approval per *Policies GCI -R, Professional Staff Development Regulation and GCI-EB, Completion of Master's or Doctoral Degree.*

**Stipends:**

- National Board Certified Teachers meeting requirements: **\$1,750.**
- Special Education teachers with the required primary assignments: **\$5,000.**
- Highly Qualified (math or science approved on Certificate) who are *Effective or Highly Effective* with assignments in 6<sup>th</sup>, 7<sup>th</sup>, 8<sup>th</sup> grade Math or Science: **\$5,000.**
- Gifted Education teachers: **\$3,000.**
- Gifted Education Lead Teacher: **\$3,000.**
- NBCTE or NBC Candidates selected as Mentor Coaches are eligible for: **\$2,000.**
- Teachers in grades 6, 7, or 8 who teach an extra period will receive up to: **\$6,500.**
- District Mentors: **\$5,000.**
- District Mentor Travel Stipend: **\$900.**
- District Mentor Lead: **\$5,000.**
- Curriculum Instruction Coach teachers: **\$5,500.**



**2025 - 2026  
Classified Support Staff Salary Schedule**

<b>Position</b>	<b>Min</b>	<b>Max</b>
Accounts Payable Clerk/Receptionist	\$15.00	\$27.00
Administrative Assistant <sup>(4)</sup>	\$17.00	\$25.00
Bus Mechanic	\$17.00	\$22.00
Bus Monitor	\$15.00	\$16.00
Campus Monitor	\$15.00	\$19.00
Crossing Guard	\$15.00	\$16.00
Custodian	\$15.00	\$20.00
District Data Systems Specialist	\$18.00	\$25.00
Van Driver	\$15.00	\$19.00
Bus Driver	\$18.50	\$25.00
Groundskeeper <sup>(2)</sup>	\$15.00	\$20.00
Human Resources Generalist <sup>(1)</sup>	\$18.00	\$31.00
Intervener	\$15.00	\$23.00
Licensed Practical Nurse (LPN)	\$17.00	\$26.00
Medical Assistant	\$16.00	\$25.00
Nurse Aide	\$15.00	\$18.00
OELC Aide	\$15.00	\$19.00
Office / Health Assistant	\$15.00	\$21.00
Paraprofessional*	\$15.00	\$19.00
Paraprofessional Math*	\$15.00	\$19.00
Paraprofessional Reading**	\$16.00	\$20.00
Paraprofessional Special Education***	\$16.00	\$23.00
Parent and Community Specialist	\$16.00	\$23.00
Preschool Teacher Associate Level	\$17.00	\$23.00
School Office Assistant	\$15.00	\$19.00
Speech Language Pathologist Assistant	\$17.00	\$22.00
Technology Support Assistant <sup>(1, 3)</sup>	\$15.00	\$22.00
Translator/Interpreter	\$15.00	\$21.00

\* **Paraprofessional** based on:

- 1.) High School Diploma or GED

\*\***Reading Paraprofessional** based on:

- 1.) High School Diploma or GED, and
- 2.) Sixty (60) hours of college coursework, or minimum of AA degree, or passed a Highly Qualified Paraprofessional proficiency exam.

\*\*\***Special Education Paraprofessional** based on:

- 1.) High School Diploma or GED, and
- 2.) Sixty (60) hours of college coursework, or minimum of AA degree, or passed a Highly Qualified Paraprofessional proficiency exam.

<sup>1</sup> Position qualifies for a \$1,200 annualized phone stipend requiring employee to maintain cell phone capable of calls and texts and connecting to the District email, calendar and work order system.

<sup>2</sup> Only one employee in this position will receive a phone stipend as designated by the Director of Maintenance and Transportation

<sup>3</sup> Position qualifies for a \$1200 annualized travel stipend for in county travel or district vehicle usage

<sup>4</sup> Eligible for a \$1000 bilingual stipend

Governing Board Approved:



**2025 - 2026**

**Classified Exempt Staff Salary Schedule**

<b>Position</b>	<b>Min</b>	<b>Max</b>
Administrative Assistant to Maint & Transpr <sup>(1)</sup>	\$45,000	\$55,000
AzELLA Specialist <sup>(1)</sup>	\$49,600	\$54,000
Buyer/Payroll Specialist <sup>(1)</sup>	\$50,000	\$64,000
Executive Assistant to Supt & Board <sup>(1)</sup>	\$56,000	\$60,000
Facilities Usage-Office Manager <sup>(1)</sup>	\$44,500	\$54,700
Federal Grants Manager <sup>(1)</sup>	\$59,000	\$85,000
Federal Grants Specialist <sup>(1)</sup>	\$49,000	\$60,000
Finance Manager <sup>(1)</sup>	\$59,000	\$75,000
Network Engineer <sup>(2)</sup>	\$59,000	\$78,800
Plant Manager <sup>(1)</sup>	\$46,500	\$59,000
Student Services / Medicaid Manager	\$49,600	\$54,700
System Administrator	\$60,000	\$75,000
Tradesman / HVAC Specialist <sup>(1)</sup>	\$49,600	\$54,700
Transportation Manager / Dispatcher <sup>(1)</sup>	\$47,700	\$54,000

<sup>1</sup> Position qualifies for a \$1,200 annualized phone stipend requiring employee to maintain cell phone capable of calls and texts and connecting to the District email, calendar and work order system.

<sup>2</sup> Position qualifies for \$5,000 stipend for Safety and Security

Governing Board Approved:



2025 - 2026

## Related Services Salary Schedule

	Minimum	Maximum	Note
<b>Nurse:</b>			
RN	\$37,264	\$46,955	1
BSN	\$38,446	\$47,631	1
BSN + 15	\$39,630	\$49,032	1
BSN + 34 or MSN	\$40,814	\$59,590	1
<b>English Language Development (ELD) Specialist</b>	\$45,244	\$76,119	1
<b>SEAD Specialist;Academic Advisor;Counselor;Social Worker</b>	\$45,244	\$76,119	1
<b>E-Learning Mentor Teacher</b>	\$45,244	\$76,119	1
<b>Speech Language Therapist / Speech Language Pathologist (SLT / SLP)</b>			
BA	\$52,416	\$60,862	2,3
BA + 15	\$56,074	\$67,068	2,3
MA	\$59,731	\$77,519	2,3
<b>Psychologist</b>	\$90,000	\$95,000	2
<b>Occupational Therapist (OT)</b>	\$64,149	\$84,611	2,3
<b>Physical Therapist (PT)</b>	\$64,149	\$84,611	2,3

### Notes:

- <sup>1</sup> Prior experience credit of \$400 per year will be added to salary amount of new hires up to \$2,000 for five years.
- <sup>2</sup> Prior experience credit of \$1,000 per year will be added to salary amount of new hires up to \$5,000 for five years.
- <sup>3</sup> SLT and SLP will be granted opportunity for pay increases based on Professional Growth Regulation GCI-R.

### Stipends:

- **Psychologists** who hold a valid State of Arizona Board of Psychologist Examiners License will receive an additional **\$1,000**
- **Psychologists** and **SLT / SLP** will receive an additional **\$3,000** if bilingual in English / Spanish.
- **Technology Mentors** will receive:
  - an additional **\$1,000** if bilingual in English / Spanish
  - an additional **\$1,200** Phone allowance to maintain a cell phone capable of calls, texts, and connecting to the District calendar and email resources.
  - an additional **\$300** Travel Allowance in lieu of submitting mileage reimbursement requests for travel between campuses.
  - a **\$5,000** stipend added to their contract.
- **Psychologists, OT, PT, SLT, and SLP** will receive an additional **\$1,000** upon earning a doctorate in their field.
- **Nationally Certified School Psychologists** will receive an additional **\$1,000**.
- **OT** who hold a valid National Board Certification of Occupational Therapist certificate will receive an additional **\$3,000**.
- **OT** will receive a **\$5,000** stipend added to their contract.
- **SLT / SLP** who hold a Certificate of Clinical Competence (CCC) and employed in the Speech position will receive an additional **\$4,000**.

### Length and Terms of Contract:

- **Nurses** receive classified notices based on 180 student contract days, 13 paid holidays, and one in-service day for a total of 194 days
- **Technology Mentor, Psychologists, OT, PT, SLT, and SLP** receive certified contracts based on 180 student days, and four in-service days, for a total of 184 days. Newly hired contracts are calculated at 189 days to include five additional days for orientation and qualify for terms under GCQC.

Governing Board Approved: