

**J.O. Combs Unified School District
25-26 Certified Salary Schedule**

Base Salary		
Position	Initial Base Salary*	Length of Contract (Requirements)***
Teacher	\$54,000.00	198 Days
Librarian	\$54,000.00	198 Days
Counselor/Social Worker	\$59,130.00	198 Days (MA Required)
Content Coach	\$54,000.00	198 Days
Instructional Coach	\$54,000.00	198 Days
Program Specialist	\$54,000.00	198 Days
Community Engagement Liaison	\$54,000.00	198 Days
District Nurse	\$60,416.00	198 Days (BSN Required)
School Nurse	\$45,396.00	198 Days (BSN Required)
Psychologists	\$65,630.00	198 Days (MA Required)
COTA/PTA/SLPA	\$54,067.00	198 Days
Physical Therapist	\$65,630.00	198 Days (MA Required)
Occupational Therapist	\$65,630.00	198 Days (MA Required)
Speech Language Pathologist	\$65,630.00	198 Days (MA Required)
Psychologist Intern	\$27.75/HR	198 Days

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**	\$840/12 credits beyond Bachelor Degree (up to 36 total credits = \$2,520) \$1,020/12 credits beyond Masters Degree (up to 48 total credits = \$4,080) \$3,000 for a Doctoral Degree
Critical Stipend Areas**	\$1,500 Yearly stipend for Critical Area Stipend (Critical Area determined by District needs - Superintendent approval)
National Certification**	\$3,000 yearly stipend for National Board Teacher Certification (NBCT), National Certified School Psychologist (NCSP), National Certified School Counselor (NCSC), Licensed Clinical Social Worker (LCSW), Certificate of Clinical Competencies (CCC), National Board for Certification in Physical Therapist (NBCPT), National Certified School Nurse (NCSN), National Board Certification for Occupational Therapy (NBCOT), Licensed Master Social Worker (LMSW), Speech Language Pathologist Assistant (SLPA), and Board Certified Behavioral Analyst (BCBA)
Proposition 301* (Included in Base Salary)	Annually determined based on Proposition 301 state allocation
Proposition 301: Performance Pay	\$800.00 - Distributed in June based on meeting performance goals
Contracted Days	180 work days, 8 additional paid work/professional development/classroom days and 10 paid holidays. (New Employee Orientation 2 Days)
Paid Employee Health Insurance	Available to all eligible employees working at least 30 service hours per week. District pays 100% (\$7,127) 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 \$50,000 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 day per month
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 Kindergarten Prep and contracts an outside entity for before/after School care at a discount rates for employees.

Approved April 9, 2025

* Proposition 301 funding is based on 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 each employee. The District's Performance Pay plan shall be the one adopted by the Governing Board.

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

***New employees will receive a 200 day contract on the first year for orientation/training purposes.