



2025-2026 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	\$49,353	\$50,597	\$52,115	\$53,679	\$55,287	\$56,947	\$58,654	\$60,414	\$62,226	\$64,094
B	\$49,601	\$50,851	\$52,376	\$53,948	\$55,564	\$57,233	\$58,948	\$60,717	\$62,538	\$64,416
C	\$51,619	\$53,166	\$54,761	\$56,402	\$58,095	\$59,836	\$61,633	\$63,482	\$65,387	\$67,348
D	\$52,650	\$54,231	\$55,859	\$57,529	\$59,257	\$61,035	\$62,866	\$64,751	\$66,694	\$68,695
E	\$53,703	\$55,313	\$56,974	\$58,681	\$60,442	\$62,256	\$64,122	\$66,048	\$68,026	\$70,068
F	\$54,776	\$56,419	\$58,111	\$59,857	\$61,649	\$63,497	\$65,406	\$67,366	\$69,390	\$71,467
G	\$55,872	\$57,548	\$59,274	\$61,051	\$62,884	\$64,771	\$66,714	\$68,713	\$70,775	\$72,900

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	\$15,000
Special Education LRC, HI, VI	\$10,000

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 or like experience
- d. High School Math, Science and World Languages consideration for Dual Enrollment

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 and placement in LRC, HI, and VI
- c. 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