



2025-2026 Guidance Counselor New Hire Placement Schedule							
Grade	MA	MA+12	MA+24	MA+36	MA+48	MA+60	MA+72 Doctorate
A	\$56,310	\$57,996	\$59,735	\$61,528	\$63,363	\$65,272	\$65,272
B	\$56,592	\$58,287	\$60,035	\$61,837	\$63,681	\$65,600	\$65,600
C	\$59,165	\$60,941	\$62,768	\$64,653	\$66,590	\$68,590	\$70,648
D	\$60,348	\$62,160	\$64,024	\$65,945	\$67,922	\$69,961	\$72,060
E	\$61,555	\$63,403	\$65,304	\$67,265	\$69,280	\$71,359	\$73,498
F	\$62,786	\$64,670	\$66,610	\$68,611	\$70,665	\$72,789	\$74,969
G	\$64,043	\$65,964	\$67,944	\$69,980	\$72,078	\$74,245	\$76,471

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
Doctorate	\$3,000
NBCT-GC, NCC or NSCS	\$3,000

Table IV
Stipend
Pay 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:

- The earned degree
- Graduate credits earned after the conferring last degree
- Years of full-time experience as a certificated employee or like experience

##### II. Additional Compensation is based upon:

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

##### III. Market Demand is based upon:

- Appropriate certification or endorsement
- Eligible for one of the following NBCT Guidance Counselor, NCC or NSCS even if bearer holds all certifications

##### IV. Pay for Performance is based upon:

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