2025-2026 CERTIFIED

Kyrene School District

NEW HIRE Salary Schedule

NFW HIRF BASE **PLACEMENT** 216 PAID DAYS 194 WORK DAYS 180 INSTRUCTIONAL DAYS

22 PAID HOLIDAYS/NON-WORK DAYS

14 PAID PLANNING/NON-INSTRUCTIONAL DAYS

EXPERIENCE	[BA/BS]	[BA/BS +15]	[BA/BS+30]	[BA/BS +45]	[MA/MS]	[MA/MS +15]	[MA/MS +30]	[MA/MS +45]	[EDD/PHD]
0-2 Years	\$50,436.50	\$51,829.42	\$53,222.35	\$54,615.29	\$56,240.36	\$57,633.30	\$59,026.22	\$60,419.16	\$62,044.25
3-5 Years	\$51,050.16	\$52,457.01	\$53,863.88	\$55,270.75	\$56,912.07	\$58,318.93	\$59,725.79	\$61,132.64	\$62,773.97
6-8 Years	\$51,519.11	\$52,940.04	\$54,360.97	\$55,781.90	\$57,439.64	\$58,860.58	\$60,281.50	\$61,702.42	\$63,360.18
9+ Years	\$51,992.75	\$53,427.88	\$54,863.02	\$56,298.17	\$57,972.50	\$59,407.61	\$60,842.76	\$62,277.89	\$63,952.23

ADDITIONAL BENEFITS

HSA Medical Plan \$50,000 Life Insurance

PAID Sick Leave

OPTIONAL BENEFITS Dental & Vision Programs Short Term Disability

Supplementary Life Insurance

Wellness Programs

Professional Development

Arizona State Retirement Pension

for all eligible employees **Hard-to-fill **Annual Market Stipends** working 30 hours or more Available subject to change per week: based on yearly budget:

Regular Resource (including Preschool, Visually/Hearing Impaired)

Extended Resource (CCD/CCB), Behavior Intervention

Dual Language Spanish or Spanish/English (Bilingual Endorsement required) Certified Staff qualified to teach and assigned to teach multiple content areas

National Board Certification

-see chart below (New Hires)

-see chart below (New Hires)

-see chart below (New Hires)

-\$1,000/YEAR -\$2,000/YEAR

Performance Pay (301) is awarded to all eligible certified staff that successfully complete established goals. This is in addition to the base salary amount, up to \$2,700

REGULAR RESOURCE (\$2,000 Minimum)

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EXPERIENCE	ВА	MA/PHD
1-8	\$2,000	\$2,000
9	\$2,000	\$2,700
10	\$2,400	\$3,600
11	\$3,000	\$4,500
12	\$3,600	\$5,400
13	\$4,200	\$6,300
14	\$4,800	\$7,200
15	\$5,400	\$8,100
16	\$6,000	\$9,000
17	\$6,600	\$9,900

SELF-CONTAINED (\$5,000 Minimum)

EXPERIENCE	BA	MA/PHD
1-11	\$5,000	\$5,000
12	\$5,000	\$5,400
13	\$5,000	\$6,300
14	\$5,000	\$7,200
15	\$5,400	\$8,100
16	\$6,000	\$9,000
17	\$6,600	\$9,900

^{**}Annual Market Stipends will be granted based on completed years of experience prior to FY 21-22.

DUAL-LANGUAGE (\$2,700 Minimum)

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EXPERIENCE	BA	MA/PHD
1-8	\$2,700	\$2,700
9	\$2,700	\$3,600
10	\$3,000	\$4,500
11	\$3,600	\$5,400
12	\$4,200	\$6,300
13	\$4,800	\$7,200
14	\$5,400	\$8,100
15	\$6,000	\$9,000
16	\$6,600	\$9,900

ABOUT KYRENE SCHOOL DISTRICT

Kyrene School District is one of Arizona's leading public school districts, providing excellence in education for more than 130 years. Kyrene is known for high academic achievement, with schools consistently outperforming peer districts, charter schools, and state averages on AZMERIT and other academic benchmarks.



2025-2026 Certified Teacher 218 Day Calendar New Hire Placement Guide

Experience	[BA/BS]	[BA/BS +15]	[BA/BS+30]	[BA/BS +45]	[MA/MS]	[MA/MS+15]	[MA/MS +30]	[MA/MS +45]	[EDD/PHD]
0-2 Years	\$ 51,750.58	\$ 53,182.94	\$ 54,615.29	\$ 56,047.64	\$ 57,718.71	\$ 59,151.07	\$ 60,583.43	\$ 62,015.78	\$ 63,686.85
3-5 Years	\$ 52,377.40	\$ 53,824.07	\$ 55,270.75	\$ 56,717.41	\$ 58,405.18	\$ 59,851.86	\$ 61,298.55	\$ 62,745.24	\$ 64,433.01
6-8 Years	\$ 52,859.60	\$ 54,320.75	\$ 55,781.90	\$ 57,243.02	\$ 58,947.69	\$ 60,408.85	\$ 61,869.98	\$ 63,331.12	\$ 65,035.80
9+ Years	\$ 53,346.65	\$ 54,822.41	\$ 56,298.17	\$ 57,773.91	\$ 59,495.65	\$ 60,971.39	\$ 62,447.14	\$ 63,922.88	\$ 65,644.60
Leadership Stipend: \$3,000 (Academic & Behavior Specialist, Teacher Assistive Technology Specialist, Instructional Coach)									



2025-2026 Certified Teacher 235 Day Calendar New Hire Placement Guide

Experience	[BA/BS]	[BA/BS+15]	[BA/BS+30]	[BA/BS +45]	[MA/MS]	[MA/MS+15]	[MA/MS +30]	[MA/MS +45]	[EDD/PHD]
0-2 Years	\$ 55,473.84	\$ 57,017.85	\$ 58,561.92	\$ 60,105.97	\$ 61,907.36	\$ 63,451.39	\$ 64,995.44	\$ 66,539.49	\$ 68,340.87
3-5 Years	\$ 56,137.86	\$ 57,697.33	\$ 59,256.82	\$ 60,816.32	\$ 62,635.73	\$ 64,195.21	\$ 65,754.70	\$ 67,314.20	\$ 69,133.58
6-8 Years	\$ 56,657.69	\$ 58,232.76	\$ 59,807.85	\$ 61,382.94	\$ 63,220.53	\$ 64,795.61	\$ 66,370.69	\$ 67,945.78	\$ 69,783.36
9+ Years	\$ 57,182.73	\$ 58,773.55	\$ 60,364.37	\$ 61,955.21	\$ 63,811.20	\$ 65,402.01	\$ 66,992.86	\$ 68,583.70	\$ 70,439.67

Leadership Stipend: \$3,000 (Certified Coordinators/Facilitators

Travel Allowance: \$500 (if applicable)