Yuma Union
High School District

APPROVED COMPENSATION PACKET

2025-2026
Approved by the Yuma Union High School Governing Board

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YUMA UNION HIGH SCHOOL DISTRICT #70

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YUMA UNION HIGH SCHOOL DISTRICT #70

Employee Compensation

Goals:

- *Maximize our investment in our staff within the parameters of the district budget*
- *Attract and retain high quality employees in all positions*
- *Collaborate with employee groups to constantly improve our workplace culture*
- *Increase predictability of budgets*
- *Increase equity and fairness of compensation systems*

1. All current benefited YUHSD Employees hired by 06/30/2025:

    - Will receive the following wage increases;

        - Administrative Support (Grades I-V) **Certified** – 3%
        - Administrative Support (Grades I-V) **Classified** – 3%
        - Administrative Support (Grades VI-XIV) - 3%
        - Administrative Support Social Workers – 3%
        - Certified Staff - 3%
        - Classified Staff – $1.00 per hour

    - This amount will serve as the basis for determining contract or work agreement base salary for 2025-2026.

YUMA UNION HIGH SCHOOL DISTRICT #70

Certificated & CTE Teacher Placement Salary Schedule

BA or Voc. Cert	BA+40/MA or Voc. Cert. +40	MA +30 or Voc. MA Equiv.+30	MA+60/PhD/Ed or Voc. MA Equiv.+60
$43,150	$45,150	$48,700	$51,700

* The minimum starting salary for a Counselor is $45,150. A Master's Degree is required for this position.

Additional compensations for eligible employees:

Experience Compensation:

- $75 per year for up to 5 years of relevant experience.
- $225 per year for years 6 – 12 of relevant experience.

Indian Gaming: $0 - $1,000 based upon the availability of funds

Classroom Site Fund (Prop 301): (See pages 15-18 for Proposed Plan)

- Teacher Compensation Base Salary:
  - $0 - $30,000 -- based upon the availability of funds
- Teacher Menu Money & Performance Pay:
  - $0 - $30,000-- based upon the availability of funds

Length of Contract:

New Teachers: 190 days (180 student days – 10 in service days)
Continuing Teachers: 184 days (180 student days – 4 in service days)
Certified Librarian: 194 days (180 student days – 14 additional days)
Counselor: 194 days (180 student days – 14 additional days)
Dropout Prevention Specialist: 194 days (180 student days – 14 additional days)
Instructional Coach: 194 days (180 student days – 14 additional days)
Instructional Leader: 186 days (180 student days – 6 additional days)

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Proposed Schedule: Hourly Wage	
Grade	**Wage**
V	minimum wage
X	$16.38
XI	$17.05
XII	$17.88
XIII	$18.45
XIV	$19.21
XV	$20.00
XVI	$20.84
XVII	$21.72
XVIII	$22.64
XIX	$23.60
XX	$24.62
XXI	$25.69
XXII	$26.80
XXIII	$27.98
XXIV	$29.22
XXV	$30.52

Classified Support Staff Placement Salary

17 Salary ranges

✓ Work schedules will be determined by the various work areas.

✓ Movement within placement schedule from one grade to another will constitute an amendment to the current hourly rate equivalent to the difference between the placement amounts for each position, per Board Policy 4-109.

✓ New Non-Exempt Support Staff will receive the following experience benefit: $.05 per hour for up to 5 years of relevant experience; $.07 per hour for years 6 through 12 of like experience.

Work Schedules 2025-2026 School Year		
9-Month Employees*	**10-Month Employees***	**12-Month Employees***
July 25, 2025- May 22, 2026	July 7, 2025- May 22, 2026	July 1, 2025- June 30, 2026

Holidays and Breaks shall be granted to regular employees in accord with the school calendar, for the holidays that occur during the normal work year.		
9-Month Employees	**10-Month Employees**	**12-Month Employees**
Labor Day	Labor Day	Independence Day
Veteran's Day	Veteran's Day	Labor Day
Thanksgiving Break	Thanksgiving Break	Veteran's Day
Christmas Eve & Day	Christmas Break	Thanksgiving Break (3 days)
New Year's Eve & Day	New Year's Eve & Day	Christmas Eve & Day
Martin Luther King Day	Martin Luther King Day	½ of Christmas Break
President's Day	President's Day	New Year's Eve & Day
Good Friday	Good Friday	Martin Luther King Day
	Spring Break	President's Day
		Good Friday
		½ of Spring Break
		Memorial Day
		Juneteenth Day

*Employee understands and acknowledges that work agreement may be terminated at any time for any reason, by either party, with or without cause, upon giving the other party written notice.

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Classified Support Staff Placement Salary Schedule

	Job Title	Grade	Salary
Administrative Services			
	Administrative Support		
	Receptionist	X	$16.38
	Office Specialist	X	$16.38
	Substitute Coordinator	X	$16.38
	Administrative Secretary - School	XI	$17.05
	Data Specialist	XI	$17.05
	Administrative Assistant - School	XIII	$18.45
	Human Resources Specialist	XIII	$18.45
	Registrar	XIII	$18.45
	Administrative Assistant –District	XV	$20.00
	Executive Assistant	XVI	$20.84
	Financial Support		
	Accounting Technician	X	$16.38
	Business Office – Campus Facilitator	X	$16.38
	Associated Student Body (ASB) Book Keeper	X	$16.38
	Campus Digital Resource Manager	X	$16.38
	Procurement Specialist	XI	$17.05
	Payroll Specialist	XIII	$18.45
	Technology Support		
	Support Analyst	XIII	$18.45
	IT Support Technician	XV	$20.00
	State Reporting Specialist	XV	$20.00
	Student Information System Specialist	XV	$20.00
	Application Support Specialist	XV	$20.00
	Senior IT Support Technician	XVIII	$22.64
	Application Support Manager	XXI	$25.69
	IT Support Manager	XXI	$25.69

YUMA UNION HIGH SCHOOL DISTRICT #70

Classified Support Staff Placement Salary Schedule

	Job Title	Grade	Salary
Instructional Services			
	Instructional Support		
	Personal Care Assistant – Special Services	X	$16.38
	Migrant Advisor	X	$16.38
	Migrant School Community Liaison	X	$16.38
	Paraprofessional	X	$16.38
	EL Tester	X	$16.38
	Athletic Equipment Manager/Security	X	$16.38
	Librarian- 194 day contract	XVI	$20.84
Maintenance & Operations			
	Custodial Services		
	Campus Custodian	X	$16.38
	Facilities Night Supervisor	XVI	$20.84
	Grounds Maintenance		
	Campus Groundskeeper	X	$16.38
	Maintenance		
	Facilities Maintenance Technician	X	$16.38
	HVACR Technician	XV	$20.00
	Warehouse		
	Warehouse Assistant	X	$16.38
Student Nutrition Services			
	Student Nutrition Utility / Courier	X	$16.38
	Student Nutrition Worker	X	$16.38
	Assistant Manager	XII	$17.88
	Manager	XVI	$20.84
Security Services			
	Attendance Officer	X	$16.38
	Security Officer	X	$16.38
Part Time Services			
	AVID Tutors		Per Agreement
	Student Workers	V	Minimum Wage
	Bus Driver		$30.00

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Administration Support Placement Salary Schedule

Grade	Minimum	Midpoint	Maximum
II	$48,849	$53,736	$58,619
III	$54,954	$60,453	$65,948
IV	$61,065	$67,171	$73,276
V	$67,171	$73,888	$80,604
VI	$73,276	$80,604	$87,928
VII	$79,381	$86,710	$95,257
VIII	$85,487	$94,034	$102,585
IX	$91,592	$100,144	$109,914
X	$97,698	$107,467	$117,238
XI	$103,803	$114,184	$124,566
XII	$109,908	$120,902	$131,894
XIII	$116,020	$127,619	$139,223
XIV	$122,125	$134,335	$146,547

Grade II
- Campus Facilities Supervisor
- Social Worker – 194 day contract (effective as of January 8, 2025)

Grade III
- Enterprise System Administrator
- Enterprise System Specialist
- HVACR Supervisor
- Project Manager
- School Nurse – 194 day contract
- School to Work Transition Specialist
- Technical Services Manager

Grade IV
- Enterprise Database Analyst
- Executive Assistant - Superintendent

Grade V
- Enterprise Systems and Network Engineer
- Programmer

Grade VI
- Director
- Psychologist – 194 day contract

Grade VIII
- Assistant Principal – High School

Grade X
- Chief Communications Officer
- Chief Financial Officer
- Chief Information Officer
- Executive Director – Career and Technical Education
- Executive Director – Facilities
- Executive Director – Federal Programs
- Executive Director – Human Resources
- Executive Director – M.A.P. (Mastery of the Arts Program)
- Executive Director – Procurement & Warehouse Services
- Executive Director – Student Nutrition Services
- Executive Director – Student Services
- Executive Director – Teaching & Learning
- Principal

Grade XIV
- Associate Superintendent

Education Factor: An additional $1,250 will be granted above placement experience for a recognized Bachelor's, Master's, or equivalent specialized degree, above the job requirement.

YUMA UNION HIGH SCHOOL DISTRICT #70

Supplemental Salary Schedules*

The following Supplemental Pay Schedule is established to compensate personnel for extra service performed for the District. The stipend for teaching an additional class is $ 8,630.00.

*If contracts for supplemental assignments are not signed by the start date of the assignment, a revised, prorated contract will be issued and must be signed on or before the revised start date of the assignment.

Assignments – Seasonal or Semester	Stipend
Assistant Coaches	$2,945
Head – All Sports Requiring Assistants	$3,945
Head – Sports Requiring No Assistants	$3,560
Head Football	$4,450
Intramural Director (Asst. Athletic Director) (per season)	$1,960
Unified Sports Liaison (per season)	$1,960

Assignments – Annual	Stipend
Academic Decathlon	$2,880
Assistant Band Director	$2,945
Auditorium Manager (Per Semester)	$2,300
AVID Site Coordinator	$1,965
Band Director	$3,925
Chess Director	$1,960
Choral Director	$3,450
Communications Liaison	$1,960
Class Sponsor	$1,100
Selected Club Sponsor	$950
Dance Director	$1,960
Drama Director	$2,470
FIRST Robotics	$1,960
Counseling Director	$3,670
Honor Band Conductor	$1,000
Instructional Leader (Up to 8 Teachers)	$3,200
Instructional Leader (9 – 14 Teachers)	$3,640
Instructional Leader (15+ Teachers)	$4,020
JROTC Instructor – Drill Team/Color Guard	$3,545
JROTC SMI – Physical Training/Air Rifle	$3,545
School Newspaper	$1,960
Speech Director	$1,960
Student Council Advisor	$2,880
Yearbook	$2,880

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Athletic Trainers - Stipends - Extended Days - Certified Hourly

Annual (201 work days)	Stipend
Athletic Trainer	$24,500

Stipends	Stipend
Arizona Board of Regents FAFSA Stipend	Up to $5,000
Go Ag	Up to $150/year
Health Occupations Students of America (HOSA)	$200/semester
Project (EASEL) Empowering Arizona with Social-Emotional Learning	$200/year
Parent Educator Academy/All in Education SLHS	$500/year
Returning Teacher PD Leaders	$100/training (up to 6 Trainings)
SEI Specialist	$1,000/semester
STEM Support Lead	$3,720/year
STEM Support	$1,860/year
Community Resident Artist	$1,500/Semester

CTE Stipends	Stipend
CTE Certified Teacher Supplemental Stipend (CTE Supplemental Rubric)	Up to $7,400/year
CTE Ambassador/Leaders Advisor	$1,000/year
CTE Counselor	$1,000/semester (VHS $500/semester)
CTE Instructional Leader/ Supplemental Stipend	Up to $10,400/year
Work Based Learning Liaison	$1,000 (1-12 students) $2000 (13 or more students)

The following Extended Day Schedule is established to compensate personnel for extra service performed for the District.

Extended Days	# of Days at Daily Rate
Counseling Director	20 Days
JROTC	Up To 46 Days

Hourly	Hourly Amount
Certified Hourly Assignments	$35
CNA Coordinator	$40
CNA On-Site Supervisor	$40

YUMA UNION HIGH SCHOOL DISTRICT #70

Employee Benefits

Today, more than ever, employee benefits represent an integral part of your total compensation. The Yuma Union High School District, offers an excellent benefit plan that provides our employees the following benefits:

- Health, Dental and Life Insurance
- Leave and Vacation
- ASRS Retirement Benefits / Long Term Disability
- Worker's Compensation
- Payroll Deduction Available for Optional Deductions
- Working Advantage Discount Program

Health/Dental/Life Insurance: The District provides $8,800.00 per year towards the payment of health, dental, and life insurance for the individual. Part-time, temporary, substitute, and YUHSD Retirees are not eligible for benefits. Employees may elect to purchase Buy Up Plans and/or Dependent coverage. Life Insurance is $50,000.

General Leave: Leave days credited in one year are as follows: nine-month employees: eleven days. Nine-month certificated & ten-month employees: twelve days. Twelve-month employees: fourteen days. The unused portion of general leave shall accumulate to a maximum of 180 days per YUHSD Policy 4-302.
Employees will accrue leave in two installments each fiscal year. Half of the general leave entitlement will be credited on July 1 and will be seen on the first pay after the start of the fiscal year. The remaining half of the general leave entitlement will be credited on January 1 and will be seen on the first pay after the winter break. Accrued leave days will be calculated based on the employee's standard work hours per week. Any employee not working a full contract cycle will have their leave prorated.

Vacation:

- Twelve-month Exempt Employees may accrue up to twenty days per year.
- Twelve-month Non-Exempt Support Staff earn vacation as follows. After one-year, twelve-month employees are entitled to twelve workdays of vacation. After six years, vacation shall be seventeen workdays per year; after twelve years, twenty workdays per year.
- Per YUHSD policies GCA and GDD, twelve-month employees may automatically carry vacation from the previous fiscal year not to exceed a forty-five-day carryover.
- Employees will accrue leave in two installments each fiscal year. Half of the vacation leave entitlement will be credited on July 1 and will be seen on the first pay after the start of the fiscal year. The remaining half of the general leave entitlement will be credited on January 1 and will be seen on the first pay after the winter break. Accrued leave days will be calculated based on the employee's standard work hours per week. Any employee not working a full contract cycle will have their leave prorated.

Arizona State Retirement System: Regular employees working 20 hours or more per week must participate in the Arizona State Retirement System (ASRS). The retirement benefits an employee receives depends on the number of years and months for which the employee receives retirement credit. Employees receive credit as a result of the following three factors: mandatory contributions to the plan, years of service, and age. Long-term disability is provided through an employee's participation in the ASRS. For additional information regarding benefits with the ASRS, log on to their website at www.azasrs.gov. New employees are obligated to electronically enroll in ASRS within one week of employment. (Retirees must specify participation).

Social Security/Medicare: The District contributes 6.2% of Salary

Worker's Compensation: Employees are automatically covered by Worker's Compensation insurance through the district's current worker's compensation carrier. If an employee is injured in an accident arising out of and in the course of his/her employment, he/she is eligible to apply for compensation.

Payroll Deduction is available for the following options:

Extra-curricular tax credit	Buy Up Plans and/or Dependent Coverage
403 B Investments	Flexible Benefits Program
Car/House Insurance	AFLAC
Legal Shield	Additional Life Insurance

Working Advantage Discount Program: Cost free discount program for exclusive and convenient savings on products, services, and experiences.

Additional Benefits for those eligible on the Administrative Support Salary Schedule:

$200,000 Life Insurance (cost of which is a taxable fringe benefit)
Cell Phone stipend for designated administrators
Technology stipend for designated personnel

Performance Pay for grade VI & above as referenced in employment contracts for all who are eligible. (Excluding Social Workers, who receive Prop 301)

1. Certificated Supplemental Benefits:

1. Relocation payment one-time payment of $1,000 for newly hired appropriately certified Yuma Union High School District teachers who relocate from at least 50 miles away from Yuma. * If the teacher fails to complete the contract year, the district may require the teacher to repay all or a portion of the funds paid for relocation.

2. Teachers who substitute during their planning periods will be compensated at the rate of $35.00 per period. Teachers who substitute at Vista High School will be compensated at the rate of $52.50 per 90-minute period.

*Contingent upon receipt of funds, benefits are funded through federal grants, approved for 2025-2026.

2. Loyalty Benefit

Employees who receive the benefit will receive it in a single one-time check following the completion of the school year of anniversary.

Maximum payment is set at the following levels and will be paid to current eligible employees in October, 2025:

- 10-14 years = $500 payment *
- 15-19 years = $750 payment *
- 20-24 years = $1,000 payment *
- 25 and up = $1,250 payment *

*To be determined based upon the availability of funds

3. Professional Advancement Benefit

Professional Advancement will be compensated as a benefit by the credit hour for all employee groups as per Table below. A credit approval committee has been convened to address professional advancement requests. The committee has developed approval guidelines based on the district's values and budget parameters.

- **Coursework taken July 1, 2025 through June 30, 2026:**
  - All coursework would need to be taken from an accredited college or university.
  - All coursework would require prior approval in order for the credit to be eligible for the benefit.
  - Newly hired employees, who took coursework prior to being hired, may apply for consideration by the Professional Advancement Committee.
  - Credit for professional advancement would be limited to transcripts from the year before the advancement is paid and will be paid only to current employees in a one-time check in September. That amount will be added to the employee's salary for subsequent years.
  - Deadlines for application for approval of credits and for submission of transcripts would be established by the committee. All special requests for credit approval must be reviewed by the committee. **All transcripts are due to Human Resources by August 15th of each fiscal year**. No credit will be given for coursework or in-service activities paid for by the District or earned while on District time.
  - There is a maximum of three units/credits per year for academic professional development credits or credit related to renewal of certification. The credit must be approved before enrollment to be eligible for compensation. Non-academic credits unrelated to certification are not eligible for professional development compensation.

Coursework Level	Compensation per Credit
Undergraduate	$40 per credit hour
Graduate	$80 per credit hour

Yuma Union High School District

2025-2026-Certified Staff- Performance-Based Compensation System Plan (Prop 301)

Performance-based compensation plan (301) funds provide eligible Yuma Union High School District (YUHSD) Certified staff an opportunity to increase their compensation by achieving annual performance goals.

Prop 301 Performance- Based Compensation System Committee Goals:

- Continue to maximize dollars provided by Prop 301 as payments to appropriate staff.
- Develop a current Performance Based Compensation System that:
    - Provides shared leadership across the campus
    - Provides opportunity for experiences in career pathways
    - Provides authentic, outcome-based performance opportunity
    - Ensures statute is met for A.R.S. 15-977

On an annual basis, YUHSD will convene the Performance-Based Compensation (Prop 301) Committee as authorized by the Superintendent. The Committee will be comprised of certified employees. In addition to the certified staff members, the Chief Financial Officer and the Executive Director of Human Resources will also participate on the Committee.

The purpose of the Committee is to evaluate the effectiveness of the previous year's 301 plan and determine recommended changes for the current year. After the committee finalizes the current year plan, the 301 plan will be presented to eligible certified staff members for an affirmative vote of at least 70% of the staff eligible to participate in the plan. The District plan will then be presented to the Governing Board for formal adoption at a public meeting. The Board has the option of suggesting modifications and redirecting the plan back to the Committee.

YUMA UNION HIGH SCHOOL DISTRICT #70

Performance-Based Compensation System Overview

In order to meet the requirements, set forth in A.R.S. 15-977 the performance-based compensation system committee developed the certified staff performance pay plan listed below:

A.R.S. 15-977 Requirements	Measurement/Evidence of Growth
1. School district performance and school performance:	At each school, ACT practice tests will be used to improve instruction in the classroom and increase student achievement.
2. Individual certified staff performance:	Individual certified staff performance will be determined by: 1-3 performance related goals that fall under the 2025-26 recognized core YUHSD70 areas: ● AVID ● ACT ● Education Technology ● Professional Learning Community (PLC) ● Personalized Competency Based Learning (PCBL) ● Leadership - Campus/District ● Social Emotional Learning (SEL) OR 1–3 performance-related goals that align with the 2025–2026 YUHSD Instructional Framework. Development and execution of a Plan-Do-Study-Act personal plan Evidence of implementation with measurable outcomes demonstrated in the Prop 301 Professional Growth Portfolio
3. Measures of academic progress toward the academic standards adopted by the state board of education:	District ACT practice test score summary reports will be used to make decisions regarding the instructional program.
4. Other measures of academic progress:	Evidence of implementation and/or participation in campus goal areas as prescribed by the Principal.
5. Dropout or graduation rates:	District withdrawal and entry lists will be evaluated regularly by school administrators. The Dropout Prevention Specialists will work with school administrators to provide options for at-risk students and to ensure data is correct.

6. Attendance Rates:	Faculty and Staff will monitor attendance on a regular basis with support from the Dropout Prevention Specialist in analyzing patterns of absences.
7. Ratings of school quality by parents:	Data from Parent surveys will be used to gauge perception of school quality.
8. Ratings of school quality by students:	Data from student surveys will be used to evaluate perception of strengths and opportunities of schools.
9. The input of certified staff and administrators:	Input was provided by certified staff and Administrators during the development process.
10. Approval of the performance-based compensation system based on an affirmative vote of at least seventy percent of the certified staff eligible to participate in the performance-based compensation system:	The plan was sent to all eligible certified staff for a vote and it was approved by 82.75% yes vote (446 yes and 8 no).
11. An appeal process for certified staff who have been denied performance-based compensation.	Certified Staff who are denied compensation may submit a written appeal to the Classroom Site Performance Committee for consideration. The deadline for appeals: 1st Semester – 10/24/2025; 2nd Semester – 04/24/2026 .
12. Regular evaluation for effectiveness.	Each school Principal will report on the effectiveness of the plan at a Leadership meeting throughout the year.

YUHSD Core value and mission EVERY student graduating college, career and community prepared upon graduation from YUHSD

The certified staff member will:

Develop 1-3 performance related goals that fall under the 2025-26 recognized core YUHSD70 areas:

- AVID
- ACT
- Education Technology
- Professional Learning Community (PLC)
- Personalized Competency Based Learning (PCBL)
- Leadership - Campus/District
- Social Emotional Learning (SEL)

OR

1–3 performance-related goals that align with the 2025–2026 YUHSD Instructional Framework.

Evidence of implementation with measurable outcomes demonstrated in the Performance-Based Professional Growth Portfolio

Write and apply professional development opportunities throughout the school year in order to stay current on best practices and professional growth.

Eligibility:

A Yuma Union High School District certified staff member is eligible for compensation if:

- They are a certified employee, under contract, who holds a valid teacher certificate issued by the Arizona Department of Education. District contracted certified staff working directly with teachers to improve instruction are also defined as Certified Staff for the purposes of the Performance-Based Professional Growth plan. (Please Note: *Certified Staff who let their certification lapse at any time during the applicable semester will NOT be eligible for Performance pay for that semester)*

Compensation is based on eligible Full Time Equivalent (FTE) assignments. Therefore, if an eligible employee works less than full-time, that employee's performance-based compensation will be prorated accordingly. Employees must be currently employed by the district at the time of payment.

New Hires during the School Year: If a certified staff member is hired, teaches and participates in the plan for less than the number of regularly scheduled contract days, the certified staff member is eligible for Performance Pay, as long as they have met their goals.

Family Medical Leave Act (FMLA): If a certified staff member has been approved for FMLA, the certified staff member will be entitled to their earned portion of the available funding based upon their successful completion of the District's Performance-Based Compensation Pay Plan. (Certified staff who fail to fulfill their contract through the relevant semester, for any reason, other than FMLA, will forfeit their eligibility for compensation under the performance-based compensation system).

YUMA UNION HIGH SCHOOL DISTRICT #70

Addendum

Placement Experience

An amount for experience ensures that anyone eligible is compensated for relevant experience.

New employees shall not exceed the salary or hourly rate of a current employee with the same experience.

- New Certified/CTE staff in 2025-2026 receive the following experience benefit:
  - $75 per year for up to 5 years of relevant experience.
  - $225 per year for years 6 through 12 of relevant experience.

- New Non-Exempt Support Staff will receive the following experience benefit:
  - $.05 per year for up to 5 years of relevant experience
  - $.07 per year for years 6 through 12 of relevant experience

- New Administration Support Hires in 2025-2026 will be based on years of relevant experience.
  - Years 1 through 9 of relevant experience may be placed between minimum range and midpoint range.
  - 10 or more years of relevant experience may be placed between midpoint range and maximum range.

- Current Classified Employees, who move from one grade to another within the Classified Salary Schedule, will constitute an amendment to the current hourly rate equivalent to the difference between the placement amounts for each position, per Board Policy 4-109.

- Current staff who move to a different salary schedule may be given credit for relevant experience as set by the Superintendent or designee, and consistent with the District's practice of hiring new employees. In calculating the new salary, education will be applied first and experience will be applied second.

- Current staff who move between grades on the Administration Support Salary Schedule will be awarded the greater of the following:
  - The difference between the previous minimum grade and the new minimum grade, plus employee's current salary.
  - Minimum salary at the new grade.

- Interim positions on the Administration Support Salary Schedule will start at the minimum placement. (Experience wouldn't be factored in until AND unless it becomes a permanent position.)

Salary Calculation Update

- Current employees promoted or hired from one salaried position to another will receive the salary difference between their current role and the new role, based on the compensation structure in effect at the time of the transition.
  If the effective date of the new position is July 1st, the employee will receive any general salary increases granted to benefited employees as part of the district's annual compensation adjustments. If the decision to transition into the new position is made before the district has finalized any general salary increases, the raise amount will be added to the salary listed in the new contract.

- Classified support staff who are promoted or hired into a certified or salaried administrative support position with a start date of July 1 or later will not be eligible for a general salary increase.