

CREIGHTON ELEMENTARY SCHOOL DISTRICT NO. 14

**CERTIFIED STAFF
ADDENDUM COMPENSATION SCHEDULE
2025-2026**

A. PLACEMENT:

Level placement for addendum compensation is contingent on a written proposal by a supervisor and submitted to the Superintendent's Cabinet for action. Determination of placement includes, but, is not limited to the following:

1. Degree and scope of responsibility for tasks that require additional time in excess of a professional day and contract year. (Base Contract)
2. Degree and scope of responsibility for development, organization, supervision, scheduling, budgeting, compliance, monitoring, reporting, program and staff evaluations of assigned support service area and/or educational program. (Position Description)
3. Accountability for effective and efficient operation of assigned support service area and/or educational program.

B. LOCAL SITE FISCAL RESPONSIBILITY

Each local site will be responsible for allocating funds from the local sources, which will financially support the addendum compensation placement.

C. ADDENDUM COMPENSATION SCHEDULE

Level I	\$1,125
Level II	\$1,800
Level III	\$3,600
Level IV	\$5,400/15 contract days
Level V	\$7,200/20 contract days



CREIGHTON ELEMENTARY SCHOOL DISTRICT NO. 14
ADMINISTRATIVE
2025-2026 SALARY SCHEDULE PLACEMENT RANGE
 (NOT A STEP SCHEDULE - FOR PLACEMENT ONLY)

Table 1 - Placement						
	D71	E81	E82	E83	E91	E92
A	\$78,532	\$83,898	\$88,117	\$92,487	\$98,163	\$105,253
B	\$79,829	\$87,638	\$92,057	\$96,630	\$102,568	\$109,987
C	\$81,127	\$91,380	\$95,996	\$100,772	\$106,974	\$114,721
D	\$82,424	\$95,121	\$99,937	\$104,914	\$111,380	\$119,456
E	\$83,722	\$98,861	\$103,877	\$109,056	\$115,785	\$124,191
F	\$85,019	\$102,603	\$107,816	\$113,198	\$120,191	\$128,926
G	\$86,322	\$106,348	\$111,758	\$117,344	\$124,598	\$133,662
H	\$87,619	\$110,089	\$115,699	\$121,486	\$129,003	\$138,397
I	\$88,916	\$113,830	\$119,639	\$125,628	\$133,409	\$143,132
J	\$90,214	\$117,571	\$123,578	\$129,771	\$137,814	\$147,866
K	\$91,511	\$121,313	\$127,518	\$133,912	\$142,221	\$152,601

Placement Categories	
LEVEL	POSITION
D71	Asst. Principal, Academic Services Coordinator
E81	Department Director
E82	Department Director, Senior
E82	Principal
E83	Academic Director
E83	Executive Director
E91	Asst. Supt of Business and Development
E92	Asst. Supt of Teaching and Learning

Administrative Longevity	
3 years	\$1,000.00
5 years	\$2,000.00
10 years	\$4,000.00
15 years	\$6,000.00

Table 2 - Stipends	
Principals Enrollment > 1,000	\$1,000
Doctorate	\$1,000
Mileage	
Level D71	\$1,069.50
Level E81	\$2,508.00
Level E82 - Finance/Technology	\$2,508.00
Level E82 - Principal	\$1,344.00
Level E83 - Academic Director	\$2,508.00
Level E83 - Executive Director	\$3,072.00
Level E91-E92	\$3,072.00
Community Relations	
Level E81, E82, E83	\$1,332.00
Level E83 - Human Resources	\$3,084.00
Level E91-E92	\$3,084.00
Merit Pay	
May be earned based on criteria below	

Footnotes

1. New Employee Placement is based upon up to 10 years of like or similar experience.
2. Continuing Administrators see formula sheet to calculate expected earnings for the upcoming school year.
 - a. Table 1 is for placement only
3. In addition to Table 1 salary, employees may qualify for earnings from Tables 2
4. Cellular Phone Allowance is district approved based on job requirement and supervisor approval.
5. Merit Pay is earned in the prior year and is determined by evaluation.

Work Year
 11.5 month work calendar
 12 month work calendar

Partial years shall be prorated by number of days employed by the District.

D71 – Asst. Principal, Academic Services Coordinator

E81 - Child Nutrition, Community Education

E81 - Maintenance & Operation, Transportation

E82 - Bond Project, Finance, Technology

E83 - Academic - Curriculum and Instruction, Exceptional Student Service, Student Support & Inclusive Practices

E83 - Executive – Effective Schools/Communications, Human Resources

CREIGHTON ELEMENTARY SCHOOL DISTRICT NO. 14

ANCILLARY SALARY SCHEDULE
2025-2026

POSITION

Substitute Teacher**	Daily	\$160.00
Substitute Nurse	Daily	\$160.00
Educational Support Personal Extra Pay	Hourly	Hourly or OT or Blended Rate
Assistant Principal - Beyond Contract	Daily	Daily Rate
Substitute Site Administrator (authorized)	Daily	Daily Rate
Contract Substitute (208 days)	Annual	\$38,936.10
Psychologist Intern	Annual	\$25,000.00
Certified Rate-Beyond Contract Community Education Instructor	Hourly	\$35.00
Translation Rate	Hourly	\$35.00
Summer Maintenance Work	Hourly	\$16.58
Activities/Clubs**	Per Season	\$1,000.00
	Yearly	\$1,600.00
Sports/Cheer**	Per Season	\$ 1,000.00

**Prior authorization from Assistant Principal or Principal, and Assistant Superintendent approval required

**Educational Support Person will receive \$20 per hour for Substitute Teacher coverage not to exceed \$160 per day

**Educational Support Person will receive \$16.58 per hour not to exceed amount of stipend amount.

**ESP that works more than 40 hour a week a blended rate will be applied

CREIGHTON ELEMENTARY SCHOOL DISTRICT NO. 14

MILEAGE SCHEDULE 2025-2026

POSITION		AMOUNT
Certified Occupational Therapist Assistant	Annual	\$500.00
Coordinator Community Education	Annual	\$500.00
Manager Administrative Office	Annual	\$500.00
Manager Family Resource	Annual	\$500.00
Occupational Therapist	Annual	\$500.00
Physical Therapist	Annual	\$500.00
Physical Therapist Assistant	Annual	\$500.00
Psychologist (Preschool)	Annual	\$500.00
Registered Nurse – Lead	Annual	\$500.00
Specialist – Assistive Technology	Annual	\$500.00
Specialist – Education & Outreach	Annual	\$500.00
Specialist Senior – Technology	Annual	\$500.00
Supervisor – Facilities	Annual	\$500.00
Teacher Elective – Band	Annual	\$500.00
Teacher - Gifted	Annual	\$500.00

**Mileage Allowance is district approved based on job requirement and supervisor approval.

**Employees who receive the mileage stipend will not be eligible for additional mileage reimbursement.

**Stipend will be distributed across employees pay cycles.



CREIGHTON ELEMENTARY SCHOOL DISTRICT NO. 14
SCHOOL PSYCHOLOGIST
2025-2026 SALARY SCHEDULE PLACEMENT RANGE
(NOT A STEP SCHEDULE - FOR PLACEMENT ONLY)

Table 1 - Placement		
	MA	MA+60
A	\$82,381	\$84,026
B	\$83,709	\$85,386
C	\$84,096	\$85,773
D	\$84,482	\$86,158
E	\$84,868	\$86,545
F	\$85,254	\$86,931
G	\$85,640	\$87,317
H	\$86,030	\$87,706
I	\$86,415	\$88,092
J	\$86,802	\$88,478
K	\$87,188	\$88,864

Table 2 - Longevity	
3 Years	\$1,000
5 Years	\$2,000
10 Years	\$4,000
15 Years	\$6,000

Table 3 - Stipends	
Doctorate	\$1,000
NCSP Certificate	\$1,000

Table 4 - Pay for Performance	
Up To	\$3,500

Footnotes

1. **New Employee Placement is based upon:**
 - a. The earned degree.
 - b. Graduate credits earned after the conferring of last degree.
 - c. Years of like experience; not to exceed 10 years
2. Compensation schedules are contingent upon funding.
3. In addition to Table 1, employees may qualify for earnings from Tables 2 through 4.
4. Professional Growth for the purposes of salary advancement is defined as any approved professional activities which improves employee performance of duties and lead to student academic achievement and success in the accomplishment of the District Mission, Goals, and Objectives.
5. Longevity (Table 2) based on years of employment in the district.
6. NCSP Certificate indicates eligible staff members is Nationally Certified School Psychologist.
7. Mileage Allowance is district approved based on job requirement and supervisor approval.
8. Pay for Performance is earned in the prior year and is determined by Classroom Site Fund Plan Rubric and Classroom Site Fund revenues.
9. To be eligible for Pay for Performance the staff member must:
 - a. Be employed at least 25% of the school year.
 - b. Receive a satisfactory evaluation or successfully complete a Performance Improvement Plan.
 - c. Comply with the provisions of A.R.S. §15-521 and not have been served notice of unprofessional conduct.
 - d. Complete the work year.

Work Year:

Continuing Staff	208 days (includes Holiday Pay)
New Staff	212 days (includes Holiday Pay)

C45 - School Psychologist

Partial years shall be prorated based upon days employed.



CREIGHTON ELEMENTARY SCHOOL DISTRICT NO. 14
MANAGER, SUPERVISOR, AND COORDINATOR
12 MONTH (CLASSIFIED) EXEMPT
2025-2026 SALARY SCHEDULE PLACEMENT RANGE
 (NOT A STEP SCHEDULE - FOR PLACEMENT ONLY)

Table 1 - Placement					
	B25	C41	C43	C44	C45
A	\$47,472	\$49,629	\$55,422	\$59,620	\$64,428
B	\$47,707	\$49,876	\$55,698	\$59,917	\$64,749
C	\$49,778	\$52,131	\$56,689	\$61,754	\$66,752
D	\$51,849	\$54,387	\$57,680	\$63,592	\$68,754
E	\$53,918	\$56,643	\$58,671	\$65,430	\$70,757
F	\$55,989	\$58,898	\$59,662	\$67,268	\$72,760
G	\$58,059	\$61,153	\$60,653	\$69,105	\$74,762
H	\$60,132	\$63,411	\$61,646	\$70,948	\$76,776
I	\$62,203	\$65,667	\$62,637	\$72,785	\$78,768
J	\$64,272	\$67,923	\$63,628	\$74,623	\$80,771
K	\$66,343	\$70,178	\$64,619	\$76,461	\$82,774

Table 2 - Professional Growth	
15 credits	\$1,000
30 credits	\$2,000
45 credits	\$3,000
60 credits	\$4,000

Table 3 - Longevity	
3 Years	\$1,000
5 Years	\$2,000
10 Years	\$4,000
15 Years	\$6,000

Table 4 - Pay for Performance
Up to \$500.00

Footnotes

- To find your Placement for use with Table 1 - Locate your position and note the level code above

LEVEL	POSITION
B25	Coordinator (Technology)
C41	Manager (School Site, Admin Office, CIA Office)
C43	Coordinator (Community Education Outreach, Fiscal, Employee Benefits, Maintenance and Operations, Transportation)
C43	Manager (Maintenance and Operations, Transportation)
C44	Manager (Data Processing, Asst. Superintendent Office, Family Resource, Fiscal Services, Human Resources, Payroll, Purchasing, Technology Prof Dev)
C45	Manager, Senior (Child Nutrition, Communication, Effective Schools, Executive Office, Network Admin, Technology)
- New Employee (Table 1) is based upon:
 - Relevant and related to position.
 - Previous related experience (not to exceed 10 years).
- Compensation schedules are contingent upon funding.
- In addition to Table 1 salary, employees may qualify for earnings from Tables 2 through 4
- Cellular Phone Allowance is district approved based on job requirement and supervisor approval.
- Mileage Allowance is district approved based on job requirement and supervisor approval.
- Professional Growth (Table 2) for the purposes of salary advancement is defined as any approved professional activities which will improve the employee's performance of duties and success in accomplishment of the District's Mission, Goals, and Objectives. These professional growth activities must be done on an employee's own time at their own expense. Exempt employees are eligible for a total of 60 credits of professional growth.
- Pay for Performance (Table 4) the staff member must:
 - Not be on a Performance Improvement Plan at the end of the school year.
 - Be employed at least 25% of the school year.
 - Complete the work year.

Work Year:

12 month work calendar Partial years shall be prorated by number of days employed by the District.



**CREIGHTON ELEMENTARY SCHOOL DISTRICT NO. 14
 EDUCATIONAL SUPPORT PERSONNEL (ESP) - HOURLY
 2025-2026 SALARY SCHEDULE PLACEMENT RANGE
 (NOT A STEP SCHEDULE - FOR PLACEMENT ONLY)**

Table 1 - Category Placement											
	A	B	C	D	E	F	G	H	I	J	K
A12	\$16.91	\$17.00	\$17.05	\$17.12	\$17.17	\$17.23	\$17.28	\$17.34	\$17.39	\$17.45	\$17.50
A13	\$17.31	\$17.39	\$17.45	\$17.50	\$17.56	\$17.63	\$17.68	\$17.74	\$17.79	\$17.85	\$17.90
B21	\$17.70	\$17.78	\$17.84	\$17.89	\$17.95	\$18.00	\$18.06	\$18.12	\$18.18	\$18.24	\$18.29
B21.1	\$20.03	\$20.12	\$20.24	\$20.35	\$20.46	\$20.59	\$20.72	\$20.83	\$20.94	\$21.05	\$21.17
B22	\$18.59	\$18.69	\$18.75	\$18.80	\$18.86	\$18.91	\$18.97	\$19.02	\$19.08	\$19.14	\$19.20
B22.1	\$20.06	\$20.16	\$20.29	\$20.41	\$20.53	\$20.67	\$20.81	\$20.95	\$21.07	\$21.21	\$21.33
B22.2	\$19.16	\$19.25	\$19.31	\$19.36	\$19.42	\$19.47	\$19.53	\$19.58	\$19.65	\$19.70	\$19.76
B23	\$20.15	\$20.25	\$20.30	\$20.36	\$20.41	\$20.47	\$20.53	\$20.58	\$20.64	\$20.70	\$20.76
B23.1	\$20.74	\$20.84	\$20.96	\$21.09	\$21.22	\$21.34	\$21.47	\$21.61	\$21.74	\$21.86	\$21.98
B23.2	\$23.38	\$23.49	\$23.80	\$24.10	\$24.41	\$24.71	\$25.02	\$25.34	\$25.64	\$25.95	\$26.25
B24	\$20.93	\$21.03	\$21.09	\$21.14	\$21.21	\$21.26	\$21.32	\$21.37	\$21.43	\$21.48	\$21.54
B24.1	\$23.17	\$23.29	\$23.42	\$23.56	\$23.69	\$23.83	\$23.97	\$24.10	\$24.24	\$24.38	\$24.51
B24.2	\$28.12	\$28.26	\$28.41	\$28.56	\$28.70	\$28.86	\$29.00	\$29.14	\$29.29	\$29.44	\$29.59
B31	\$20.93	\$21.03	\$21.09	\$21.14	\$21.21	\$21.26	\$21.32	\$21.37	\$21.43	\$21.48	\$21.54

Table 2 - Professional Growth	
15 credits	\$1,000
30 credits	\$2,000
45 credits	\$3,000
60 credits	\$4,000

Table 3 - Longevity	
3 Years	\$1,000
5 Years	\$2,000
10 Years	\$4,000
15 Years	\$6,000

Table 4 - Pay for Performance
Up to \$500.00

Footnotes

1. To find your Category for use with Table 1 - Locate your position and note the level code above

LEVEL	POSITION	LEVEL	POSITION
A12	Child Nutrition Assistant	B22	Specialist - Health/Media
A12	Maintenance & Operations Worker	B22.1	Transportation Specialist
A12	Student Support Assistant - Schools	B22.2	Specialist - Instructional Support/PE - HQ
A12	Student Support Assistant - Transportation	B23	Fiscal Specialist
A13	Administrative Technician	B23	Instructional Support Specialist, Senior
A13	Administrative Technician - Exceptional Student Services	B23	Mechanic
A13	Child Nutrition Technician	B23	Student Management Specialist, Senior
A13	Child Nutrition Delivery/Van Driver/Driver in Training	B23.1	Trades Specialist (Carpenter)
A13	Maintenance & Operations Technician	B23.2	Trades Specialist (Special System Technician)
A13	Warehouse Technician	B24	Human Resource, Specialist
B21	Child Nutrition Cooks/Baker	B24	Fiscal Specialist, Senior
B21	Maintenance & Operations Technician, Senior	B24.1	Fiscal Specialist, Payroll
B21.1	Bus Driver	B24.1	Trades Specialist, Senior
B22	Administrative Specialist	B24.2	Technology Specialist, Senior
B22	Community Ed Outreach Specialist	B31	Child Nutrition Supervisor
B22	LPN - School Nurse	B31	Maintenance & Operations Supervisor

2. New Employee (Table 1) is based upon:

- A. Relevant coursework.
- B. Previous related experience up to 10 years

3. Professional Growth (Table 2) for purposes of salary advancement is defined as approved professional activities which will improve the employee's performance of duties and success in the accomplishment of the District's Mission, Goals, and Objectives.

4. Longevity (Table 3) based on years of employment in district

5. Pay for Performance (Table 4):

To be eligible for Pay for Performance the staff member must:

- C. Not be on a performance improvement plan at the end of the school year.
- D. Be employed at least 25% of the school year.
- E. Complete the work year.

6. Mileage Allowance is district approved based on job requirement and supervisor approval.

7. Up to 10 bus drivers 12 month



CREIGHTON ELEMENTARY SCHOOL DISTRICT NO. 14
REGISTERED NURSE, OCCUPATIONAL THERAPIST ASSISTANT and
SPEECH LANGUAGE PATHOLOGIST ASSISTANT
2025-2026 SALARY SCHEDULE PLACEMENT RANGE
(NOT A STEP SCHEDULE - FOR PLACEMENT ONLY)

Table 1 - Placement		
	C41	C42
A	\$48,574	\$48,242
B	\$48,816	\$48,482
C	\$49,116	\$48,782
D	\$49,416	\$49,082
E	\$49,717	\$49,382
F	\$50,017	\$49,682
G	\$50,318	\$49,983
H	\$50,621	\$50,287
I	\$50,921	\$50,587
J	\$51,221	\$50,887
K	\$51,522	\$51,188

Table 2 - Professional Growth			
BA+ 18	\$1,142	MA+30	\$4,188
BA+36/MA	\$2,284	MA+45	\$5,140
BA+54/MA+15	\$3,426	MA+60	\$6,091

Table 3 - Longevity	
3 Years	\$1,000
5 Years	\$2,000
10 Years	\$4,000
15 Years	\$6,000

Table 4 - Pay for Performance
Up to \$500.00

Footnotes

1. New Employee Placement is based upon:
 - a. The earned degree.
 - b. Graduate credits earned after the conferring of last degree.
 - c. Years of like experience; not to exceed 10 yrs
2. Compensation schedules are contingent upon funding.
3. In addition to Table 1, employees may qualify for earnings from Tables 2 through 4.
4. Professional Growth for the purposes of salary advancement is defined as any approved professional activities which will improve employee performance of duties and lead to student academic achievement and success in the accomplishment of the District Mission, Goals, and Objectives.
5. Credits must have been earned within the previous ten (10) year period from the date of employment.
6. Mileage Allowance is district approved based on job requirement and supervisor approval.
7. To be eligible for Pay for Performance the staff member must:
 - a. Be employed at least 25% of the school year.
 - b. Receive a satisfactory evaluation or successfully complete a Performance Improvement Plan.
 - c. Complete the work year.

C41 - SLPA/COTA

C42 - Registered Nurse

Work Year: 205 days (includes Holiday Pay)

Partial years shall be prorated by number of days employed by the District.



**CREIGHTON ELEMENTARY SCHOOL DISTRICT NO. 14
SPEECH THERAPIST, OCCUPATIONAL THERAPIST,
PHYSICAL THERAPIST**

**2025-2026 SALARY SCHEDULE PLACEMENT RANGE
(NOT A STEP SCHEDULE - FOR PLACEMENT ONLY)**

Table 1 - Placement					
C44	MA	MA+15	MA+30	MA+45	MA+60
A	\$62,357	\$64,001	\$65,097	\$66,468	\$67,838
B	\$63,591	\$65,268	\$66,387	\$67,784	\$69,182
C	\$63,927	\$65,604	\$66,723	\$68,121	\$69,518
D	\$64,264	\$65,941	\$67,059	\$68,457	\$69,855
E	\$64,601	\$66,278	\$67,395	\$68,794	\$70,191
F	\$64,937	\$66,613	\$67,732	\$69,129	\$70,528
G	\$65,273	\$66,950	\$68,069	\$69,466	\$70,863
H	\$65,610	\$67,287	\$68,406	\$69,804	\$71,201
I	\$66,681	\$68,358	\$69,476	\$70,875	\$72,272
J	\$67,008	\$68,685	\$69,803	\$71,201	\$72,599
K	\$67,628	\$69,305	\$70,424	\$71,821	\$73,220

C45	MA	MA+15	MA+30	MA+45	MA+60
A	\$63,885	\$65,529	\$66,625	\$67,996	\$69,367
B	\$65,149	\$66,826	\$67,945	\$69,343	\$70,740
C	\$65,537	\$67,214	\$68,332	\$69,730	\$71,128
D	\$65,925	\$67,601	\$68,719	\$70,117	\$71,515
E	\$66,311	\$67,988	\$69,107	\$70,504	\$71,902
F	\$69,699	\$68,376	\$69,494	\$70,892	\$72,289
G	\$67,085	\$68,762	\$69,881	\$71,279	\$72,676
H	\$67,473	\$69,150	\$70,268	\$71,666	\$73,064
I	\$67,861	\$69,536	\$70,655	\$72,053	\$73,451
J	\$68,247	\$69,924	\$71,043	\$72,440	\$73,838
K	\$68,635	\$70,312	\$71,430	\$72,828	\$74,225

Table 2 - Longevity	
3 Years	\$1,000
5 Years	\$2,000
10 Years	\$4,000
15 Years	\$6,000

Table 3 - Stipends	
Doctorate	\$1,000
BCS Certificate	\$1,000
NBCOT Certificate	\$1,000
Occupational/Physical	\$6,000
Speech with CCCs	\$20,000

Table 4 Pay for Performance	
Up To	\$3,500

Footnotes

1. **New Employee Placement is based upon:**
 - a. The earned degree.
 - b. Graduate credits earned after the conferring of last degree.
 - c. Years of like experience; not to exceed 10 years
2. Compensation schedules are contingent upon funding.
3. In addition to Table 1, employees may qualify for earnings from Tables 2 through 4 once proof of full certification is provided.
4. Professional Growth for the purposes of salary advancement is defined as any approved professional activities which improves employee performance of duties and lead to student academic achievement and success in the accomplishment of the District Mission, Goals, and Objectives.
 - a. Employed at least 25% of the school year.
 - b. Receive a satisfactory evaluation or successfully complete a Performance Improvement Plan.
 - c. Comply with the provisions of A.R.S. §15-521 and not have been served notice of unprofessional conduct.
 - d. Complete the work year.
5. Longevity (Table 2) based on years of employment in the district.
6. CCC-SLP Certificate indicates eligible staff members is Clinical Competence
7. BCS and NBCOT Certificate indicates eligible staff members is Board Certificated Specialist.
8. Mileage Allowance is district approved based on job Requirement and supervisor approval.
9. Pay for Performance is earned in the prior year and is determined by Classroom Site Fund Plan Rubric and Classroom Site Fund revenues.

To be eligible for Pay for Performance the staff member must:

C44 - SLP/OT/PT

Partial years shall be prorated based upon days employed.

Work Year:

Continuing Staff 208 days (includes Holiday Pay)
New Staff 212 days (includes Holiday Pay)



CREIGHTON ELEMENTARY SCHOOL DISTRICT NO. 14
CERTIFIED TEACHER
2025-2026 SALARY SCHEDULE PLACEMENT RANGE
(NOT A STEP SCHEDULE - FOR PLACEMENT ONLY)

Table 1 - Placement							
Placement	BA	BA+18	BA+36/MA	BA+54/MA+15	MA+30	MA+45	MA+60
Emergency Certified	\$48,776	\$50,042	\$51,307	\$52,573	\$53,417	\$54,471	\$55,526
A	\$50,000	\$51,113	\$52,379	\$53,644	\$54,488	\$55,542	\$56,597
B	\$50,835	\$52,125	\$53,415	\$54,707	\$55,567	\$56,643	\$57,718
C	\$51,141	\$52,431	\$53,721	\$55,013	\$55,873	\$56,949	\$58,024
D	\$51,447	\$52,737	\$54,027	\$55,319	\$56,179	\$57,255	\$58,330
E	\$51,753	\$53,043	\$54,333	\$55,625	\$56,485	\$57,561	\$58,636
F	\$52,059	\$53,349	\$54,639	\$55,931	\$56,791	\$57,867	\$58,942
G	\$52,365	\$53,655	\$54,945	\$56,237	\$57,097	\$58,173	\$59,248
H	\$52,674	\$53,964	\$55,254	\$56,546	\$57,406	\$58,482	\$59,557
I	\$52,983	\$54,273	\$55,563	\$56,855	\$57,715	\$58,791	\$59,866
J	\$53,292	\$54,582	\$55,872	\$57,164	\$58,024	\$59,100	\$60,175
K	\$53,601	\$54,891	\$56,181	\$57,473	\$58,333	\$59,409	\$60,484

Table 2 - Longevity	
3 Years	\$1,000
5 Years	\$2,000
10 Years	\$4,000
15 Years	\$6,000

Table 3 - Stipends	
Doctorate	\$1,000
NBPTS Certificate	\$1,000

Table 4 - Pay for Performance	
Up To	\$3,500

Footnotes

- New Employee Placement is based upon:**
 - The earned degree.
 - Graduate credits earned after the conferring of last degree.
 - Years of like experience; not to exceed 10 years
 - If not appropriately certified placement Emergency Certified
 - Elementary, Electives, Lang Arts, Social Studies, TOA
- Compensation schedules are contingent upon funding.
- In addition to Table 1, employees may qualify for earnings from Tables 2 through 4.
- NBPTS Certificate indicates eligible staff members holding a National Board for Professional Teaching Standards Certificate.
- Professional Growth for the purposes of salary advancement is defined as any approved professional activities which improves employee performance of duties and lead to student academic achievement and success in the accomplishment of the District Mission, Goals, and Objectives.
- Longevity (Table 2) based on years of employment in the district.
- Mileage Allowance is district approved based on job requirement and supervisor approval.
- Pay for Performance is earned in the prior year and is determined by Classroom Site Fund Plan Rubric and Classroom Site Fund revenues.

To be eligible for Pay for Performance the staff member must:

- Be employed at least 25% of the school year.
- Receive a satisfactory evaluation or successfully complete a Performance Improvement Plan.
- Comply with the provisions of A.R.S. §15-521 and not have been served notice of unprofessional conduct.
- Complete the work year.

Work Year:

Continuing Staff 208 days (includes Holiday Pay)
 New Staff 212 days (includes Holiday Pay)

C42 - Teacher

Partial years shall be prorated based upon days employed.



CREIGHTON ELEMENTARY SCHOOL DISTRICT NO. 14
CERTIFIED SPECIAL EDUCATION/SCIENCE/TECHNOLOGY
DUAL LANGUAGE SPANISH/GIFTED/MATH TEACHER
2025-2026 SALARY SCHEDULE PLACEMENT RANGE
 (NOT A STEP SCHEDULE - FOR PLACEMENT ONLY)

Table 1 - Placement

Placement	BA	BA+18	BA+36/MA	BA+54/MA+15	MA+30	MA+45	MA+60
Emergency Certified	\$49,832	\$51,098	\$52,364	\$53,630	\$54,472	\$55,527	\$56,582
A	\$50,903	\$52,169	\$53,435	\$54,700	\$55,544	\$56,599	\$57,653
B	\$51,911	\$53,202	\$54,492	\$55,783	\$56,644	\$57,719	\$58,795
C	\$52,218	\$53,509	\$54,800	\$56,090	\$56,951	\$58,026	\$59,102
D	\$52,525	\$53,816	\$55,106	\$56,397	\$57,258	\$58,333	\$59,409
E	\$52,832	\$54,123	\$55,413	\$56,704	\$57,565	\$58,640	\$59,716
F	\$53,139	\$54,430	\$55,720	\$57,011	\$57,872	\$58,947	\$60,023
G	\$53,446	\$54,737	\$56,027	\$57,318	\$58,179	\$59,254	\$60,330
H	\$53,753	\$55,044	\$56,334	\$57,625	\$58,486	\$59,561	\$60,637
I	\$54,060	\$55,351	\$56,641	\$57,932	\$58,793	\$59,868	\$60,944
J	\$54,367	\$55,658	\$56,948	\$58,239	\$59,100	\$60,175	\$61,251
K	\$54,674	\$55,965	\$57,255	\$58,546	\$59,407	\$60,482	\$61,558

Table 2 - Longevity

3 Years	\$1,000
5 Years	\$2,000
10 Years	\$4,000
15 Years	\$6,000

Table 3 - Stipends

Doctorate	\$1,000
NBPTS Certificate	\$1,000
Market Demand 1	\$4,500
Market Demand 2	\$7,500

Table 4 - Pay for Performance

Up to \$3,500

Footnotes

1. **New Employee Placement is based upon:**
 - a. The earned degree.
 - b. Graduate credits earned after the conferring of last degree.
 - c. Years of like experience; not to exceed 10 years
 - d. If not appropriately certified placement Emergency Certified
 - e. Special Education, Reading Intervention, Gifted, Technology, Math/Science 6 departmentalized, Math 7-8 and Science 7-8, Dual Language Spanish Classroom
 2. Compensation schedules are contingent upon funding.
 3. In addition to Table 1, employees may qualify for earnings from Tables 2 through 4.
 4. Market Demand 1 stipend is earned by certified Resource and Sped Preschool classrooms.
 5. Market Demand 2 stipend is earned by certified self-contained Teachers in designated PACE, RISE, STRIVE, STARS and PLACES classrooms.
 6. Professional Growth for the purposes of salary advancement is defined as any approved professional activities which improves employee performance of duties and lead to student academic achievement and success in the accomplishment of the District Mission, Goals, and Objectives.
 7. Longevity (Table 2) based on years of employment in the district.
 8. NBPTS Certificate indicates eligible staff members holding a National Board for Professional Teaching Standards Certificate.
 9. Mileage Allowance is district approved based on job requirement and supervisor approval.
 10. Pay for Performance is earned in the prior year and is determined by Classroom Site Fund Plan Rubric and Classroom Site Fund revenues.
- To be eligible for Pay for Performance the staff member must:
- a. Be employed at least 25% of the school year.
 - b. Receive a satisfactory evaluation or successfully complete a Performance Improvement Plan.
 - c. Comply with the provisions of A.R.S. §15-521 and have not been served notice of unprofessional conduct.
 - d. Complete the work year.
- Partial years shall be prorated based upon days employed.

C43 - Teacher Dual Language Spanish, Math
C43 - Gifted, Reading Inv., Sped, Technology

Work Year:

Continuing Staff 208 days (includes Holiday Pay)
 New Staff 212 days (includes Holiday Pay)