



J.O. Combs Unified School District

Learning Today, Leading Tomorrow

43371 N. Kenworthy Rd.
San Tan Valley, AZ 85140
(480) 987-5300 | info@jocombs.org

J.O. Combs Unified School District #44 2025-2026 Administrative Salary Schedule

Base Salary

Position	Initial Base Salary*	Length of Contract (Requirements)
Dean of Students	\$66,083.00	261 Days (12 Months) [MA Required]
Assistant Principal - High School	\$81,846.00	261 Days (12 Months) [Administrative Certificate]
Principal - Elementary School	\$84,445.00	261 Days (12 Months) [Administrative Certificate]
Principal - Middle School	\$86,384.00	261 Days (12 Months) [Administrative Certificate]
Principal - High School	\$90,406.00	261 Days (12 Months) [Administrative Certificate]
District Level - Coordinator (Assessment & Accountability; Career & Technical Education; Curriculum, Instruction & Assessment; Professional Learning, Accountability, & Assessment; Student Services; Teaching & Learning)	\$92,090.00	261 Days (12 Months) [Administrative Certificate preferred]
District Level - Director (Business Services; Curriculum, Human Resources, Instruction & Assessment; Marketing & Community Relations; Student Services; Support Services; Technology)	\$92,274.00	261 Days (12 Months) [Administrative Certificate, if applicable]
Assistant Superintendent	\$96,458.00	261 Days (12 Months) [Administrative Certificate]

Additional Benefits

Previous Experience**

- 1-5 Years - \$300/Year will be granted for each year of verified experience
- 6-10 Years - \$250/Year will be granted for each year of verified experience
- 11-15 Years - \$200/Year will be granted for each year of verified experience
- 16+ Years - \$150/Year will be granted for each year of verified experience

J.O. Combs Welcome:** This amount is factored into the base salary, becoming an ongoing part of the individual's salary.

- 0 Years - \$250
- 1-5 Years - \$500
- 6-10 Years - \$750
- 11-15 Years - \$1,000
- 16+ Years - \$1,250

Education**

- \$3,000 for a Doctoral Degree



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Cell Phone Stipend**

- Monthly Stipend

Performance Pay Plan

- Up to \$800 - distributed in June based on meeting performance goals

Contracted Days

- 261 contracted days (242 working days, 7 Administrative day and 12 paid holidays)

Paid Employee Health Insurance

- Available to all eligible employees working at least 30 service hours per week. The district pays 100% (\$7,127) for the Combs Primary Health insurance plan. All eligible employees may purchase upgraded insurance plans and/or add dependent coverage. The employee is responsible for the cost of the upgrade/dependent coverage premium above the Combs Primary Health insurance plan.

Paid Employee Life Insurance Coverage

- Employees working at least 30 service hours per week receive \$200,000 benefit

Voluntary Benefits

- Employees working at least 30 service hours per week are eligible for voluntary benefits. Voluntary Benefit insurance plans include: dental, vision, AD & D, critical illness, term life and whole life insurance, cancer, hospital, accident, pet, identity theft and legal plans. Health Saving Account (HSA) and Flexible Savings Account (FSA) are also available.

State Retirement

- District matches the employee's contribution to Arizona State Retirement

Social Security/Medicare

- District matches employee's contribution 7.65%

Tax Sheltered Annuity 403(b)

- Available at employee expense

Sick Leave

- Eligible employee earn 1.5 days per month

Vacation Leave

- Eligible employees earn 25 days per year

Employee Assistance Program

- District offers free to all employees

Short-Term Disability Insurance

- Available at employee expense

Long-Term Disability Insurance

- Provided by the State after 180 days of medical leave

Employee Childcare

- The district offers Kindergarten Prep and contracts an outside entity for before/after School care at a discount rate for employees.

**Additional compensation is applied to the initial base salary based on the employee's qualifications.

Approved April 9, 2025

REV 04/2026