



**2026-2027 CERTIFIED TEACHER, SOCIAL WORKER & NURSE NEW HIRE PLACEMENT SCHEDULE**

Grade	BA+0	BA+12	BA+24	BA+36 MA+0	BA+48 MA+12	BA+60 MA+24	BA+72 MA+36	BA+84 MA+48	MA+60	MA+72 Doctorate
A	\$49,847	\$51,103	\$52,637	\$54,216	\$55,840	\$57,517	\$59,241	\$61,019	\$62,849	\$64,735
B	\$50,594	\$51,869	\$53,424	\$55,027	\$56,676	\$58,378	\$60,127	\$61,932	\$63,789	\$65,705
C	\$52,652	\$54,230	\$55,857	\$57,531	\$59,257	\$61,033	\$62,866	\$64,752	\$66,695	\$68,695
D	\$53,703	\$55,316	\$56,977	\$58,680	\$60,443	\$62,256	\$64,124	\$66,047	\$68,028	\$70,069
E	\$54,778	\$56,420	\$58,114	\$59,855	\$61,651	\$63,502	\$65,405	\$67,369	\$69,387	\$71,470
F	\$55,872	\$57,548	\$59,274	\$61,055	\$62,882	\$64,767	\$66,715	\$68,714	\$70,778	\$72,897
G	\$56,990	\$58,699	\$60,460	\$62,273	\$64,142	\$66,067	\$68,049	\$70,088	\$72,191	\$74,358

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
NBCT	\$3,000
Doctorate	\$3,000
Special Ed Specialized	\$15,000
Special Education LRC, HI, VI	\$10,000

Table IV
Stipend
Pay for 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:**

- a. The earned degree
- b. Graduate credits earned after the conferring last degree
- c. Years of full-time experience as a certificated employee or like experience
- d. High School Math, Science and World Languages consideration for Dual Enrollment

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

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

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

- a. Appropriate certification or endorsement
- b. Special Education and placement in LRC, HI, and VI
- c. Special Education certification and placement in Specialized Program-ALC, SCA, SUCCESS, LSC, SHINE, KABC, PANDA and SCORE

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

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