



2026-2027 Guidance Counselor New Hire Placement Schedule							
Grade	MA	MA+12	MA+24	MA+36	MA+48	MA+60	MA+72 Doctorate
A	\$56,874	\$58,576	\$60,333	\$62,144	\$63,997	\$65,920	\$67,901
B	\$57,724	\$59,453	\$61,236	\$63,074	\$64,955	\$66,906	\$68,917
C	\$60,349	\$62,160	\$64,024	\$65,947	\$67,922	\$69,962	\$72,061
D	\$61,555	\$63,404	\$65,305	\$67,264	\$69,281	\$71,361	\$73,502
E	\$62,787	\$64,672	\$66,611	\$68,611	\$70,666	\$72,787	\$74,968
F	\$64,042	\$65,964	\$67,943	\$69,984	\$72,079	\$74,245	\$76,469
G	\$65,324	\$67,284	\$69,303	\$71,380	\$73,520	\$75,730	\$78,001

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
Doctorate	\$3,000
NBCT-GC, NCC or NSCS	\$3,000

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

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. Eligible for one of the following NBCT Guidance Counselor, NCC or NSCS even if bearer holds all certifications

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