

2026-2027 CERTIFIED



NEW HIRE Salary Schedule

216 PAID DAYS 194 WORK DAYS 180 INSTRUCTIONAL DAYS 22 PAID HOLIDAYS/NON-WORK DAYS 14 PAID PLANNING/NON-INSTRUCTIONAL DAYS

NEW HIRE

BASE PLACEMENT

EXPERIENCE	[BA/BS]	[BA/BS +15]	[BA/BS +30]	[BA/BS +45]	[MA/MS]	[MA/MS +15]	[MA/MS +30]	[MA/MS +45]	[EDD/PHD]
0-2 Years	\$52,453.96	\$53,902.60	\$55,351.24	\$56,799.90	\$58,489.97	\$59,938.63	\$61,387.27	\$62,835.93	\$64,526.02
3-5 Years	\$53,092.17	\$54,555.29	\$56,018.44	\$57,481.58	\$59,188.55	\$60,651.69	\$62,114.82	\$63,577.95	\$65,284.93
6-8 Years	\$53,579.87	\$55,057.64	\$56,535.41	\$58,013.18	\$59,737.23	\$61,215.00	\$62,692.76	\$64,170.52	\$65,894.59
9+ Years	\$54,072.46	\$55,565.00	\$57,057.54	\$58,550.10	\$60,291.40	\$61,783.91	\$63,276.47	\$64,769.01	\$66,510.32

ADDITIONAL

BENEFITS

for all eligible employees working 30 hours or more per week:

- HSA Medical Plan
- \$50,000 Life Insurance
- Professional Development
- Arizona State Retirement Pension
- PAID Sick Leave

OPTIONAL BENEFITS

- Dental & Vision Programs
- Short Term Disability
- Supplementary Life Insurance
- Wellness Programs

****Hard-to-fill**
Annual Market Stipends
Available subject to change based on yearly budget:

Regular Resource (including Preschool, Visually/Hearing Impaired) -see chart below (New Hires)
Self-Contained Resource (CCD/CCB), Behavior Intervention -see chart below (New Hires)
Dual Language Spanish or Spanish/English (Bilingual Endorsement required) -see chart below (New Hires)
Certified Staff qualified to teach and assigned to teach multiple content areas -\$1,000/YEAR
National Board Certification -\$2,000/YEAR

Performance Pay (301) is awarded to all eligible certified staff that successfully complete established goals. A Teaching and Learning Stipend is also awarded to all eligible certified staff which is in addition to the base salary amount, up to \$5,200.

REGULAR RESOURCE & DUAL-LANGUAGE MARKET STIPEND

Market stipends are granted based on teaching experience in the content area.	
1-3 Years	\$2,700
4-5 Years	\$4,400
6+ Years	\$5,500

SELF-CONTAINED RESOURCE MARKET STIPEND

Market stipends are granted based on teaching experience in the content area.	
1-3 Years	\$5,000
4-5 Years	\$6,250
6+ Years	\$8,000

ABOUT KYRENE SCHOOL DISTRICT

Kyrene School District is one of Arizona's leading public school districts, providing excellence in education for more than 130 years. Kyrene is known for high academic achievement, with schools consistently outperforming peer districts, charter schools, and state averages on AZMERIT and other academic benchmarks.

AEF A+ SCHOOLS OF EXCELLENCE NATIONAL BOARD CERTIFIED TEACHERS A-RATED SCHOOLS NATIONAL BLUE RIBBON SCHOOLS

**2026-2027 Certified Teacher
218 Day Calendar
New Hire Placement Guide**



Experience	[BA/BS]	[BA/BS +15]	[BA/BS +30]	[BA/BS +45]	[MA/MS]	[MA/MS +15]	[MA/MS +30]	[MA/MS +45]	[EDD/PHD]
0-2 Years	\$ 53,820.60	\$ 55,310.26	\$ 56,799.90	\$ 58,289.55	\$ 60,027.46	\$ 61,517.11	\$ 63,006.77	\$ 64,496.41	\$ 66,234.32
3-5 Years	\$ 54,472.50	\$ 55,977.03	\$ 57,481.58	\$ 58,986.11	\$ 60,741.39	\$ 62,245.93	\$ 63,750.49	\$ 65,255.05	\$ 67,010.33
6-8 Years	\$ 54,973.98	\$ 56,493.58	\$ 58,013.18	\$ 59,532.74	\$ 61,305.60	\$ 62,825.20	\$ 64,344.78	\$ 65,864.36	\$ 67,637.23
9+ Years	\$ 55,480.52	\$ 57,015.31	\$ 58,550.10	\$ 60,084.87	\$ 61,875.48	\$ 63,410.25	\$ 64,945.03	\$ 66,479.80	\$ 68,270.38
Leadership Stipend: \$3,000 (Academic & Behavior Specialist, Teacher Assistive Technology Specialist, Instructional Coach)									

**2026-2027 Certified Teacher
235 Day Calendar
New Hire Placement Guide**



Experience	[BA/BS]	[BA/BS +15]	[BA/BS +30]	[BA/BS +45]	[MA/MS]	[MA/MS +15]	[MA/MS +30]	[MA/MS +45]	[EDD/PHD]
0-2 Years	\$ 57,692.79	\$ 59,298.56	\$ 60,904.40	\$ 62,510.21	\$ 64,383.65	\$ 65,989.45	\$ 67,595.26	\$ 69,201.07	\$ 71,074.50
3-5 Years	\$ 58,383.37	\$ 60,005.22	\$ 61,627.09	\$ 63,248.97	\$ 65,141.16	\$ 66,763.02	\$ 68,384.89	\$ 70,006.77	\$ 71,898.92
6-8 Years	\$ 58,924.00	\$ 60,562.07	\$ 62,200.16	\$ 63,838.26	\$ 65,749.35	\$ 67,387.43	\$ 69,025.52	\$ 70,663.61	\$ 72,574.69
9+ Years	\$ 59,470.04	\$ 61,124.49	\$ 62,778.94	\$ 64,433.42	\$ 66,363.65	\$ 68,018.09	\$ 69,672.57	\$ 71,327.05	\$ 73,257.26
Leadership Stipend: \$3,000 (Certified Coordinators/Facilitators)									
Travel Allowance: \$500 (if applicable)									