CREIGHTON ELEMENTARY SCHOOL DISTRICT NO.14

CERTIFIED SPECIAL EDUCATION/SCIENCE/TECHNOLOGY/DUAL LANGUAGE SPANISH/GIFTED/MATH TEACHER

2026-2027 SALARY SCHEDULE PLACEMENT RANGE

NOT A STEP SCHEDULE - FOR PLACEMENT ONLY

PLACEMENT							
	BA	BA+18	BA+36/MA	BA+54/MA+15	MA+30	MA+45	MA+60
EMERGENCY CERTIFIED	$50,226	$51,502	$52,778	$54,054	$54,903	$55,966	$57,029
A	$52,321	$53,581	$54,841	$56,392	$57,361	$58,620	$59,880
B	$52,660	$53,920	$55,180	$57,484	$57,699	$58,959	$60,219
C	$52,998	$54,258	$55,518	$57,793	$58,038	$59,298	$60,558
D	$53,337	$54,597	$55,857	$58,102	$58,377	$59,636	$60,896
E	$53,676	$54,936	$56,195	$58,412	$58,715	$59,975	$61,235
F	$54,014	$55,274	$56,534	$58,721	$59,054	$60,314	$61,574
G	$54,353	$55,613	$56,873	$59,031	$59,393	$60,652	$61,912
H	$54,692	$55,952	$57,211	$59,340	$59,731	$60,991	$62,251
I	$55,030	$56,290	$57,550	$59,650	$60,070	$61,330	$62,590
J	$55,369	$56,629	$57,889	$59,959	$60,408	$61,668	$62,928
K	$55,708	$56,968	$58,227	$60,268	$60,747	$62,007	$63,267

LONGEVITY		STIPENDS			PERFORMANCE PAY
3 YEARS	$1,000	DOCTORATE	$1,000		UP TO $4,500
5 YEARS	$2,000	NBPTS CERTIFICATE	$1,000		PLUS ADDITIONAL $1000 BASED ON SCHOOL/DISTRICT SOFG ANNUAL OUTCOMES
10 YEARS	$4,000	MARKET DEMAND 1	$10,000.00	Earned by Certified Resource & SPED Preschool classrooms, TOA-ESS	
15 YEARS	$6,000	MARKET DEMAND 2	$15,000.00	Earned by Certified self-contained teachers in designated PACE, RISE, STRIVE & PLACES classrooms.	

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 will be Emergency Certified

e. SPED, Reading Inv., Gifted, Technology, Math/Science 6 departmentalized, Math 7/8, Science 7/8, Dual Language Spanish Classroom

f. Contingent upon appropriate STEM certification & degree.

2. Compensation schedules are contingent upon funding.

3. In addition to base pay, employees may qualify for Longevity, Stipends and Performance Pay as indicated on this schedule.

4. NBPTS Certificate indicates eligible staff holding a National Board for Professional Teaching Standards Certificate.

5. Professional Growth for the purpose of salary advancement is defined as any approved professional activities which improves employee performance of duties and lead to academic achievement and success in the accomplishment of the District's Mission, Goals and Objectives.

6. Longevity is based on years of employment with the District.

7. Mileage Allowance is District approved based on job requirement and supervisor approval.

8. Performance Pay is earned in the current year & is determined by the Classroom Site Fund (CSF) Plan Rubric & CSF revenues.

To be eligible for Performance Pay 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 paid holidays)

New staff - 212 days (includes paid holidays)

C43- Teacher - Dual Language Spanish, Math, Science, Gifted, Reading Inv., SPED, Technology, TOA-ESS

Partial years shall be prorated based upon days employed.

GOVERNING BOARD APPROVED 6/23/2026