CREIGHTON ELEMENTARY SCHOOL DISTRICT NO.14
CERTIFIED STAFF
2026-2027 ADDENDUM COMPENSATION SCHEDULE

A. PLACEMENT:

Level placement for addendum compensation is contingent on a written proposal by a supervisor and submitted to the Superintendent's Cabinet for action. Determination of placement includes, but, is not limited to the following:

1 Degree and scope of responsibility for tasks that require additional time in excess of a professional day and contract year. (Base contract)

2 Degree and scope of responsibility for development, organization, supervision, scheduling, budgeting, compliance, monitoring, reporting, program and staff evaluations of assigned support service area and/or educational program. (Position Description)

3 Accountability for effective and efficient operation of assigned support service area and/or educational program.

B. LOCAL SITE FISCAL RESPONSIBILITY:

Each local site will be responsible for allocating funds from the local sources, which will financially support the addendum compensation placement.

C. ADDENDUM COMPENSATION SCHEDULE:

LEVEL I	$1,125
LEVEL II	$1,800
LEVEL III	$3,600
LEVEL IV	$5,400 /15 Contract Days
LEVEL V	$7,200 /20 Contract Days

Partial year shall be prorated by the number of days employed by the District.

GOVERNING BOARD APPROVED 6/23/2026

CREIGHTON ELEMENTARY SCHOOL DISTRICT NO.14
ADMINISTRATIVE
2026-2027 SALARY SCHEDULE PLACEMENT RANGE

NOT A STEP SCHEDULE - FOR PLACEMENT ONLY

PLACEMENT						
	COORDINATOR	ASSISTANT PRINCIPAL	PRINCIPAL	DIRECTOR	EXECUTIVE DIRECTOR	ASSISTANT SUPERINTENDENT
A	79,152	83,075	95,078	99,793	105,918	113,568
B	80,460	84,372	99,330	104,264	110,671	118,676
C	81,768	85,669	103,580	108,733	115,425	123,784
D	83,075	86,966	107,832	113,202	120,179	128,893
E	84,383	88,263	112,083	117,671	124,932	134,002
F	85,691	89,560	116,333	122,141	129,686	139,111
G	87,004	90,857	120,587	126,614	134,441	144,221
H	88,311	92,154	124,839	131,083	139,194	149,330
I	89,622	93,451	129,090	135,553	143,948	154,439
J	90,927	94,748	133,341	140,023	148,701	159,547
K	92,243	96,045	137,592	144,491	153,456	164,656

MILEAGE	
COORDINATORS	$1,070
ASSISTANT PRINCIPALS	$1,070
PRINCIPALS	$1,344
DIRECTORS	$2,508
EXECUTIVE DIRECTOR	$3,072
ASST SUPERINTENDENT	$3,072

ADMINISTRATIVE LONGEVITY	
3 YEARS	$1,000
5 YEARS	$2,000
10 YEARS	$4,000
15 YEARS	$6,000

STIPENDS	
PRINCIPAL'S ENROLLMENT >1000	$1,000
DOCTORATE	$1,000

COMMUNITY RELATIONS	
AP,PRINCIPAL,DIECTOR	$1,332
EXECUTIVE DIRECTOR	$3,084
ASSISTANT SUPERINTENDENT	$3,084

MERIT PAY
MAY BE EARNED BASED ON CRITERIA BELOW

FOOTNOTES

1. New employee placement is based upon up to 10 years of like or similar experience.
2. Cellular phone allowance is District approved based on job requirement and supervisor approval.
3. Merit pay is earned in the prior year and is determined by evaluation up to 5% of base salary.

WORK YEAR 12 MONTHS

Partial year shall be prorated by the number of days employed by the District.

GOVERNING BOARD APPROVED 6/23/2026

CREIGHTON ELEMENTARY SCHOOL DISTRICT NO.14
ANCILLARY SALARY SCHEDULE
2026-2027

POSITION	RATE
ESI SUBSTITUE TEACHER	$175/DAY
ESP SUBSTITUTE TEACHER	$21.87/ HOUR
SUBSTITUE NURSE	$175/DAY
ESP EXTRA DUTY PAY	EMPLOYEE'S HOURLY RATE
SUBSTITUTE SITE ADMINISTRATOR	DAILY RATE
DISTRICT SUBSTITUE (208 DAYS)	$40,000/ANNUAL
CERTIFIED EXTRA DUTY BEYOND CONTRACT	$35/HOUR
COMMUNITY EDUCATION INSTRUCTOR	$35/HOUR
TRANSLATION	$35/HOUR
CERTIFIED ACTIVITIES/CLUB ADVISOR	PER SEASON - $1000 PER YEAR - $1600
ESP ACTIVITIES/CLUB ADVISOR	PER SEASON - $17.04/HR UP TO $1000 PER YEAR - $17.04/HR UP TO $1600
CERTIFIED SPORTS/CHEER COACH	PER SEASON - $1000
ESP SPORTS/CHEER COACH	PER SEASON - $17.04/HOUR UP TO $1000
SUMMER MAINTENANCE	$20/HOUR
PROJECT BASED EXTRA DUTY	$20/HOUR

FOOTNOTES

1. EXTRA DUTY WORK REQUIRES PRIOR AUTHORIZATION FROM ADMINISTRATION
2. BLENDED RATE WILL APPLY TO ESP WITH DIFFERENT RATES OF PAY THAT EXCEEDS 40 HOURS WORKED PER WEEK.

GOVERNING BOARD APPROVED 6/23/2026

CREIGHTON ELEMENTARY SCHOOL DISTRICT NO.14
REGISTERED APPRENTICE TEACHER
2026-2027 SALARY SCHEDULE PLACEMENT RANGE

NOT A STEP SCHEDULE - FOR PLACEMENT ONLY

PLACEMENT		
	HOURLY RATE	ANNUAL WAGE (8 HOUR DAY*212 WORK CALENDAR DAY)
BASE (INITIAL PLACEMENT)	$21	$35,616
1	$22	$37,312
2	$23	$39,008
3	$24	$40,704

PERFORMANCE PAY (CLASSIFIED)
$1,000
PLUS ADDITIONAL $200 BASED ON SCHOOL/DISTRICT SOFG ANNUAL OUTCOMES

FOOTNOTES

1. Apprentices shall be paid a progressively increasing schedule of wages that is based on an hourly rate. This schedule is based upon AZ Workforce and AZ Department of Education requirements for the Arizona Teacher Registered Apprentice Program (AZTrap).
2. Wages must show at least one progressive increase during the apprenticeship.
3. Apprentices may qualify for Performance Pay. To be eligible for Performance Pay the staff member must:
   a. Not be on a Performance Improvement Plan at the end of the school year.
   b. Be employed at least 25% of the year.
   c. Complete the work year.

WORK YEAR 212 (includes holiday pay)

Partial year shall be prorated by the number of days employed by the District.

GOVERNING BOARD APPROVED 6/23/2026

CREIGHTON ELEMENTARY SCHOOL DISTRICT NO.14
CERTIFIED REGULAR
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	$49,162	$50,438	$51,713	$52,989	$53,839	$54,902	$55,965
A	$51,237	$52,496	$53,756	$55,016	$56,276	$57,536	$58,796
B	$51,575	$52,835	$54,095	$55,355	$56,615	$57,875	$59,135
C	$51,914	$53,174	$54,434	$55,694	$56,953	$58,213	$59,473
D	$52,253	$53,512	$54,772	$56,032	$57,292	$58,552	$59,812
E	$52,591	$53,851	$55,111	$56,371	$57,631	$58,891	$60,150
F	$52,930	$54,190	$55,450	$56,709	$57,969	$59,229	$60,489
G	$53,269	$54,528	$55,788	$57,048	$58,308	$59,568	$60,828
H	$53,607	$54,867	$56,127	$57,387	$58,647	$59,907	$61,166
I	$53,946	$55,206	$56,466	$57,725	$58,985	$60,245	$61,505
J	$54,284	$55,544	$56,804	$58,064	$59,324	$60,584	$61,844
K	$54,623	$55,883	$57,143	$58,403	$59,663	$60,923	$62,182

LONGEVITY		STIPENDS		PERFORMANCE PAY
3 YEARS	$1,000	DOCTORATE	$1,000.00	UP TO $4,500
5 YEARS	$2,000	NBPTS CERTIFICATE	$1,000.00	PLUS ADDITIONAL $1000 BASED ON SCHOOL/DISTRICT SOFG ANNUAL OUTCOMES
10 YEARS	$4,000			
15 YEARS	$6,000			

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. Elementary, Electives, Language Arts, TOA

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) C42 - Teacher

New staff - 212 days (includes paid holidays)

Partial years shall be prorated based upon days employed.

GOVERNING BOARD APPROVED 6/23/2026

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

CREIGHTON ELEMENTARY SCHOOL DISTRICT NO.14
MANAGER, SUPERVISOR AND COORDINATOR 12 MONTH CLASSIFIED EXEMPT
2026-2027 SALARY SCHEDULE PLACEMENT RANGE

NOT A STEP SCHEDULE - FOR PLACEMENT ONLY

PLACEMENT				
	C41	C43	C44	C45
A	47,847	53,419	57,450	64,506
B	48,603	54,628	58,962	66,320
C	49,359	55,838	60,474	68,134
D	50,115	57,047	61,986	69,948
E	50,871	58,257	63,498	71,762
F	51,627	59,466	65,010	73,577
G	52,383	60,676	66,521	75,391
H	53,139	61,885	68,033	77,205
I	53,894	63,095	69,545	79,019
J	54,650	64,304	71,057	80,834
K	55,406	65,514	72,569	82,648

LONGEVITY		PROFESSIONAL GROWTH		PERFORMACE PAY
3 YEARS	$1,000	15 CREDITS	$1,000	UP TO $1000
5 YEARS	$2,000	30 CREDITS	$2,000	PLUS ADDITIONAL $200 BASED ON SCHOOL/DISTRICT SOFG ANNUAL OUTCOMES
10 YEARS	$4,000	45 CREDITS	$3,000	
15 YEARS	$6,000	60 CREDITS	$4,000	

FOOTNOTES

1.New Employee Placement is based upon:

a. Relevant and related to position.

b. Previous related experience; not to exceed 10 years

2. Compensation schedules are contingent upon funding.

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

4. Cellular Phone Allowance is District approved based on job requirement and supervisor approval.

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. These professional growth activities must be done on the employee's own time at their expense.

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.

To be eligible for Performance Pay the staff member must:

a. Be employed at least 25% of the school year.

b. Not be on a Performance Improvement Plan at the end of the school year.

c. Complete the work year.

9. In addition to base pay, Executive Office Manager will receive an annual $5000 Governing Board stipend.

WORK YEAR - 12 MONTHS

PARTIAL YEARS WILL BE PRORATED BASED UPON DAYS EMPLOYED

C41 MANAGER (SCHOOL SITE)

C43 COORDINATOR (COMMUNITY EDUCATION OUTREACH,EMPLOYEE BENEFITS, TECHNOLOGY, FACILITIES)

C43 MANAGER (CIA)

C44 COORDINATOR (FACILITIES, TRANSPORTATION)

C44 MANAGER (DATA PROCESSING, ASST.SUPERINTENDENT, FAMILTY RESOURCE, FISCAL SERVICES, TECHNOLOGY PROF DEV, FACILITIES)

C45 MANAGER, SENIOR (HUMAN RESOURCES, PAYROLL, FISCAL SERVICES, CHILD NUTRITION, COMMUNICATION, EFFECTIVE SCHOOLS, EXECUTIVE OFFICE, NETWORK ADMIN, TECHNOLOGY, TECH SAFETY &SECURITY SYSTEMS, PURCHASING, FACILITIES, TRANSPORTATION)

GOVERNING BOARD APPROVED 6/23/2026

CREIGHTON ELEMENTARY SCHOOL DISTRICT NO.14
EDUCATIONAL SUPPORT PERSONNEL (ESP) - HOURLY
2026-2027 SALARY SCHEDULE PLACEMENT RANGE

NOT A STEP SCHEDULE - FOR PLACEMENT ONLY

PLACEMENT																		
GRADE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
A	$17.04	$17.45	$17.65	$17.84	$18.13	$18.42	$18.74	$19.02	$19.31	$20.31	$21.10	$21.78	$22.59	$23.28	$23.35	$23.69	$23.74	$28.34
B	$17.13	$17.53	$17.73	$17.92	$18.21	$18.50	$18.84	$19.12	$19.40	$20.41	$21.20	$21.88	$22.69	$23.48	$23.47	$23.81	$23.86	$28.48
C	$17.18	$17.59	$17.79	$17.98	$18.27	$18.56	$18.90	$19.18	$19.46	$20.46	$21.26	$21.94	$22.75	$23.54	$23.61	$23.95	$24.00	$28.63
D	$17.26	$17.64	$17.84	$18.03	$18.32	$18.61	$18.95	$19.23	$19.51	$20.52	$21.31	$21.99	$22.80	$23.59	$23.75	$24.09	$24.14	$28.79
E	$17.31	$17.70	$17.90	$18.09	$18.38	$18.67	$19.01	$19.29	$19.57	$20.57	$21.38	$22.06	$22.87	$23.66	$23.88	$24.22	$24.27	$28.93
F	$17.37	$17.77	$17.97	$18.14	$18.43	$18.72	$19.06	$19.34	$19.62	$20.63	$21.43	$22.11	$22.92	$23.71	$24.02	$24.36	$24.41	$29.09
G	$17.42	$17.82	$18.02	$18.20	$18.49	$18.78	$19.12	$19.40	$19.68	$20.69	$21.49	$22.17	$22.98	$23.77	$24.16	$24.50	$24.55	$29.23
H	$17.48	$17.88	$18.08	$18.26	$18.55	$18.84	$19.17	$19.45	$19.73	$20.74	$21.54	$22.22	$23.03	$23.82	$24.29	$24.63	$24.68	$29.37
I	$17.53	$17.93	$18.13	$18.32	$18.61	$18.90	$19.23	$19.51	$19.81	$20.80	$21.60	$22.28	$23.09	$23.88	$24.43	$24.77	$24.82	$29.52
J	$17.59	$17.99	$18.19	$18.38	$18.67	$18.96	$19.29	$19.57	$19.86	$20.86	$21.65	$22.33	$23.14	$23.93	$24.57	$24.91	$24.96	$29.67
K	$17.64	$18.04	$18.24	$18.43	$18.72	$19.01	$19.35	$19.63	$19.92	$20.92	$21.71	$22.39	$23.20	$23.99	$24.70	$25.04	$25.09	$29.82

LONGEVITY	
3 YEARS	$1,000
5 YEARS	$2,000
10 YEARS	$4,000
15 YEARS	$6,000

PROFESSIONAL GROWTH	
15 CREDITS	$1,000
30 CREDITS	$2,000
45 CREDITS	$3,000
60 CREIDTS	$4,000

PERFORMANCE PAY
UP TO $1000
PLUS ADDITIONAL $200 BASED ON SCHOOL/DISTRICT SOFG ANNUAL OUTCOMES

FOOTNOTES

1.New Employee Placement is based upon:

a. Relevant and related to position.

b. Previous related experience; not to exceed 10 years

2. Compensation schedules are contingent upon funding.

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

4. Cellular Phone Allowance is District approved based on job requirement and supervisor approval.

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. These professional growth activities must be done on the employee's own time and at their expense.

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.

To be eligible for Performance Pay the staff member must:

a. Be employed at least 25% of the school year.

b. Not be on a Performance Improvement Plan at the end of the school year.

c. Complete the work year.

	POSITION
GRADE 1	AIDE -DUTY/RECESS/MEDIA/CROSSING GUARD
GRADE 2	CUSTODIAN 1 - NIGHT,CLERK 1 - SCHOOL,FOOD SERVICE WORKER
GRADE 3	CUSTODIAN 2 - DAY,HUMAN RESOURCES DISTRICT OFFICE RECEPTIONIST,FOOD SERVICE CUSTODIAN
GRADE 4	GROUND CREW,FOOD SERVICE COOK/BAKER,FOOD SERVICE CASHIER 1
GRADE 5	CUSTODIAN 3 - NIGHT LEAD (SITE),FOOD SERVICE CASHIER 2,WAREHOUSE RECEIVING/DELIVERY
GRADE 6	CUSTODIAN 4 - NIGHT LEAD (DISTRICT),REGISTRAR (EDUCATION SECRETARY),CLERK 2 - DEPARTMENT
GRADE 7	COMMUNITY ED OUTREACH
GRADE 8	ADMINISTRATIVE SPECIALIST - DEPARTMENT (HR, ESS, COMM ED, CI&A, FOOD SERVICE)
GRADE 9	PARAPROFESSIONAL 1 - INSTRUCTIONAL AIDE/PE AIDE/HEALTH SPECIALIST/MEDIA SPECIALIST
GRADE 10	PARAPROFESSIONAL 2 - SELF CONTAINED SPED, PRESCHOOL, STUDENT MANAGEMENT,FOOD SERVICE DELIVERY DRIVER
GRADE 11	BUILDING MAINTENANCE SUPERVISOR, FOOD SERVICE - SCHOOL SITE KITCHEN MANAGER
GRADE 12	HUMAN RESOURCES SPECIALIST 1, FISCAL SPECALIST 1 - ACCOUNTS PAYABLE, FOOD SERVICE - CENTRAL KITCHEN MANAGER
GRADE 13	MEDICAID SPECIALIST, FOOD SERVICE FISCAL SPECIALIST
GRADE 14	HUMAN RESOURCES SPECIALIST 2
GRADE 15	TRADE SPECIALIST 1, PAYROLL SPECIALIST, FOOD SERVICE WAREHOUSE MANAGER, TECH SPECIALIST 1
GRADE 16	BUS DRIVER **SEE TRANSPORTATION SCHEDULE*
GRADE 17	TRANSPORTATION SPECIALIST **SEE TRANSPORTATION SCHEDULE*
GRADE 18	TRADE SPECIALIST 2, TECH SPECIALIST 2, LICENSED PRACTICAL NURSE (LPN)

WORK YEAR - 9,10 or 12 MONTHS

PARTIAL YEARS WILL BE PRORATED BASED UPON DAYS EMPLOYED

GOVERNING BOARD APPROVED 6/23/2026

CREIGHTON ELEMENTARY SCHOOL DISTRICT NO.14
MILEAGE SCHEDULE
2026-2027

POSITION	ANNUAL AMOUNT
Certified Occupational Therapist Assistant	$500
Coordinator Community Education	$500
Manager Administrative Offices	$500
Manager Family Resources	$500
Occupational Therapist	$500
Physical Therapist	$500
Physical Therapist Assistance	$500
Psychologist (Preschool)	$500
Registered Nurse - Lead	$500
Specialist - Education & Outreach	$500
Specialist Senior - Technology	$500
Supervisor - Facilities	$500
Teacher Elective - Band	$500
Teacher - Gifted	$500
Teacher on Assignment - District	$500

FOOTNOTES

1. Mileage Allowance is District approved based on job requirement and supervisor approval.
2. Employees who receive a mileage stipend will not be eligible for additional mileage reimbursement.
3. Mileage stipend will be distributed across employees' bi-weekly pay schedule.

GOVERNING BOARD APPROVED 6/23/2026

CREIGHTON ELEMENTARY SCHOOL DISTRICT NO.14
SCHOOL PSYCHOLOGIST
2026-2027 SALARY SCHEDULE PLACEMENT RANGE

NOT A STEP SCHEDULE - FOR PLACEMENT ONLY

PLACEMENT		
	MA	MA+60
A	$88,071	$89,729
B	$88,556	$90,218
C	$89,041	$90,707
D	$89,526	$91,196
E	$90,011	$91,685
F	$90,495	$92,173
G	$90,980	$92,662
H	$91,465	$93,151
I	$91,950	$93,640
J	$92,435	$94,129
K	$92,919	$94,614

STIPENDS	
DOCTORATE	$1,000.00
NCSP CERTIFICATE	$1,000.00

LONGEVITY	
3 YEARS	$1,000
5 YEARS	$2,000
10 YEARS	$4,000
15 YEARS	$6,000

PERFORMANCE PAY
UP TO $4500
PLUS ADDITIONAL $1000 BASED ON SCHOOL/DISTRICT SOFG ANNUAL OUTCOMES

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

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. NCSP Certificate indicates eligible staff member is Nationally Certified School Psychologist.

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)

C45 - School Psychologist

Partial years shall be prorated based upon days employed.

GOVERNING BOARD APPROVED 6/23/2026

CREIGHTON ELEMENTARY SCHOOL DISTRICT NO.14

REGISTERED NURSE/OCCUPATIONAL THERAPIST ASSISTANT/SPEECH LANGAUGE PATHOLOGIST ASSISTANT

2026-2027 SALARY SCHEDULE PLACEMENT RANGE

NOT A STEP SCHEDULE - FOR PLACEMENT ONLY

PLACEMENT		
	C41	C42
A	$48,958	$48,623
B	$49,260	$48,925
C	$49,562	$49,228
D	$49,865	$49,530
E	$50,167	$49,833
F	$50,470	$50,135
G	$50,772	$50,437
H	$51,074	$50,740
I	$51,377	$51,042
J	$51,679	$51,344
K	$51,981	$51,647

PROFESSIONAL GROWTH			
BA +18	$1,142	MA+30	$4,188
BA+36/MA	$2,284	MA+45	$5,140
BA+54/MA+15	$3,426	MA+60	$6,091

LONGEVITY	
3 YEARS	$1,000
5 YEARS	$2,000
10 YEARS	$4,000
15 YEARS	$6,000

PERFORMANCE PAY
UP TO $1000
PLUS ADDITIONAL $200 BASED ON SCHOOL/DISTRICT SOFG ANNUAL OUTCOMES

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

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. 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.

5. Credits must have been earned within the previous ten (10) year period from the date of employment.

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.

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. Complete the work year.

WORK YEAR: 205 DAYS (INCLUDES HOLIDAY PAY)

C41 - SLP/COTA

C42 - REGISTERED NURSE

Partial years shall be prorated based upon days employed.

GOVERNING BOARD APPROVED 6/23/2026

CREIGHTON ELEMENTARY SCHOOL DISTRICT NO.14

SPEECH THERAPIST/OCCUPATIONAL THERAPIST/PHYSICAL THERAPIST/COUNSELOR

2026-2027 SALARY SCHEDULE PLACEMENT RANGE

NOT A STEP SCHEDULE - FOR PLACEMENT ONLY

PLACEMENT					
	MA	MA+15	MA+30	MA+45	MA+60
A	$62,850	$64,507	$65,611	$66,993	$68,374
B	$63,382	$65,042	$66,148	$67,533	$68,917
C	$63,914	$65,577	$66,686	$68,074	$69,460
D	$64,446	$66,112	$67,223	$68,614	$70,004
E	$64,978	$66,647	$67,760	$69,154	$70,547
F	$65,510	$67,183	$68,297	$69,694	$71,090
G	$66,043	$67,718	$68,835	$70,235	$71,633
H	$66,575	$68,253	$69,372	$70,775	$72,177
I	$67,107	$68,788	$69,909	$71,315	$72,720
J	$67,639	$69,323	$70,446	$71,855	$73,263
K	$68,162	$69,859	$70,983	$72,395	$73,807

STIPENDS	
DOCTORATE	$1,000
BCS CERTIFICATE	$1,000
NBCOT CERTIFICATE	$1,000
OCCUPATIONAL/PHYSICAL	$6,000
SPEECH WITH CCC'S	$20,000

LONGEVITY	
3 YEARS	$1,000
5 YEARS	$2,000
10 YEARS	$4,000
15 YEARS	$6,000

PERFORMANCE PAY
UP TO $4500
PLUS ADDITIONAL $1000 BASED ON SCHOOL/DISTRICT SOFG ANNUAL OUTCOMES

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

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. 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.

5. CCC-SLP Certificate indicates eligible staff member's Clinical Competence.

6.BCS and NBCOT certificate indicates eligible staff member is a Board Certified Specialist.

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

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

9. 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)

C44 - SLP/OT/PT/COUNSELOR

Partial years shall be prorated based upon days employed.

GOVERNING BOARD APPROVED 6/23/2026

CREIGHTON ELEMENTARY SCHOOL DISTRICT NO.14
TRANSPORTATION STAFF - HOURLY
2026-2027 SALARY SCHEDULE PLACEMENT RANGE

NOT A STEP SCHEDULE - FOR PLACEMENT ONLY

PLACEMENT					
	BUS AIDE	VAN DRIVER/STUDENT TRANSPORT	BUS DRIVER	TRANSPORTATION SPECIALIST	MECHANIC
A	$17.25	$20.19	$23.69	$23.74	$28.22
B	$17.45	$20.28	$23.89	$23.94	$28.42
C	$17.65	$20.40	$24.09	$24.14	$28.62
D	$17.85	$20.51	$24.29	$24.34	$28.83
E	$18.05	$20.62	$24.49	$24.54	$29.03
F	$18.25	$20.75	$24.69	$24.74	$29.23
G	$18.45	$20.88	$24.90	$24.95	$29.43
H	$18.66	$20.99	$25.10	$25.15	$29.63
I	$18.86	$21.11	$25.30	$25.35	$29.83
J	$19.06	$21.22	$25.50	$25.55	$30.04
K	$19.26	$21.34	$25.70	$25.75	$30.24

LONGEVITY		PROFESSIONAL GROWTH		PERFORMACE PAY
3 YEARS	$1,000	15 CREDITS	$1,000	UP TO $1000
5 YEARS	$2,000	30 CREDITS	$2,000	PLUS ADDITIONAL $200 BASED ON SCHOOL/DISTRICT SOFG ANNUAL OUTCOMES
10 YEARS	$4,000	45 CREDITS	$3,000	
15 YEARS	$6,000	60 CREDITS	$4,000	

FOOTNOTES

1.New Employee Placement is based upon:

a. Relevant and related to position.

b. Previous related experience; not to exceed 10 years

2. Compensation schedules are contingent upon funding.

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

4. Cellular Phone Allowance is District approved based on job requirement and supervisor approval.

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. These professional growth activities must be done on the employee's own time at their expense.

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

7. Performance Pay is earned in the current year.

To be eligible for Performance Pay the staff member must:

a. Be employed at least 25% of the school year.

b. Not be on a Performance Improvement Plan at the end of the school year.

c. Complete the work year.

WORK YEAR - 9 & 12 MONTHS

PARTIAL YEARS WILL BE PRORATED BASED UPON DAYS EMPLOYED

GOVERNING BOARD APPROVED 6/23/2026