

Supplemental Compensation Schedule

FY 2026-2027



ATHLETICS

ASSIGNMENT	AMOUNT	PAYMENT TERM
Athletic Director - District	\$10,000	Per Year
Athletic Director - Site	\$3,000	Per Year
Intramural Sports Coach	\$1,800	Per sport/Per Season

CLUB SPONSORS/ADVISORS PER CAMPUS

ASSIGNMENT	AMOUNT	PAYMENT TERM
Site Based Club	\$500	Per Semester
Student Council	\$1,800	Per Year
NJHS	\$1,800	Per Year
Lighthouse Program (WestPark ONLY)	\$1,800	Per Year

CERTIFIED STIPENDS

ASSIGNMENT	AMOUNT	PAYMENT TERM
24-Hour Incentive Contract Renewal / Early Resignation (CSF Certified Instructional Staff Only)	\$100	Per Year
Academic Coach	\$7,000	Per Year
Additional SPED Teacher (IEP) Caseload	Up to \$10,000	Per Caseload
Bilingual Evaluations	\$1,000 per site (site stipend distributed amongst the number of bilingual psychologists assigned to this assignment)	Per Year
Classroom Site Fund/Performance Pay (Tch 011)	As approved by the Governing Board	Per Year
District Band Coordinator	\$10,000 (stipend distributed amongst the number of staff assigned to this assignment)	Per Year
ELL Lead Teacher	\$750	Per Year
Gear Up	As approved by the District Agreement with Organization	Per Year
Special Area Lead Teacher (Music, Art, PE)	\$2,000	Per Year
Guiding Coalition Lead (Sped ONLY)	\$2,000	Per Year
Hard-to-Fill - 5th - 8th Grade ELA*	Not Appropriately Certified: \$1,500 Appropriately Certified: \$3,500	Per Year
Hard-to-Fill - 5th - 8th Grade Math*	Not Appropriately Certified: \$1,500	Per Year

	Appropriately Certified: \$3,500	
Hard-to-Fill - 5th - 8th Grade Science*	Not Appropriately Certified: \$1,500 Appropriately Certified: \$3,500	Per Year
Hard-to-Fill - All Special Ed Teachers*	Not Appropriately Certified: \$0 Appropriately Certified: \$10,000	Per Year
HMH Coach	\$2,000	Per Year
Lead Teacher Cadre (JSM Only)	\$1,000	Per Year
National Board Certification - Counselor	\$1,000	Per Year
National Board Certification - Psychologist	\$1,000	Per Year
National Board Certification - Teacher - Initial Submission	\$1,000	One-Time
National Board Certification - Teacher	\$5,000**	Per Year
Psychologist: Additional Evaluations	\$100	Per Evaluation
Reading Specialist	\$7,000	Per Year
School Site Inclusion Lead	\$1,000	Per Year
Student Teacher Mentor	As approved by the District Agreement with University	Per Year
Teacher Mentor	\$1,000	Per Year
Teacher on Special Assignment - Dean	\$10,000	Per Year
West Side Impact Principal of the Year	As approved by the District Agreement/Letter with Organization	Per Year
West Side Impact Teacher of the Year	As approved by the District Agreement/Letter with Organization	Per Year

*[Board Memo of Approval](#)

**\$3,500 paid by the District / \$1,500 paid by the BESD Foundation

SUPPLEMENTAL PAY

CATEGORY	ASSIGNMENT	AMOUNT	PAYMENT TERM
Class Coverage	Loss of Prep Time	\$20.00	Per Day
	Split Class (Amount may be prorated based on number of Teachers)	\$150	Per Day
Extra Duty	Extra Days / Early Start	Employee's Daily Rate / Hourly Rate	Per Hour
	Special Education Support	\$40.00 per hour or Current Hourly Rate; whichever is greater	Per Hour
	Tutoring/Planning/Training/Curriculum Mapping	\$25.00	Per Hour
Instruction	Homebound Teaching	\$25.00	Per Hour
Screening	Child Find	\$25.00	Per Hour
	CIA Assessment	\$25.00	Per Hour
	Early Entrance	\$25.00	Per Hour
	Related Services (Psych, OT, PT, SLP)	\$45.00	Per Hour

Summer School	Camp	\$25.00	Per Hour
	Coordinators	\$35.00	Per Hour
	ESY	\$25.00	Per Hour
	Instruction	\$25.00	Per Hour
	Related Services (Psych, OT, PT, SLP)	\$45.00	Per Hour

CLASSIFIED

ASSIGNMENT	AMOUNT	PAYMENT TERM
Additional / Temporary Work	Starting Rate of Pay of Position or Current Hourly Rate; whichever is greater	Per Hour
Differential - Bus Driving	Starting Rate of Bus Driver or \$2.00 more than Current Hourly Rate; whichever is greater	Per Hour
Differential - Interpreter	\$0.25 [positions eligible are District Office Receptionist, ELD Technician, Executive Administrative Assistant, Family Resource Coordinator, HR Coordinator, Medicaid Technician, Payroll Coordinator, Outreach Parent Awareness Technician, School Administrative Assistant and School Office Clerk]	Per Hour
Meetings/Planning/Training	Current Hourly Rate	Per Hour
Off Contract Work	Current Hourly Rate if in same position or Starting Rate of Pay of Position Employee is filling in for	Per Hour
Para Emergency Sub Coverage	\$20.00 (Must have a minimum of an Emergency Sub Certificate)	Per Hour
Sub/Floater - Bus Aide	Starting rate of the position	Per Hour
Sub/Floater - Bus Driver	Starting rate of the position	Per Hour
Sub/Floater - Food Service Worker	Starting rate of the position	Per Hour
Summer School - Bus Monitor	Current Hourly Rate if in same position or Starting Rate of Pay of Position; whichever is greater	Per Hour
Summer School - Driver	Current Hourly Rate	Per Hour
Summer School - Office Support	Current Hourly Rate if in same position or Starting Rate of Pay of Position; whichever is greater	Per Hour
Summer School - Summer Feed	Current Hourly Rate	Per Hour
Summer School - Support Staff	Starting rate of the position	Per Hour

Arizona Minimum Wage: The hourly rate is \$15.15, updated annually on January 1.

PERSONAL BUSINESS LEAVE BUY-BACK

Policy GCCA - For the purpose of Designated Leave Reimbursement upon Retirement, the current daily substitute rate is \$150 per day.

Board Approved: *June 22, 2026*