

# Cartwright School District

## FY 2023-24

### Education Support Professional (ESP) Salary Schedule

Step	A12	A13	B21	B22	B23	B24
0	13.85	15.40	17.03	18.76	20.46	22.63
1	14.03	15.75	17.37	19.09	20.81	22.98
2	14.31	16.05	17.71	19.46	21.21	23.43
3	14.56	16.37	18.04	19.84	21.61	23.88
4	14.81	16.65	18.38	20.21	22.03	24.35
5	15.07	16.96	18.71	20.58	22.43	24.83
6	15.34	17.26	19.02	20.95	22.83	25.31
7	15.63	17.56	19.41	21.33	23.27	25.82
8	15.92	17.89	19.76	21.74	23.73	26.32
9	16.20	18.23	20.10	22.16	24.16	26.83
10	16.46	18.55	20.51	22.56	24.62	27.36
11	16.81	18.89	20.88	22.98	25.07	27.89
12	17.10	19.22	21.25	23.41	25.55	28.45
13	17.41	19.59	21.66	23.83	26.04	29.01
14	17.69	19.96	22.06	24.30	26.50	29.57
15	18.04	20.29	22.48	24.78	27.02	30.15
16	18.38	20.69	22.85	25.22	27.52	30.75
17	18.69	21.08	23.34	25.69	28.04	31.36
18	19.03	21.46	23.77	26.17	28.61	31.97
19	19.42	21.87	24.21	26.65	29.11	32.60
20	19.73	22.29	24.67	27.18	29.70	33.25
21	20.10	22.68	25.10	27.67	30.24	33.90
22	20.47	23.10	25.60	28.21	30.83	34.56
23	20.86	23.53	26.08	28.73	31.39	35.26
24	21.23	23.95	26.54	29.26	32.00	35.95
25	21.61	24.43	27.08	29.84	32.59	36.66
26	22.03	24.90	27.61	30.43	33.24	37.38

Employees working solely in hourly substitute positions (Custodians, Monitors, Crosswalk Guards, and Food Service Workers) will be paid \$13.85 per hour. When placed on regular status, the employee will move to Range A12, Row 1. Employees working solely in hourly substitute positions other than those listed above shall be paid the range under which the job is assigned.

Employees currently working in non-substitute positions shall be paid their regular hourly rate if asked to substitute in another position.

- Additional \$0.50 per hour for one (1) verified Associate Degree; Additional \$1.00 per hour for one (1) verified Bachelor's Degree
- Maintenance Specialist (Plumber) receives additional \$2.00 per hour for certification in backflow prevention valve maintenance. (Limit to one position)
- Information Technology Technicians receive additional \$2.00 per hour
- Executive Coordinators beginning placement is B24 Step 10

Eligibility of placement is dependent on experience due to market conditions. This will be reviewed annually.

Training:	Employees regular rate of pay associated with the job to which the training pertains. Placement on the salary schedule for bus drivers without CDL will be at Row 1 Column A12 while in training. Upon certification, employee will move to a Row 1 Column B22.
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Interpreters:	Employees used as interpreters will be paid a minimum of \$13.85 per hour and/or maximum of current rate of pay.
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An individual employee who adds or changes job assignments *within the same range* will maintain his/her current placement.

For any employee placed on this schedule at the max step allowable for a second continuous year, or longer, where the employee did not receive any increase in pay from last year to this year for step movement on this schedule, then that employee will be eligible for a cost-of-living adjustment raise, subject to Board approval and in the Board's discretion. The amount and timing of any cost-of-living adjustment raise will be determined by the Governing Board on an annual basis, is not guaranteed to be paid in any given year or any future year and will not be added to the base salary amount of any employee's compensation for future years. The cost-of-living adjustment raise is intended to be awarded as a one-time stipend payment.

The salary set forth in this Schedule has been calculated based on anticipated legislative appropriations and revenue control limit adjustments that are required to be enacted pursuant to A.R.S. § 15-901.01. If, after issuance of the Letter of Intent, the District's total revenues or budget capacity are less than that set forth in the Preliminary Budget, individual's salary may be reduced pro rata with all staff. If, after the issuance of the Letter of Intent, the District receives appropriations or revenue control limit adjustments in excess of the minimum required amounts set forth in A.R.S. § 15-901.01, the Governing Board reserves the right, in its discretion, to increase individual's salary. Employees who have retired with the Arizona State Retirement System (ASRS) and return to work for the District while receiving ASRS pension income will receive a reduction of ten percent (10%) of of compensations paid pursuant to this salary schedule.