



Cartwright School District

Certified Step Salary Schedule 2024-25

Years	BA	BA+30	BA+45	MA	MA+30	MA+ 45	Doctorate
0	50,000	51,700	52,850	54,000	55,700	57,400	64,900
1	50,800	52,500	53,650	54,800	56,500	58,200	65,700
2	51,600	53,300	54,450	55,600	57,300	59,000	66,500
3	52,400	54,100	55,250	56,400	58,100	59,800	67,300
4	53,200	54,900	56,050	57,200	58,900	60,600	68,100
5	54,000	55,700	56,850	58,000	59,700	61,400	68,900
6	54,800	56,500	57,650	58,800	60,500	62,200	69,700
7	55,600	57,300	58,450	59,600	61,300	63,000	70,500
8	56,400	58,100	59,250	60,400	62,100	63,800	71,300
9	57,200	58,900	60,050	61,200	62,900	64,600	72,100
10	58,000	59,700	60,850	62,000	63,700	65,400	72,900
11	58,800	60,500	61,650	62,800	64,500	66,200	73,700
12	59,600	61,300	62,450	63,600	65,300	67,000	74,500
13	60,400	62,100	63,250	64,400	66,100	67,800	75,300
14	61,200	62,900	64,050	65,200	66,900	68,600	76,100
15	62,000	63,700	64,850	66,000	67,700	69,400	76,900
16	62,800	64,500	65,650	66,800	68,500	70,200	77,700
17	63,600	65,300	66,450	67,600	69,300	71,000	78,500
18	64,400	66,100	67,250	68,400	70,100	71,800	79,300
19	65,200	66,900	68,050	69,200	70,900	72,600	80,100
20	66,000	67,700	68,850	70,000	71,700	73,400	80,900
21	66,800	68,500	69,650	70,800	72,500	74,200	81,700
22	67,600	69,300	70,450	71,600	73,300	75,000	82,500
23	68,400	70,100	71,250	72,400	74,100	75,800	83,300
24	69,100	70,900	72,050	73,200	74,900	76,600	84,100
25	69,800	71,700	72,850	74,000	75,700	77,400	84,900
26	70,500	72,500	73,650	74,800	76,500	78,200	85,700
27	71,200	73,300	74,450	75,600	77,300	79,000	86,500
28	71,900	74,100	75,250	76,400	78,100	79,800	87,300
29	72,600	74,900	76,050	77,200	78,900	80,600	88,100
30	73,300	75,700	76,850	78,000	79,700	81,400	88,900

Applies to Teachers, Teachers on Special Assignment, Certified Librarians, Counselors, Social Workers, and any others placed on the Certified Salary Schedule

Eligibility of Placement: Employee may be granted up to twenty years of experience, verified by Human Resources

* Effective 2020-21, clock hours may not be used to advance from BA to MA columns

* K-8/Middle School Site-Based administrative TOSAs/APs will receive a \$3,000 retention stipend payable on the last school day of the year, provided they are **A)** not on an Improvement Plan, **B)** not rated in the Ineffective category, and **C)** complete the contract term

* Any person who knowingly presents false degree or credit information is subject to disciplinary action which may include termination

* Salary schedule subject to review biennially

* Salary schedule subject to periodic renegotiation due to legislative or voter initiated budget changes

* Does not include additional pay for performance, extra duty, or endorsements

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 Contract, 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 Contract, 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.

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 eleven percent (11%) of of compensations paid pursuant to this salary schedule. Hourly rate amounts that are less than mandatory minimum wage increases automatically adjust to the minimum wage on the effective date.