



**Cartwright School District  
Certified Step Salary Schedule 2025-2026**

Years	BA	BA+30	BA+45	MA	MA+30	MA+ 45	Doctorate
0	50,400	52,100	53,250	54,400	56,100	57,800	65,300
1	51,200	52,900	54,050	55,200	56,900	58,600	66,100
2	52,000	53,700	54,850	56,000	57,700	59,400	66,900
3	52,800	54,500	55,650	56,800	58,500	60,200	67,700
4	53,600	55,300	56,450	57,600	59,300	61,000	68,500
5	54,400	56,100	57,250	58,400	60,100	61,800	69,300
6	55,200	56,900	58,050	59,200	60,900	62,600	70,100
7	56,000	57,700	58,850	60,000	61,700	63,400	70,900
8	56,800	58,500	59,650	60,800	62,500	64,200	71,700
9	57,600	59,300	60,450	61,600	63,300	65,000	72,500
10	58,400	60,100	61,250	62,400	64,100	65,800	73,300
11	59,200	60,900	62,050	63,200	64,900	66,600	74,100
12	60,000	61,700	62,850	64,000	65,700	67,400	74,900
13	60,800	62,500	63,650	64,800	66,500	68,200	75,700
14	61,600	63,300	64,450	65,600	67,300	69,000	76,500
15	62,400	64,100	65,250	66,400	68,100	69,800	77,300
16	63,200	64,900	66,050	67,200	68,900	70,600	78,100
17	64,000	65,700	66,850	68,000	69,700	71,400	78,900
18	64,800	66,500	67,650	68,800	70,500	72,200	79,700
19	65,600	67,300	68,450	69,600	71,300	73,000	80,500
20	66,400	68,100	69,250	70,400	72,100	73,800	81,300
21	67,200	68,900	70,050	71,200	72,900	74,600	82,100
22	68,000	69,700	70,850	72,000	73,700	75,400	82,900
23	68,800	70,500	71,650	72,800	74,500	76,200	83,700
24	69,600	71,300	72,450	73,600	75,300	77,000	84,500
25	70,400	72,100	73,250	74,400	76,100	77,800	85,300
26	71,200	72,900	74,050	75,200	76,900	78,600	86,100
27	72,000	73,700	74,850	76,000	77,700	79,400	86,900
28	72,800	74,500	75,650	76,800	78,500	80,200	87,700
29	73,600	75,300	76,450	77,600	79,300	81,000	88,500
30	74,400	76,100	77,250	78,400	80,100	81,800	89,300

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 given a maximum credit of ten (10) years for substantiated experience, or fifteen (15) years for substantiated experience with a Masters/Doctorate degree, 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 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 above includes up to \$7,920 from Classroom Site Fund (CSF)

\* 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, then that employee will be eligible for a 2% cost-of-living adjustment raise, calculated based on an employee's position amount, subject to Board approval and in the Board's discretion. If the salary schedule amounts increased from one year to the next, the amount of the cost-of-living adjustment raise will be reduced by the amount of the salary schedule increase during the year the increase occurred. 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. Those individuals who are contracted through ESI or are retired return to work employees are not eligible for the cost-of-living adjustment.

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. Hourly rate amounts that are less than mandatory minimum wage increases automatically adjust to the minimum wage on the effective date.