

Cartwright School District

Administrator Salary Schedule 2025-2026

Years Experience	Principal *	Assistant Principal *	Director	Assistant Director	Classified Administrator
0	95,000	75,000	95,000	75,000	70,000
1	97,800	77,000	97,800	77,000	72,000
2	100,600	79,000	100,600	79,000	74,000
3	103,400	81,000	103,400	81,000	76,000
4	106,200	83,000	106,200	83,000	78,000
5	109,000	85,000	109,000	85,000	80,000
6	110,300	87,000	110,300	87,000	82,000
7	111,600	89,000	111,600	89,000	84,000
8	112,900	91,000	112,900	91,000	86,000
9	114,200	93,000	114,200	93,000	88,000
10	115,500	95,000	115,500	95,000	90,000
<p>* Principals (\$5,000) and K-8/Middle School Assistant Principals (\$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.</p>					
<p>For All Administrators - an additional stipend amount of \$7,500 will be paid upon completion of Doctoral degree. Adjustment only occurs at the start of each contract year.</p>					
<p>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.</p>					
<p>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. 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 compensations paid pursuant to this salary schedule.</p>					