

Cartwright School District
Food Service Kitchen ESP Salary Schedule 2025-2026

Placement Row	FS/SFA Worker	Cook/MGR Trainee	RKM	BKM	Central Kitchen
0	16.69	18.34	20.30	21.65	24.33
1	17.02	18.68	20.61	21.98	
2	17.28	18.98	20.92	22.33	
3	17.53	19.30	21.25	22.68	
4	17.78	19.56	21.56	23.04	
5	18.03	19.87	21.90	23.41	
6	18.28	20.15	22.26	23.77	
7	18.57	20.46	22.62	24.14	
8	18.86	20.77	22.98	24.55	
9	19.12	21.10	23.32	24.94	
10	19.38	21.40	23.69	25.33	
11	19.71	21.73	24.06	25.72	

Employees working solely in hourly substitute positions will be paid Minimum Wage. When placed on regular status, the employee will move to FS/SFA Worker, Row 1. Employees working solely in hourly substitute positions other positions on this schedule 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 Bachelors Degree

Eligibility of placement is dependent on experience and market conditions, reviewed annually

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, 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. 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.

Effective July 1, 2025