

# Cartwright School District

## Related Service Provider Salary Schedule 2025-2026

Step	BA+ / BS+	MA / MS	Doctorate
0	61,001	66,051	68,501
1	62,091	67,141	69,591
2	63,226	68,276	70,726
3	64,420	69,470	71,920
4	65,612	70,662	73,112
5	66,805	71,855	74,305
6	68,000	73,050	75,500
7	69,193	74,243	76,693
8	70,386	75,436	77,886
9	71,684	76,734	79,184
10	73,017	78,067	80,517
11	74,349	79,399	81,849
12	75,704	80,754	83,204
13	76,455	81,505	83,955
14	77,186	82,236	84,686
15	77,957	83,007	85,457

• Amounts above include up to \$4,300 from Classroom Site Fund

• Amounts above include \$3,000 funded via IDEA

• Speech Language Pathologist: Add \$3,000 for Certificate of Clinical Competence credential via IDEA

• Occupational Therapist, Physical Therapist: Add \$3,000 for National Board Certification via IDEA

• Bilingual Speech Language Pathologist: Add \$3,000 via IDEA

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 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.