

Cartwright School District 2021-22

Education Support Professional (ESP) Salary Schedule

Step	A12	A13	B21	B22	B23	B24
0	13.20	14.90	16.53	18.26	19.96	22.13
1	13.53	15.25	16.87	18.59	20.31	22.48
2	13.81	15.55	17.21	18.96	20.71	22.93
3	14.06	15.87	17.54	19.34	21.11	23.38
4	14.31	16.15	17.88	19.71	21.53	23.85
5	14.57	16.46	18.21	20.08	21.93	24.33
6	14.84	16.76	18.52	20.45	22.33	24.81
7	15.13	17.06	18.91	20.83	22.77	25.32
8	15.42	17.39	19.26	21.24	23.23	25.82
9	15.70	17.73	19.60	21.66	23.66	26.33
10	15.96	18.05	20.01	22.06	24.12	26.86
11	16.31	18.39	20.38	22.48	24.57	27.39
12	16.60	18.72	20.75	22.91	25.05	27.95
13	16.91	19.09	21.16	23.33	25.54	28.51
14	17.19	19.46	21.56	23.80	26.00	29.07
15	17.54	19.79	21.98	24.28	26.52	29.65
16	17.88	20.19	22.35	24.72	27.02	30.25
17	18.19	20.58	22.84	25.19	27.54	30.86
18	18.53	20.96	23.27	25.67	28.11	31.47
19	18.92	21.37	23.71	26.15	28.61	32.10
20	19.23	21.79	24.17	26.68	29.20	32.75
21	19.60	22.18	24.60	27.17	29.74	33.40
22	19.97	22.60	25.10	27.71	30.33	34.06
23	20.36	23.03	25.58	28.23	30.89	34.76
24	20.73	23.45	26.04	28.76	31.50	35.45
25	21.11	23.93	26.58	29.34	32.09	36.16
26	21.53	24.40	27.11	29.93	32.74	36.88

Employees working solely in hourly substitute positions (Custodians, Monitors, Crosswalk Guards, and Food Service Workers) will be paid \$13.00 per hour. When placed on regular status, the employee will move to Range A12, Row 1. Employees working solely in hourly substitute positions other than those listed above 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 Bachelor Degree
- Maintenance Specialist (Plumber) receives additional \$2.00 per hour for certification in backflow prevention valve maintenance. (Limit to one position)
- Information Technology Technicians receive additional \$2.00 per hour

Eligibility of placement is dependent on experience due to market conditions. This will be reviewed annually.

Training: Employees regular rate of pay associated with the job to which the training pertains. Placement on the salary schedule for bus drivers without CDL will be at Row 1 Column A12 while in training. Upon certification, employee will move to a Row 1 Column B22.

Interpreters: Employees used as interpreters will be paid a minimum of \$13.00 per hour and/or maximum of current rate of pay.

An individual employee who adds or changes job assignments *within the same range* will maintain his/her current placement.

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. Employee acknowledges that the District shall place Employee on the salary schedule so as to recoup the costs associated with paying the Alternative Contribution Rate pursuant to A.R.S. § 38-766.02