



CERTIFIED COMPENSATION PLAN

I. Initial Placement of Certified Staff

	BA	BA+15	BA+30	BA+45	MA	MA+15	MA+30	MA+45	MA+60	PHD
Minimum	41618	42593	43568	44543	45543	46668	47793	48918	50043	51043
Maximum	46618	47593	48586	49543	50543	51668	52793	53918	55043	56043

EXPERIENCE- All full-time, verified, certificated teaching experience will be honored at a rate of \$500 per year. A maximum of 10 years of experience will be granted on initial placement.

COURSEWORK – All approved, graduate-level coursework will be honored at the following rates:

- \$65 per credit hour with a maximum of 45 credits beyond a BA degree. Amount per credit hour determined annually by the Governing Board.
- \$75 per credit hour with a maximum of 60 credits beyond a MA degree. Amount per credit hour determined annually by the Governing Board.
- \$1,000 will be granted for a MA degree
- \$1,000 will be granted for a doctorate

EXAMPLE: A teacher who has 10-years of experience with 45 credit hours past a BA degree. The teacher also has earned a MA degree.

Base Salary	\$41618
Experience (10 x \$500)	\$5,000
Coursework (45 x \$65)	\$2,925
Master's Degree	<u>\$1,000</u>
CONTRACT AMOUNT	\$50,543

ADDITIONAL INFORMATION

- A. Salary and benefits are prorated based on the hire date and less than full-time equivalent (FTE) employment.
- B. Salaries are based on the Board-approved work calendar and contracts based on an extended work year calendar (Academic Coach, Counselor) will be supplemented on a per diem basis.
- C. Proposition 301 (Classroom Site Fund #11) accounts for 4% of the base salary amount. The revenue the District receives from this fund is based on state sales tax revenue and state land trust sales which fluctuate. This may result in an annual fluctuation of the base salary.
- D. Proposition 301 (Classroom Site Fund #12) performance pay is **not** part of the base salary. Performance pay is awarded to all eligible certificated staff successfully completing the annual board-approved pay for performance plan. The revenue that the District receives from the Classroom Site Fund is based on state sales tax revenue which can fluctuate. This may result in an annual fluctuation of performance pay.
- E. If the evaluation process has brought a certified evaluator to the conclusion that the performance of any individual has been unsatisfactory, that individual will be ineligible for performance pay for the current year. Staff members whose performance has been unsatisfactory will receive timely notice that this is the case. Such notice will provide an employee with a minimum of 45 instructional days to correct the inadequacy.
- F. National Board of Professional Teaching Standards Certification will result in an additional stipend of \$2,000 per year for each year the certification is valid.

Governing Board Approval June 26, 2019

II. Salary Advancement for Continuing Certified Staff

COURSEWORK – All approved, graduate-level coursework will be honored at the following rates:

- \$65 per credit hour with a maximum of 45 credits beyond a BA degree
- \$75 per credit hour with a maximum of 60 credits beyond a MA degree.
- \$1,000 will be granted for a MA degree
- \$1,000 will be granted for a doctorate

ADDITIONAL INFORMATION

- A. Coursework approved and completed in each calendar year will be used to calculate education compensation for the following contract year. For example, coursework completed from 1/1/16 through 12/31/16 will be used to calculate compensation for the 2017-18 school year. Official transcripts must be submitted no later than 2/15 following the end of each calendar year.

III. Retirement Incentive Program (Governing Board Policy GCQE)

- A. The retirement incentive program is intended to provide a school employee with the opportunity to receive an incremental increase in salary during the final year of employment. Such payment must be offered and accepted in the employment contract prior to the beginning of the particular school year in which the retirement incentive pay is to be received.
- B. The employee must apply to the Governing Board, in writing, for the retirement incentive during or before the year prior to the year in which retirement will occur.
- C. An employee choosing the retirement incentive shall receive an increase over the regular contractual or scheduled salary in the year before retirement. The payment will be based upon the number of years of service to the District.

Number of years of service to the School District	Percent of annual salary
10	2%
11	3%
12	4%
13	5%
14	6%
15	7%
16	8%
17	9%
18	10%
19	11%
20 and above	12%

IV. Sick Leave Payment upon Retirement (Governing Board Policy GCQE)

- A. Upon proper and timely application for the retirement incentive program, the District will pay for accumulated sick leave on a graduated scale up to the maximum accumulated amount indicated by the District. Certificated

employees will be paid based upon a daily rate established for payment of a day-to-day substitute teacher in the District.

B. The payment will be made on the following scale:

Number of years of service to the School District	Percent of daily rate
10	0%
11	5%
12	10%
13	15%
14	20%
15	25%
16	30%
17	35%
18	40%
19	45%
20 and above	50%



ADMINISTRATIVE COMPENSATION PLAN

I. Salary Range

		Minimum	Maximum
A	Director – Business Services, Exceptional Student Services, Technology	\$82,688	\$107,889
B	High School Principal Director – Curriculum & Instruction, Human Resources, Teaching & Learning	\$81,533	\$100,696
C	Middle School Principal Elementary Principal District Athletic Director	\$80,483	\$93,504
D	Director – Food Services, Transportation	\$69,458	\$76,073
E	High School & Middle School Assistant Principals	\$63,945	\$83,434
F	Director – Finance, Health Services, Assessment and Data, Multiple Projects	\$60,638	\$79,119
G	High School Dean of Students Coordinator – Purchasing, Technology, Network, Maintenance & Grounds, Before & After School, Transportation, Grants & Federal Programs	\$52,920	\$64,734

ADDITIONAL INFORMATION

- A. Salary and benefits are prorated based on the hire date and less than full-time equivalent (FTE) employment.
- B. Salaries are based on 261 days and a 12-month work calendar
- C. Administrators who hold a doctorate will earn extra compensation of \$2,300 annually.

II. Retirement Incentive Program (Governing Board Policy GCQE)

- D. The retirement incentive program is intended to provide a school employee with the opportunity to receive an incremental increase in salary during the final year of employment. Such payment must be offered and accepted in the employment contract prior to the beginning of the particular school year in which the retirement incentive pay is to be received.

- E. The employee must apply to the Governing Board, in writing, for the retirement incentive during or before the year prior to the year in which retirement will occur.
- F. An employee choosing the retirement incentive shall receive an increase over the regular contractual or scheduled salary in the year before retirement. The payment will be based upon the number of years of service to the District.

Number of years of service to the School District	Percent of annual salary
10	2%
11	3%
12	4%
13	5%
14	6%
15	7%
16	8%
17	9%
18	10%
19	11%
20 and above	12%

III. Sick Leave Payment upon Retirement (Governing Board Policy GCQE)

- C. Upon proper and timely application for the retirement incentive program, the District will pay for accumulated sick leave on a graduated scale up to the maximum accumulated amount indicated by the District. Certificated employees will be paid based upon a daily rate established for payment of a day-to-day substitute teacher in the District.
- D. The payment will be made on the following scale:

Number of years of service to the School District	Percent of daily rate
10	0%
11	5%
12	10%
13	15%
14	20%
15	25%
16	30%
17	35%
18	40%
19	45%
20 and above	50%

Maricopa Unified School District Stipend & Extra Duty Pay Levels

L	\$4,000
High School	Head Football
K	\$3,800
High School	"Zero Hour"- Class Overload- Per Semester
Middle School	"Zero Hour"- Class Overload- Per Semester
J	\$3,400
High School	Head Varsity Volleyball
High School	Head Varsity Girls' Basketball
High School	Head Varsity Boys' Basketball
High School	Head Varsity Softball
High School	Head Varsity Baseball
High School	Head Varsity Wrestling
High School	Head Varsity Track
High School	Head Varsity Soccer
High School	Head Swim Coach
High School	Marching Band
I	\$3,000
High School	Ram Academy Counselor
High School	Ram Academy ESS Support
H	\$2,600
High School	Varsity Football Assistants
High School	Head Varsity Golf
High School	Head Beach Volleyball
High School	Head Varsity Tennis

High School	Head Varsity Cross Country
High School	Equipment Manager (Per Season - 3 Seasons)
G	\$2,300
High School	JV & Freshman Football Head Coach
High School	JV & Freshman Baseball
High School	JV & Freshman Basketball
High School	JV & Freshman Softball
High School	JV & Freshman Volleyball
High School	JV Soccer
High School	JV Track
High School	JV Wrestling
District	Doctoral Degree (PhD or EdD)
District	No Lunch ESS Teachers
District	No Prep ESS Teachers
F	\$2,000
High School	Head Varsity Cheerleading - Per Season
High School	All Assistant Coaches (except Varsity Football)
High School	Drama
High School	Assistant Band Director
District	National Board Certification
District	Retention Stipend - ESS Self-Contained Teachers
E	\$1,600
High School	Head JV Cheerleading - Per Season
District	Head Special Olympics Coach (Per Sport – 2 Sports)
D	\$1,500

Governing Board Approval June 26, 2019

High School	Student Council Advisor	
C		\$1,400
High School	Club Sponsors- Including CTE Clubs, <u>Dance and Choir</u>	
B		\$1,100
High School	Newspaper Advisor	
High School	Yearbook Advisor	
High School	Head Colorguard Instructor	
High School	Head Percussion Instructor	
High School	Winterguard Instructor	
Middle School	Head Coaching Positions (All)	
District	Special Olympics (Per Sport – 2 Sports)	
District	Robotics Team Advisor	
A		\$800
High School	Spring Football	
High School	Summer Coaching	
High School	Class Advisors	
High School	National Honor Society	
High School	Assistant Percussion Instructor	
Middle School	Band	
Elementary	Band	
OTHER STIPENDS		
District	Campus Technology Liaisons	\$1,000
District	Gifted Liaisons	\$1,000
District	Adventure Course Leads	\$250
High School	Advanced Placement Coordinator	\$1,000
High School	ESS Counselor	\$1,000
High School	Academic Coordinator	\$500

Governing Board Approval June 26, 2019

High School	Testing Coordinator	\$500
High School	Science Lab Specialist	\$500
High School	Department Chairs	\$125/FTE
High School	Link Crew	\$250
High School	Approved Independent Clubs	\$250
Middle School	Student Council	\$250
Middle School	Yearbook	\$250
Elementary School	Grade Level Representatives	\$125
Elementary School	Academic League (School Site Stipend)	\$500
Elementary School	Spelling Bee Coordinator	\$250/School
Elementary School	Student Council	\$250
Elementary School	Yearbook	\$250
Elementary School	Intramural Coaches (3 Sports/School)	\$250
Elementary School	Non-21 st Century Schools – Club Sponsors	\$250/School

Longevity

Increase for Experience:

- ✓ 5 years – 10% over base
- ✓ 10 years – 20% over base
- ✓ 15 years – 30% over base
- ✓ 20+ years – 40% over base

Additional Athletic Stipends:

Post season AIA play- Varsity Coach \$125

20-40 athletes participating on average \$250

40-60 athletes participating on average \$500

60+ athletes participating on average \$750

Note on Coaches: No teacher will coach an AIA activity in a school to which he/she does not have a teaching assignment unless he/she has the written permission of the principal that the coaching assignment will not interfere with the individuals teaching assignment.

Maricopa Unified School District

Substitute Pay Rates

Administrative Asst.	\$12.00 Hour
Office/Clerical	\$12.00 Hour
Custodian/Grounds	\$12.00 Hour
Food Service	\$12.00 Hour
Paraprofessional Gen. Ed.	\$12.00 Hour
Health Office	\$12.39 Hour
Security	\$15.11 Hour
Paraprofessional ESS	\$12.00 Hour
Bus Driver	\$13.42 Hour
Bus Aide	\$12.00 Hour
Registered Nurse (RN)	\$24.32 Hour
Licensed Practical Nurse (LPN)	\$23.31 Hour
Substitute Cert	\$100 Day
Teacher Cert	\$110 Day
Retired MUSD	\$125 Day
Long Term	\$125 Day



RELATED SERVICES COMPENSATION PLAN

V. Initial Placement of Related Service Staff

(Psychologists, Speech and Language Pathologists, Speech and Language Pathology Assistants, Occupational Therapists, Physical Therapists, Behavioral Counselors, Physical Therapy Assistants and Certified Occupational

POSITION	Minimum	Maximum	Therapy Assistants)
Psychologist (Master’s Degree)	\$62,843	\$85,218	
Speech and Language Pathologist (Master’s Degree)	\$65,835	\$88,210	
Occupational Therapist/Physical Therapist/Behavioral Counselors	\$58,905	\$75,905 – OT \$73,905 – PT/BC	
Certified Occupational Therapist Assistant, Speech and Language Therapy Assistant, Physical Therapy Assistant	\$46,200	\$58,200 (COTA) \$56,200	

EXPERIENCE- All full-time, verified experience will be honored at a rate of \$1,500 per year for Psychologists, SLP, OT & PT and \$1,000 per year for SLPA, COTA & PTA. A maximum of 10 years of experience will be granted on initial placement.

COURSEWORK – All approved, graduate-level coursework or certifications will be honored at the following rates:

- (Psychologist) \$75 per credit hour with a maximum of 45 credits beyond a Master’s degree. Amount per credit hour determined annually by the Governing Board.
- (Psychologist) \$2,000 will be granted for an Ed.D. degree
- (Psychologist) Nationally Certified School Psychologist (NCSP) \$2,000
- (SLP) \$75 per credit hour with a maximum of 45 credits beyond a Master’s degree. Amount per credit hour determined annually by the Governing Board
- (SLP) \$2,000 will be granted for an Ph.D. or Ed.D. degree
- (SLP) Certificate of Clinical Competency (CCC) - \$2,000
- Occupational Therapist (OT and COTA) National Board for Certification in Occupational Therapy (NBCOT) - \$2,000

ADDITIONAL INFORMATION

- G. Salary and benefits are prorated based on the hire date and less than full-time equivalent (FTE) employment.
- H. Salaries are based on Board-approved work calendars and contracts based on an extended work year calendar will be supplemented on a per diem basis.
- I. Coursework or certifications approved and completed in each calendar year will be used to calculate education compensation for the following contract year. For example, coursework or certification completed from 1/1/19 through 12/31/19 will be used to calculate compensation for the 2020-21 school year. Official transcripts or documentation must be submitted no later than 2/15 following the end of each calendar year.

VI. Retirement Incentive Program (Governing Board Policy GCQE)

- G. The retirement incentive program is intended to provide a school employee with the opportunity to receive an incremental increase in salary during the final year of employment. Such payment must be offered and accepted in the employment contract prior to the beginning of the particular school year in which the retirement incentive pay is to be received.
- H. The employee must apply to the Governing Board, in writing, for the retirement incentive during or before the year prior to the year in which retirement will occur.
- I. An employee choosing the retirement incentive shall receive an increase over the regular contractual or scheduled salary in the year before retirement. The payment will be based upon the number of years of service to the District.

Number of years of service to the School District	Percent of annual salary
10	2%
11	3%
12	4%
13	5%
14	6%
15	7%
16	8%
17	9%
18	10%
19	11%
20 and above	12%

VII. Sick Leave Payment upon Retirement (Governing Board Policy GCQE)

- E. Upon proper and timely application for the retirement incentive program, the District will pay for accumulated sick leave on a graduated scale up to the maximum accumulated amount indicated by the District. Certificated employees will be paid based upon a daily rate established for payment of a day-to-day substitute teacher in the District.
- F. The payment will be made on the following scale:

Number of years of service to the School District	Percent of daily rate
10	0%
11	5%
12	10%
13	15%
14	20%
15	25%
16	30%
17	35%
18	40%
19	45%
20 and above	50%

CLASSIFIED SUPPORT STAFF LEVELS

LEVEL	POSITION	LEVEL	POSITION	LEVEL	POSITION					
1	Groundskeeper	4	<u>Specialist I</u> ESS Clerk Curriculum Clerk Payroll Clerk District Receptionist Fixed Assets Clerk Admin. Asst. II	11	<u>Transportation Dept.</u> • Route Specialist • Trainer • Dispatcher					
	Bus Aide		5		Before & After School Instructor	12	Food Service HS Mgr. Security			
	School Receptionist	6		Food Service MS Mgr. Bus Driver	13		<u>Specialist II</u> • Accounts Payable • Student Activities • Maint/Custodial • Business Generalist • ELL Program • Payroll/Benefits • MIPS Compliance			
	Playground Monitor			7			District AD – Admin. Asst.	14	Food Service Supervisor	
	Food Service Worker		8			Maintenance Generalist	15		<u>Maintenance</u> • HVAC • Electrical/Plumbing • Painter Technology Support Tech ISS Facilitator	
Custodian	9					HR Generalist Curriculum Generalist			16	<u>Specialist III</u> • Bus Mechanic
Paraprofessional Gen Ed		10				17				<u>Specialist IV</u> • Student Data • Human Resources • Benefits Exec. Admin. Assistant Governing Board Secretary Sr. Tech Support Before and After School Lead Instructor
Lead Custodian										
Registrar										
Library Aide										
Crossing Guard										
Bookstore Clerk										
Attendance Clerk										
2	Administrative Asst. I Paraprofessional ESS ESS Behavior Tech Medical Assistant									
	Food Service Elem. Manager									

IX. Retirement Incentive Program (Governing Board Policy GCQE)

- J. The retirement incentive program is intended to provide a school employee with the opportunity to receive an incremental increase in salary during the final year of employment. Such payment must be offered and accepted in the employment contract prior to the beginning of the particular school year in which the retirement incentive pay is to be received.
- K. The employee must apply to the Governing Board, in writing, for the retirement incentive during or before the year prior to the year in which retirement will occur.
- L. An employee choosing the retirement incentive shall receive an increase over the regular contractual or scheduled salary in the year before retirement. The payment will be based upon the number of years of service to the District.

Number of years of service to the School District	Percent of annual salary
10	2%
11	3%
12	4%
13	5%
14	6%
15	7%
16	8%
17	9%
18	10%
19	11%
20 and above	12%

X. Sick Leave Payment upon Retirement (Governing Board Policy GCQE)

- G. Upon proper and timely application for the retirement incentive program, the District will pay for accumulated sick leave on a graduated scale up to the maximum accumulated amount indicated by the District. Support staff members will be paid based upon a daily rate calculated by multiplying the minimum wage times eight (8) hours.
- H. The payment will be made on the following scale:

Number of years of service to the School District	Percent of daily rate
10	0%
11	5%
12	10%
13	15%
14	20%
15	25%
16	30%
17	35%
18	40%
19	45%
20 and above	50%



HEALTH SERVICES COMPENSATION PLAN

I. Initial Placement of Health Staff

	LPN	RN	RN+15	RN+30	RN+45	BSN	BSN+15	BSN+30	BSN +45	MSN	MSN+15	MSN+ 30	MSN+45
Minimum	37,664	39,605	40,205	40,805	41,405	42,405	43,155	43,905	44,655	46,155	47,280	48,405	49,530
Maximum	42,664	44,605	45,205	45,805	46,405	47,405	48,155	48,905	49,655	51,155	52,280	53,405	54,530

EXPERIENCE- All full-time, verified experience will be honored at a rate of \$500 per year. A maximum of 10 years of experience will be granted on initial placement.

COURSEWORK – All approved, graduate-level coursework will be honored at the following rates:

- \$40 per credit hour with a maximum of 45 credits beyond a RN degree. Amount per credit hour determined annually by the Governing Board.
- \$50 per credit hour with a maximum of 45 credits beyond a BSN degree. Amount per credit hour determined annually by the Governing Board
- \$75 per credit hour with a maximum of 45 credits beyond a MSN degree. Amount per credit hour determined annually by the Governing Board.
- \$1,000 will be granted for a BS degree
- \$1,500 will be granted for a MA degree

EXAMPLE: A health service employee who has 10-years of experience with 45 credit hours past a BSN degree who also has earned a MSN degree.

Base Salary (BSN)	\$42,405
Experience (10 x \$500)	\$5,000
Coursework (45 x \$50)	\$2,250
Master’s Degree	<u>\$1,500</u>
CONTRACT AMOUNT	\$51,155

ADDITIONAL INFORMATION

- A. Salary and benefits are prorated based on the hire date and less than full-time equivalent (FTE) employment.
- B. Salaries are based on a 202 work calendar and contracts based on an extended work year calendar will be supplemented on a per diem basis.
- C. All coursework approved and completed in each calendar year will be used to calculate education compensation for the following contract year. For example, coursework completed from 1/1/19 through 12/31/19 will be used to calculate compensation for the 2020-21 school year. Official transcripts must be submitted no later than 2/15 following the end of each calendar year.

II. Retirement Incentive Program (Governing Board Policy GCQE)

- A. The retirement incentive program is intended to provide a school employee with the opportunity to receive an incremental increase in salary during the final year of employment. Such payment must be offered and accepted in the employment contract prior to the beginning of the particular school year in which the retirement incentive pay is to be received.
- B. The employee must apply to the Governing Board, in writing, for the retirement incentive during or before the year prior to the year in which retirement will occur.
- C. An employee choosing the retirement incentive shall receive an increase over the regular contractual or scheduled salary in the year before retirement. The payment will be based upon the number of years of service to the District.

Number of years of service to the School District	Percent of annual salary
10	2%
11	3%
12	4%
13	5%
14	6%
15	7%
16	8%
17	9%
18	10%
19	11%
20 and above	12%

III. Sick Leave Payment upon Retirement (Governing Board Policy GCQE)

- A. Upon proper and timely application for the retirement incentive program, the District will pay for accumulated sick leave on a graduated scale up to the maximum accumulated amount indicated by the District. Certificated employees will be paid based upon a daily rate established for payment of a day-to-day substitute teacher in the District.
- B. The payment will be made on the following scale:

Number of years of service to the School District	Percent of daily rate
10	0%
11	5%
12	10%
13	15%
14	20%
15	25%
16	30%
17	35%
18	40%
19	45%
20 and above	50%