



**2023-24 CERTIFIED TEACHER, SOCIAL WORKER & NURSE NEW HIRE PLACEMENT SCHEDULE**

Grade	BA+0	BA+12	BA+24	BA+36 MA+0	BA+48 MA+12	BA+60 MA+24	BA+72 MA+36	BA+84 MA+48	MA+60	MA+72 Doctorate
A	\$ 48,383	\$ 49,602	\$ 51,090	\$ 52,623	\$ 54,200	\$ 55,828	\$ 57,501	\$ 59,226	\$ 61,002	\$ 62,835
B	\$ 49,352	\$ 50,595	\$ 52,112	\$ 53,674	\$ 55,284	\$ 56,943	\$ 58,653	\$ 60,412	\$ 62,225	\$ 64,089
C	\$ 50,104	\$ 51,606	\$ 53,154	\$ 54,748	\$ 56,391	\$ 58,081	\$ 59,825	\$ 61,620	\$ 63,469	\$ 65,373
D	\$ 51,105	\$ 52,641	\$ 54,220	\$ 55,842	\$ 57,519	\$ 59,245	\$ 61,022	\$ 62,851	\$ 64,738	\$ 66,680
E	\$ 52,128	\$ 53,691	\$ 55,302	\$ 56,960	\$ 58,669	\$ 60,430	\$ 62,242	\$ 64,111	\$ 66,031	\$ 68,013
F	\$ 53,169	\$ 54,764	\$ 56,406	\$ 58,101	\$ 59,841	\$ 61,635	\$ 63,488	\$ 65,391	\$ 67,354	\$ 69,371
G	\$ 54,233	\$ 55,860	\$ 57,536	\$ 59,260	\$ 61,040	\$ 62,871	\$ 64,757	\$ 66,698	\$ 68,700	\$ 70,762

Table I	
New Hire Placement	
Experience	Grade
0 yrs	A
1-3 yrs	B
4-10 yrs	C
11-15 yrs	D
16-20 yrs	E
21-25 yrs	F
26+ yrs	G

Table II	
Additional Compensation	
SUSD Experience	Amount
0-8 yrs	\$1,650
9-14 yrs	\$2,500
15+ yrs	\$4,500

Table III	
Stipend	
Market Demand	Amount
NBCT	\$3,000
Doctorate	\$3,000
Specialized Program	\$2,000

Table IV
Stipend
Pay for Performance
Up to \$3,000

**\*Retirees returning to work will be placed at 90% of the appropriate salary placement.**

**Notes:**

**I. New Hire placement is based upon:**

- The earned degree
- Graduate credits earned after the conferring last degree
- Years of full-time experience as a certificated employee

**II. Additional Compensation is based upon:**

- Consecutive years of experience as SUSD certified employee
- Certified employees as covered by the SEA: Teacher, Nurse, Related Service Providers
- Prorated based on work calendar and FTE

**III. Market Demand is based upon:**

- Appropriate certification or endorsement
- Special Education certification and placement Specialized Program

**IV. Pay for Performance is based upon:**

- The Governing Board adopted PFP plan
- Compliance with the provisions of A.R.S. §15-521