

FY23 ADOPTED TEACHER SALARY SCALE CALCULATION TABLE

The teacher pay scale shown below is based on a bachelor's degree, completed years of experience, and the number of contracted days for the FY23 school year. To calculate your salary, find the years of *completed* experience and select the base salary amount based on contracted days. Then, use the FY23 Adopted Educational Supplements table to add any supplements you receive.

BACHELOR'S DEGREE				
YEARS OF EXPERIENCE	CONTRACTED DAYS			
	200 DAYS	210 DAYS	220 DAYS	240 DAYS
0	49,000	51,450	53,900	58,800
1	50,470	52,994	55,517	60,564
2	51,984	54,583	57,182	62,381
3	53,544	56,221	58,898	64,253
4	55,150	57,908	60,665	66,180
5	56,804	59,644	62,484	68,165
6	57,656	60,539	63,422	69,187
7	58,521	61,447	64,373	70,225
8	59,399	62,369	65,339	71,279
9	60,290	63,305	66,319	72,348
10	61,195	64,255	67,315	73,434
11	62,112	65,218	68,323	74,534
12	63,044	66,196	69,348	75,653
13	63,990	67,190	70,389	76,788
14	64,950	68,198	71,445	77,940
15	65,924	69,220	72,516	79,109
16	66,913	70,259	73,604	80,296
17	67,916	71,312	74,708	81,499
18	68,935	72,382	75,829	82,722
19	69,969	73,467	76,966	83,963
20	71,019	74,570	78,121	85,223
21	72,084	75,688	79,292	86,501
22	73,165	76,823	80,482	87,798
23	74,263	77,976	81,689	89,116
24	75,377	79,146	82,915	90,452
25	76,507	80,332	84,158	91,808
26	77,655	81,538	85,421	93,186
27	78,820	82,761	86,702	94,584
28	80,002	84,002	88,002	96,002
29	81,202	85,262	89,322	97,442
30	82,420	86,541	90,662	98,904
31	83,656	87,839	92,022	100,387
32	84,911	89,157	93,402	101,893
33	86,185	90,494	94,804	103,422
34	87,478	91,852	96,226	104,974
35	88,790	93,230	97,669	106,548

Note: Teachers with 36 years of experience and above will receive a 5% off scale increase.

FY23 ADOPTED EDUCATIONAL SUPPLEMENTS	
SUPPLEMENT	FY23 ADOPTED
Bachelor's +15 <i>(15 credits must be earned in Master's Degree or Doctoral Program courses from an</i>	1,433
Master's	5,199
Master's +15 <i>(15 credits must be earned in Master's level courses or higher from an accredited college or</i>	5,661
Master's +30 <i>(30 credits must be earned in Master's level courses or higher from an accredited college or</i>	6,125
Doctorate	6,916
National Board Certification	3,261

FY23 Adopted Bus Driver Scale

The Bus Driver scale shown below is based on a hourly rate * Hours Per Day * Days Per Year. To calculate your salary, find the years of experience and multiply by Hours Per Day * Days Per Year.

Yrs. Of Exp.	Hourly Rate	Hours Per Day	Days Per Year	FY23 Approved Salary
0	22.60	6.50	183.00	26,882.70
1	23.10	6.50	183.00	27,477.45
2	23.63	6.50	183.00	28,101.94
3	24.16	6.50	183.00	28,738.91
4	24.71	6.50	183.00	29,388.38
5	25.26	6.50	183.00	30,050.34
6	25.83	6.50	183.00	30,724.79
7	26.41	6.50	183.00	31,411.72
8	27.01	6.50	183.00	32,123.64
9	27.62	6.50	183.00	32,848.04
10	28.23	6.50	183.00	33,584.94
11	28.88	6.50	183.00	34,346.81
12	29.53	6.50	183.00	35,121.18
13	30.19	6.50	183.00	35,908.03
14	30.87	6.50	183.00	36,719.87
15	31.56	6.50	183.00	37,544.19
16	32.28	6.50	183.00	38,393.49
17	33.00	6.50	183.00	39,255.28
18	33.75	6.50	183.00	40,142.06
19	34.50	6.50	183.00	41,041.32
20	35.28	6.50	183.00	41,965.56
21	36.08	6.50	183.00	42,914.78
22	36.89	6.50	183.00	43,876.49
23	37.72	6.50	183.00	44,863.18
24	38.57	6.50	183.00	45,874.85
25	39.44	6.50	183.00	46,911.50
26	40.33	6.50	183.00	47,973.13
27	41.23	6.50	183.00	49,047.25
28	42.16	6.50	183.00	50,146.35
29	43.10	6.50	183.00	51,270.42
30	44.07	6.50	183.00	52,419.48
31	45.06	6.50	183.00	53,593.52
32	46.07	6.50	183.00	54,805.02
33	47.11	6.50	183.00	56,041.51
Off Scale 34+	48.17	6.50	183.00	57,302.97

Lead Drivers and Trainers receive a 5% increase over the Adopted Bus Driver Scale.

FY23 ADOPTED SERVICE SCALES

A Scale - Administration and Professional

12 MONTH EMPLOYEE RATES AND HOURS			
PAY SCALE	Minimum Annual Salary	Maximum Annual Salary	Daily Contracted Hours
A01	\$ 175,000	\$ 195,000	8
A02	\$ 150,000	\$ 180,000	8
A03	\$ 125,000	\$ 155,000	8
A04	\$ 100,000	\$ 140,000	8
A05	\$ 75,000	\$ 115,000	8
A06	\$ 60,000	\$ 95,000	7.5
A07	\$ 45,000	\$ 80,000	7.5

The rates listed above serve as the general hiring range for positions classified on each pay scale. Newly hired employees hired into positions classified to these pay scales will be offered a salary in accordance with Board policies and regulations.

For positions with a work calendar other than that for all 12 month staff, the hiring range can be identified by dividing the figures above by 240, then multiplying by the number of days in the contract (183, 200, 210, or 220).

POSITION TITLES BY JOB CLASS	
PAY SCALE	INCLUDED POSITION TITLES
A01	Deputy Superintendent
A02	Division Chief
A03	Executive Director Division Counsel
A04	Director
A05	Assistant Director
A06	Coordinator (Service) Coordinator (Instructional) Data Analyst Data and Research Scientist Facilities Project Manager HR Generalist Network Engineer Nutrition Field Manager Operations Project Manager Physical Plants Manager Systems Analyst Systems Engineer
A07	Assistant to the Superintendent Building Automation Engineer Clerk of the Board IT Project Technician Lead Plant Engineer Network Technician Specialist (Service) Specialist (Instructional)

FY23 ADOPTED SERVICE SCALES

C Scale - Clerical Positions

12 MONTH EMPLOYEE SALARY RANGES AND HOURS			
PAY SCALE	Minimum Annual Salary	Maximum Annual Salary	Daily Contracted Hours (FT)
C10	\$ 40,000	\$ 80,000	7.5
C11	\$ 37,500	\$ 75,000	7.5
C12	\$ 35,000	\$ 70,000	7.5
C13	\$ 32,250	\$ 65,000	7.5

The rates listed above serve as the general hiring range for positions classified on each pay scale. Newly hired employees hired into positions classified to these pay scales will be offered a salary in accordance with Board policies and regulations.

For positions with work calendars other than that for all 12 month staff, the hiring range can be identified by dividing the figures above by 240, then multiplying by the number of days in the contract (185, 189, 200, 220).

POSITION TITLES BY JOB CLASS	
PAY SCALE	INCLUDED POSITION TITLES
C10	Executive Assistant Office Manager (Department-Based) Office Manager (School-Based)
C11	Office Specialist (Department-Based)
C12	Accounting Assistant (Department-Based) Accounting Assistant (School-Based)
C13	Administrative Assistant (Department-Based) Administrative Assistant (School-Based)

FY23 ADOPTED SERVICE SCALES

U Scales - Uniform Scales

HOURLY RATES AND HOURS				
Pay Scale	Minimum Hourly Rate	Midpoint Hourly Rate	Maximum Hourly Rate	Daily Contracted Hours (FT)
U040	\$ 14.19	\$ 19.86	\$ 25.53	7.5
U050	\$ 14.92	\$ 20.89	\$ 26.86	7.5
U070	\$ 16.44	\$ 23.02	\$ 29.59	7.5
U080	\$ 17.25	\$ 24.15	\$ 31.05	7.5
U090	\$ 18.11	\$ 25.36	\$ 32.60	7.5
U100	\$ 19.02	\$ 26.63	\$ 34.24	7.5
U110	\$ 19.98	\$ 27.97	\$ 35.96	7.5
U120	\$ 20.97	\$ 29.36	\$ 37.75	7.5
U130	\$ 22.03	\$ 30.84	\$ 39.65	7.5
U140	\$ 23.11	\$ 32.36	\$ 41.60	7.5
U150	\$ 24.28	\$ 34.00	\$ 43.71	7.5
U160	\$ 25.50	\$ 35.70	\$ 45.90	7.5
U170	\$ 26.77	\$ 37.48	\$ 48.19	7.5
U200	\$ 31.00	\$ 43.39	\$ 55.79	7.5
U210	\$ 32.53	\$ 45.55	\$ 58.56	7.5
U230	\$ 35.88	\$ 50.23	\$ 64.58	7.5
U270	\$ 43.60	\$ 61.04	\$ 78.49	8.0
U280	\$ 45.78	\$ 64.09	\$ 82.40	8.0
U290	\$ 49.23	\$ 68.92	\$ 88.62	8.0
U300	\$ 50.48	\$ 70.67	\$ 90.87	8.0
U310	\$ 52.99	\$ 74.19	\$ 95.39	8.0
U330	\$ 58.44	\$ 81.81	\$ 105.18	8.0

Newly hired employees hired into positions classified to these pay scales will be offered a daily rate in accordance with Board policies and regulations.

Employees in job classes on Scales U270-U330 all work 12 month calendars; however, employees in all other U Scale job classes work a variety of calendars and, for nutrition staff, full-time hours differ from other personnel, which is why hourly rates are listed.

FY23 ADOPTED SERVICE SCALES

U Scales - Uniform Scales Position Titles

PAY SCALE	INCLUDED POSITION TITLES
U040	Nutrition Worker
U050	Courier Paraprofessional - Early Childhood Paraprofessional - General Elementary Instruction Paraprofessional - Special Education <i>(except listed below)</i>
U070	Assistant Nutrition Manager - Elem Behind the Wheel Instructor Custodian Paraprofessional - EBS Paraprofessional - Title I-funded Security Officer
U080	Assistant Nutrition Manager - Middle Family Service Worker Library Assistant
U090	Assistant Nutrition Manager - High Automotive Parts Assistant Job Coach Lead Custodian Paraprofessional - Autism
U100	Dispatcher General Maintenance Worker Warehouse Attendant
U110	Behavior Support Assistant Dispatch Coordinator Nutrition Manager - Elementary
U120	Assistive Technology Assistant Driver Training and Safety Coordinator Nutrition Manager - Middle Special Trips Coordinator
U130	Assistant Plant Engineer Automotive Service Writer Bus Route Coordinator Fleet Technician Licensed Practical Nurse Nutrition Manager - High Skilled Maintenance Worker
U140	Computer Technician Lead General Maintenance Worker Fleet Team Leader
U150	Behavior Support Specialist

PAY SCALE	INCLUDED POSITION TITLES
U160	Plant Engineer Warehouse Manager
U170	Lead Skilled Maintenance Worker Low Voltage Technician
U200	Infant / Toddler Specialist
U210	Educational Interpreter
U230	ABA Therapist Physical / Occupational Therapist Speech-Language Pathologist
U270	Assistant Principal - Elementary
U280	Assistant Principal - Middle
U290	Assistant Principal - High
U300	Director - Early Childhood Programs Principal - Elementary
U310	Principal - Middle
U330	Administrator - Phoenix Center Principal - High