

2023-2024 CERTIFIED

NEW HIRE Salary Schedule



NEW HIRE

BASE PLACEMENT

216 PAID DAYS 194 WORK DAYS 180 INSTRUCTIONAL DAYS 22 PAID HOLIDAYS/NON-WORK DAYS 14 PAID PLANNING/NON-INSTRUCTIONAL DAYS

EXPERIENCE	[BA/BS]	[BA/BS + 15]	[BA/BS + 30]	[BA/BS + 45]	[MA//MS]	[MA/MS + 15]	[MA/MS + 30]	[MA/MS + 45]	[EDD/PHD]
0-2 YEARS	\$ 49,442.70	\$ 50,808.18	\$ 52,173.66	\$ 53,539.15	\$ 55,132.20	\$ 56,497.69	\$ 57,863.17	\$ 59,228.66	\$ 60,821.73
3-5 YEARS	\$ 50,044.27	\$ 51,423.40	\$ 52,802.54	\$ 54,181.69	\$ 55,790.67	\$ 57,169.81	\$ 58,548.96	\$ 59,928.09	\$ 61,537.08
6-8 YEARS	\$ 50,503.98	\$ 51,896.91	\$ 53,289.84	\$ 54,682.77	\$ 56,307.85	\$ 57,700.79	\$ 59,093.71	\$ 60,486.63	\$ 62,111.73
9+ YEARS	\$ 50,968.29	\$ 52,375.14	\$ 53,782.00	\$ 55,188.87	\$ 56,830.21	\$ 58,237.05	\$ 59,643.92	\$ 61,050.77	\$ 62,692.12

ADDITIONAL BENEFITS

for all eligible employees working 30 hours or more per week:

- HSA Medical Plan
- \$50,000 Life Insurance
- Professional Development
- Arizona State Retirement Pension
- PAID Sick Leave

OPTIONAL BENEFITS

- Dental & Vision Programs
- Short Term Disability
- Supplementary Life Insurance
- Wellness Programs

***Hard-to-fill**
Annual Market Stipends
Available subject to change based on yearly budget:

Regular Resource (including Preschool, Visually/Hearing Impaired)
Extended Resource (self-contained ED, DD), Behavior Intervention
Dual Language Spanish or English/Spanish (Bi-Lingual Certification required)
Certified Staff qualified to teach and assigned to teach multiple content areas
National Board Certification

- see chart below (New Hires)
 - see chart below (New Hires)
 - see chart below (New Hires)
 - \$1,000/year
 - \$2,000/year

Performance Pay (301) is awarded to all eligible certified staff that successfully complete established goals. This is in addition to the base salary amount, up to \$2,700

STIPEND SCHEDULE FOR NEW HIRES & NEW PLACEMENTS

REGULAR RESOURCE (\$2,000 Minimum)

EXPERIENCE	BA	MA/PHD
1 - 8	\$ 2,000	\$ 2,000
9	\$ 2,000	\$ 2,700
10	\$ 2,400	\$ 3,600
11	\$ 3,000	\$ 4,500
12	\$ 3,600	\$ 5,400
13	\$ 4,200	\$ 6,300
14	\$ 4,800	\$ 7,200
15	\$ 5,400	\$ 8,100
16	\$ 6,000	\$ 9,000
17	\$ 6,600	\$ 9,900

SELF-CONTAINED (\$5,000 Minimum)

EXPERIENCE	BA	MA/PHD
1 - 11	\$ 5,000	\$ 5,000
12	\$ 5,000	\$ 5,400
13	\$ 5,400	\$ 6,300
14	\$ 5,000	\$ 7,200
15	\$ 5,400	\$ 8,100
16	\$ 6,000	\$ 9,000
17	\$ 6,600	\$ 9,900

DUAL-LANGUAGE (\$2,700 Minimum)

EXPERIENCE	BA	MA/PHD
1 - 8	\$ 2,700	\$ 2,700
9	\$ 2,700	\$ 3,600
10	\$ 3,000	\$ 4,500
11	\$ 3,600	\$ 5,400
12	\$ 4,200	\$ 6,300
13	\$ 4,800	\$ 7,200
14	\$ 5,400	\$ 8,100
15	\$ 6,000	\$ 9,000
16	\$ 6,600	\$ 9,900

**Annual Market Stipends will be granted based on completed years of experience prior to FY 21-22.

ABOUT KYRENE SCHOOL DISTRICT

Kyrene School District is one of Arizona's leading public school districts, providing excellence in education for more than 130 years. Kyrene is known for high academic achievement, with schools consistently outperforming peer districts, charter schools, and state averages on AzMERIT and other academic benchmarks.

AEF A+ SCHOOLS OF EXCELLENCE NATIONAL BOARD CERTIFIED TEACHERS A-RATED SCHOOLS NATIONAL BLUE RIBBON SCHOOLS

Kyrene School District
2023-2024 Certified Teacher - 218 Day Calendar
New Hire Placement Guide

Years of Experience	[BA/BS]	[BA/BS +15]	[BA/BS +30]	[BA/BS +45]	[MA/MS]	[MA/MS +15]	[MA/MS +30]	[MA/MS +45]	[EDD/PHD]
0-2 Years	\$ 50,730.89	\$ 52,135.03	\$ 53,539.15	\$ 54,943.28	\$ 56,581.43	\$ 57,985.56	\$ 59,389.69	\$ 60,793.82	\$ 62,431.97
3-5 Years	\$ 51,345.36	\$ 52,763.52	\$ 54,181.69	\$ 55,599.85	\$ 57,254.37	\$ 58,672.54	\$ 60,090.72	\$ 61,508.91	\$ 63,163.43
6-8 Years	\$ 51,818.06	\$ 53,250.42	\$ 54,682.77	\$ 56,115.11	\$ 57,786.19	\$ 59,218.55	\$ 60,650.90	\$ 62,083.25	\$ 63,754.34
9+ Years	\$ 52,295.51	\$ 53,742.19	\$ 55,188.87	\$ 56,635.53	\$ 58,323.35	\$ 59,770.01	\$ 61,216.68	\$ 62,663.35	\$ 64,351.14
Leadership Stipend: \$3,000 (Academic & Behavior Specialist, Teacher Assistive Technology Specialist, Instructional Coach)									

**Kyrene School District
2023-2024 Certified Teacher - 235 Day Calendar
New Hire Placement Guide**

Years of Experience	[BA/BS]	[BA/BS +15]	[BA/BS +30]	[BA/BS +45]	[MA/MS]	[MA/MS +15]	[MA/MS +30]	[MA/MS +45]	[EDD/PHD]
0-2 Years	\$ 54,380.78	\$ 55,894.38	\$ 57,408.02	\$ 58,921.64	\$ 60,687.54	\$ 62,201.15	\$ 63,714.77	\$ 65,228.40	\$ 66,994.29
3-5 Years	\$ 55,031.72	\$ 56,560.47	\$ 58,089.23	\$ 59,618.00	\$ 61,401.55	\$ 62,930.31	\$ 64,459.07	\$ 65,987.84	\$ 67,771.38
6-8 Years	\$ 55,541.31	\$ 57,085.35	\$ 58,629.40	\$ 60,173.46	\$ 61,974.83	\$ 63,518.88	\$ 65,062.92	\$ 66,606.98	\$ 68,408.36
9+ Years	\$ 56,056.00	\$ 57,615.48	\$ 59,174.95	\$ 60,734.45	\$ 62,553.87	\$ 64,113.34	\$ 65,672.83	\$ 67,232.33	\$ 69,051.73
Leadership Stipend: \$3,000 (Certified Coordinators/Facilitators)									

**Kyrene School District
2023-2024 Allied Health - Regional Nurse (C42) - 216 Day Calendar
New Hire Placement Guide**

Years of Experience	[Associates]	[BA/BS]	[MA/MS]	[MA/MS +15]	[MA/MS +30]	[MA/MS +45]	[MA/MS +60]	[EDD/PHD]
0 Years	\$ 50,066.01	\$ 52,769.62	\$ 55,473.25	\$ 56,825.06	\$ 58,176.87	\$ 59,528.68	\$ 60,880.50	\$ 61,163.24
1 Year	\$ 50,566.68	\$ 53,297.34	\$ 56,027.98	\$ 57,393.32	\$ 58,758.66	\$ 60,123.96	\$ 61,489.30	\$ 61,774.89
2 Years	\$ 51,072.34	\$ 53,830.30	\$ 56,588.27	\$ 57,967.25	\$ 59,346.23	\$ 60,725.22	\$ 62,104.19	\$ 62,392.62
3 Years	\$ 51,583.06	\$ 54,368.61	\$ 57,154.15	\$ 58,546.91	\$ 59,939.71	\$ 61,332.47	\$ 62,725.25	\$ 63,016.55
4+ Years	\$ 52,098.90	\$ 54,912.30	\$ 57,725.70	\$ 59,132.38	\$ 60,539.09	\$ 61,945.80	\$ 63,352.50	\$ 63,646.73
Pediatric Nursing Certificate (PNCB): \$1,200 stipend								
National Certification for School Nurses (NCSN): \$600 stipend								
Travel Allowance: \$750 stipend								

Kyrene School District
2023-2024 Allied Health - Certified Counselor (C43) - 216 Day Calendar
New Hire Placement Guide

Years of Experience	[MA/MS]	[MA/MS +15]	[MA/MS +30]	[MA/MS +45]	[MA/MS +60]	[EDD/PHD]
0 Years	\$ 58,396.42	\$ 59,748.22	\$ 61,100.03	\$ 62,451.85	\$ 63,803.66	\$ 64,086.40
1 Year	\$ 58,980.37	\$ 60,345.69	\$ 61,711.03	\$ 63,076.34	\$ 64,441.67	\$ 64,727.27
2 Years	\$ 59,570.18	\$ 60,949.16	\$ 62,328.12	\$ 63,707.11	\$ 65,086.10	\$ 65,374.52
3 Years	\$ 60,165.88	\$ 61,558.64	\$ 62,951.42	\$ 64,344.18	\$ 65,736.96	\$ 66,028.27
4 Years	\$ 60,767.52	\$ 62,174.23	\$ 63,580.94	\$ 64,987.63	\$ 66,394.33	\$ 66,688.55
5 Years	\$ 61,375.20	\$ 62,795.97	\$ 64,216.75	\$ 65,637.50	\$ 67,058.28	\$ 67,355.45
6 Years	\$ 61,988.95	\$ 63,423.93	\$ 64,858.91	\$ 66,293.88	\$ 67,728.86	\$ 68,029.00
7 Years	\$ 62,608.84	\$ 64,058.16	\$ 65,507.51	\$ 66,956.82	\$ 68,406.15	\$ 68,709.27
8 Years	\$ 63,234.94	\$ 64,698.75	\$ 66,162.58	\$ 67,626.38	\$ 69,090.21	\$ 69,396.36
9 Years	\$ 63,867.30	\$ 65,345.74	\$ 66,824.21	\$ 68,302.64	\$ 69,781.11	\$ 70,090.32
Travel Allowance: \$250-\$750 if applicable						

Kyrene School District
2023-2024 Allied Health - SLP, OT/PT (C43) - 216 Day Calendar
New Hire Placement Guide

Years of Experience	[BA/BS]	[MA/MS]	[MA/MS +15]	[MA/MS +30]	[MA/MS +45]	[MA/MS +60]	[EDD/PHD]
0 Years	\$ 55,692.80	\$ 58,396.42	\$ 59,748.22	\$ 61,100.03	\$ 62,451.85	\$ 63,803.66	\$ 64,086.40
1 Year	\$ 56,249.71	\$ 58,980.37	\$ 60,345.69	\$ 61,711.03	\$ 63,076.34	\$ 64,441.67	\$ 64,727.27
2 Years	\$ 56,812.20	\$ 59,570.18	\$ 60,949.16	\$ 62,328.12	\$ 63,707.11	\$ 65,086.10	\$ 65,374.52
3 Years	\$ 57,380.33	\$ 60,165.88	\$ 61,558.64	\$ 62,951.42	\$ 64,344.18	\$ 65,736.96	\$ 66,028.27
4 Years	\$ 57,954.14	\$ 60,767.52	\$ 62,174.23	\$ 63,580.94	\$ 64,987.63	\$ 66,394.33	\$ 66,688.55
5 Years	\$ 58,533.67	\$ 61,375.20	\$ 62,795.97	\$ 64,216.75	\$ 65,637.50	\$ 67,058.28	\$ 67,355.45
6 Years	\$ 59,119.01	\$ 61,988.95	\$ 63,423.93	\$ 64,858.91	\$ 66,293.88	\$ 67,728.86	\$ 68,029.00
7 Years	\$ 59,710.20	\$ 62,608.84	\$ 64,058.16	\$ 65,507.51	\$ 66,956.82	\$ 68,406.15	\$ 68,709.27
8 Years	\$ 60,307.30	\$ 63,234.94	\$ 64,698.75	\$ 66,162.58	\$ 67,626.38	\$ 69,090.21	\$ 69,396.36
9 Years	\$ 60,910.37	\$ 63,867.30	\$ 65,345.74	\$ 66,824.21	\$ 68,302.64	\$ 69,781.11	\$ 70,090.32
10 Years	\$ 61,519.47	\$ 64,505.97	\$ 65,999.20	\$ 67,492.44	\$ 68,985.66	\$ 70,478.93	\$ 70,791.24
11 Years	\$ 62,134.68	\$ 65,151.03	\$ 66,659.18	\$ 68,167.38	\$ 69,675.52	\$ 71,183.72	\$ 71,499.14
12 Years	\$ 62,756.03	\$ 65,802.55	\$ 67,325.76	\$ 68,849.04	\$ 70,372.27	\$ 71,895.56	\$ 72,214.15
13 Years	\$ 63,383.58	\$ 66,460.57	\$ 67,999.03	\$ 69,537.52	\$ 71,076.00	\$ 72,614.51	\$ 72,936.27
14 Years	\$ 64,017.42	\$ 67,125.16	\$ 68,679.02	\$ 70,232.91	\$ 71,786.74	\$ 73,340.67	\$ 73,665.63
15 Years	\$ 64,657.60	\$ 67,796.42	\$ 69,365.79	\$ 70,935.23	\$ 72,504.62	\$ 74,074.08	\$ 74,402.30
16 Years	\$ 65,304.17	\$ 68,474.40	\$ 70,059.47	\$ 71,644.59	\$ 73,229.67	\$ 74,814.81	\$ 75,146.33
17 Years	\$ 65,957.19	\$ 69,159.13	\$ 70,760.06	\$ 72,361.03	\$ 73,961.95	\$ 75,562.96	\$ 75,897.78
18 Years	\$ 66,616.79	\$ 69,850.72	\$ 71,467.67	\$ 73,084.65	\$ 74,701.59	\$ 76,318.57	\$ 76,656.75
19 Years	\$ 67,282.94	\$ 70,549.23	\$ 72,182.35	\$ 73,815.49	\$ 75,448.58	\$ 77,081.77	\$ 77,423.30
20 Years	\$ 67,955.79	\$ 71,254.71	\$ 72,904.17	\$ 74,553.64	\$ 76,203.09	\$ 77,852.58	\$ 78,197.56
21 Years	\$ 68,635.34	\$ 71,967.26	\$ 73,633.22	\$ 75,299.19	\$ 76,965.10	\$ 78,631.11	\$ 78,979.53
22 Years	\$ 69,321.68	\$ 72,686.93	\$ 74,369.55	\$ 76,052.18	\$ 77,734.75	\$ 79,417.42	\$ 79,769.32
23 Years	\$ 70,014.90	\$ 73,413.79	\$ 75,113.23	\$ 76,812.70	\$ 78,512.12	\$ 80,211.61	\$ 80,567.02
24 Years	\$ 70,715.05	\$ 74,147.92	\$ 75,864.38	\$ 77,580.82	\$ 79,297.23	\$ 81,013.73	\$ 81,372.67
25 Years	\$ 71,422.20	\$ 74,889.42	\$ 76,623.01	\$ 78,356.62	\$ 80,090.21	\$ 81,823.86	\$ 82,186.40
26 Years	\$ 72,136.42	\$ 75,638.30	\$ 77,389.25	\$ 79,140.20	\$ 80,891.09	\$ 82,642.11	\$ 83,008.28
27 Years	\$ 72,857.78	\$ 76,394.69	\$ 78,163.14	\$ 79,931.60	\$ 81,700.00	\$ 83,468.53	\$ 83,838.36
28 Years	\$ 73,586.36	\$ 77,158.62	\$ 78,944.77	\$ 80,730.92	\$ 82,517.01	\$ 84,303.20	\$ 84,676.73
29 Years	\$ 74,322.23	\$ 77,930.22	\$ 79,734.22	\$ 81,538.22	\$ 83,342.19	\$ 85,146.23	\$ 85,523.50
SLP's require an ADE Certificate							
SLP Stipend: \$5,000							
Certificate of Clinical Competence (CCC) Stipend: \$1,200							
Occupational Therapist Stipend: \$3,000							
NBCOT Stipend: \$300							
Travel Allowance: \$250-\$750 if applicable							

Kyrene School District
2023-2024 Allied Health - SLPA (C42) - 194 Day Calendar
New Hire Placement Guide

Years of Experience	[BA/BS]	[MA/MS]	[MA/MS +15]	[MA/MS +30]	[MA/MS +45]	[MA/MS +60]	[EDD/PHD]
0 Years	\$ 48,289.19	\$ 50,992.81	\$ 52,344.63	\$ 53,696.43	\$ 55,048.24	\$ 56,400.05	\$ 56,682.81
1 Year	\$ 48,772.09	\$ 51,502.74	\$ 52,868.07	\$ 54,233.38	\$ 55,598.72	\$ 56,964.05	\$ 57,249.62
2 Years	\$ 49,259.81	\$ 52,017.77	\$ 53,396.75	\$ 54,775.74	\$ 56,154.70	\$ 57,533.69	\$ 57,822.11
3 Years	\$ 49,752.40	\$ 52,537.94	\$ 53,930.72	\$ 55,323.47	\$ 56,716.24	\$ 58,109.03	\$ 58,400.33
4+ Years	\$ 50,249.91	\$ 53,063.32	\$ 54,470.01	\$ 55,876.73	\$ 57,283.41	\$ 58,690.12	\$ 58,984.37
SLPA's require DHS License							