

Snowflake Unified School District No. 5

Certified Salary Schedule

2020-2021

Adopted March 12, 2020

Step	Column							
	A	B	C	D	E	F	G	H
	BA	BA+12	BA+24	BA+36	MA BA+48	MA+12 BA+60	MA+24 BA+72	MA+36 BA+84
1	36,500	37,173	37,846	38,519	39,192	39,865	40,538	41,211
2	37,038	37,711	38,384	39,057	39,730	40,403	41,076	41,749
3	37,576	38,249	38,922	39,595	40,268	40,941	41,614	42,287
4	38,114	38,787	39,460	40,133	40,806	41,479	42,152	42,825
5	38,652	39,325	39,998	40,671	41,344	42,017	42,690	43,363
6	39,190	39,863	40,536	41,209	41,882	42,555	43,228	43,901
7	39,728	40,401	41,074	41,747	42,420	43,093	43,766	44,439
8	40,266	40,939	41,612	42,285	42,958	43,631	44,304	44,977
9	40,804	41,477	42,150	42,823	43,496	44,169	44,842	45,515
10	41,342	42,015	42,688	43,361	44,034	44,707	45,380	46,053
11	41,880	42,553	43,226	43,899	44,572	45,245	45,918	46,591
12	0	43,091	43,764	44,437	45,110	45,783	46,456	47,129
13	0	43,629	44,302	44,975	45,648	46,321	46,994	47,667
14	0	0	44,840	45,513	46,186	46,859	47,532	48,205
15	0	0	45,378	46,051	46,724	47,397	48,070	48,743
16	0	0	45,916	46,589	47,262	47,935	48,608	49,281
17	0	0	0	47,127	47,800	48,473	49,146	49,819
18	0	0	0	47,665	48,338	49,011	49,684	50,357
19	0	0	0	48,203	48,876	49,549	50,222	50,895
20	0	0	0	48,741	49,414	50,087	50,760	51,433
21	0	0	0	49,279	49,952	50,625	51,298	51,971

- Beginning placement on this salary schedule shall be determined by education and years of teaching. As of July 1, 2006, credit shall be given for up to ten years of teaching experience for new hires. Maximum advancement shall be one step annually. Column advancement is unlimited when formal notice of intent to advance is filed with the district office by **April 15** annually. Employees reaching the end of the column, with the exception of the first three, shall be given \$538 for each additional year of service. Current employees paid for years of service beyond steps 11, 13, and 16 in columns A, B, and C respectively are frozen at their contracted step as of July 1, 2006, unless the employee advances to a column where years of service are unlimited.
- The Governing Board reserves the right to pay above the salary schedule, if in their judgment a teacher's work merits such consideration or to withhold the annual increment, if in their judgment, the teacher's work is not satisfactory. The Board also reserves the right to withhold increments from all employees depending upon availability of sufficient funding in the final budget of the District adopted in accordance with A.R.S. 15-905.
- Teachers must furnish the District Office a teaching certificate, transcript of credits and a record of experience, prior to the start of their contract year or date stated in the individual contract, whichever date is earlier. All teachers must be eligible for the type of Arizona certificate required.
- Teachers absent from their assigned duties for reasons other than approved leave or school business shall have their pay deducted at the rate of 1/184 of the regular contract salary per work day missed.
- All courses must be approved in advance of registration by the Superintendent or designee and meet one of the following requirements in order to apply on the salary schedule: (1) Graduate courses directly related to the teaching field of the teacher; (2) Required courses in an approved graduate degree program; or (3) Approved in accordance with District guidelines.
- Group Health Insurance: The Governing Board cooperates with employees in providing group health insurance coverage for employees and their dependents. The amount of participation by the District is determined each year by the Governing Board.
- Proposition 301 funds are not included in the salary schedule.

Adopted March 8, 2018