

**CREIGHTON ELEMENTARY SCHOOL DISTRICT NO. 14  
CERTIFIED TEACHER COMPENSATION  
SCHEDULE - 2009-2010**

	<b>Base Salary</b>		
	36,579		
<b>1</b>	36,776	<b>Professional Growth</b>	
<b>2</b>	37,149	<b>BA +18</b>	1,170
<b>3</b>	37,326	<b>BA +36/MA</b>	2,340
<b>4</b>	37,457	<b>BA +54/MA +15</b>	3,510
<b>5</b>	37,633	<b>MA +30</b>	4,290
<b>6</b>	38,160	<b>MA +45</b>	5,265
<b>7</b>	38,468	<b>MA +60</b>	6,240
<b>8</b>	38,752		
<b>9</b>	39,279	<b>Longevity</b>	
<b>10</b>	39,851	15-19 Yrs.	250
<b>11</b>	40,464	20-29 Yrs.	600
<b>12</b>	40,903	30+ Yrs.	750
<b>13</b>	41,758		
<b>14</b>	42,615		
<b>15</b>	43,318		
<b>16</b>	44,152		
<b>17</b>	45,225		
<b>18</b>	46,347		
<b>19</b>	47,335		
<b>20</b>	48,454		
<b>21</b>	49,837		
<b>22</b>	51,241		
<b>23</b>	52,535		
<b>24</b>	53,918		
<b>25</b>	55,257		
<b>26</b>	56,551		
<b>27</b>	58,219		
<b>28</b>	59,230		
<b>29</b>	60,370		
<b>30+</b>	66,340		

<b>Base Salary</b>	+	<b>Professional Growth</b>	+	<b>Credentials</b>	+	<b>Pay for Performance</b>	+	<b>Longevity</b>	+	<b>Market Demand</b>	=	<b>Total Salary</b>
<input type="text"/>		<input type="text"/>		<input type="text"/>		<input type="text" value="Up to \$1,700"/>		<input type="text"/>		<input type="text" value="See Below"/>		<input type="text"/>

3 mandatory professional development days included in base salary calculations - contingent upon Federal funding. A pay for performance stipend of up to \$1,700 per person may be earned by eligible staff members at school sites. **Market Demand:** \$7,500 for certified ED Teacher in designated ED classroom; \$3,000 for certified VE, MIMR and PreSchool Teacher in designated self-contained classroom; \$3,000 for HQ & appropriately certified Middle School Teacher in designated Language Arts, Math, Science, or Social Studies classroom. **Work Year:** 208 days - Continuing Teachers; 213 days - New Teachers; **Insurance:** Medical & Dental (District to pay 100% of HMO/Prepaid Dental); Life insurance at one times annual contract. (Termination Benefits calculated from last contracted daily rate divided by # contract days). **Eligible staff members may receive Credential Compensation as follows:**  
National Board for Professional Teaching Standards (NBPTS) Certificate - \$1,000; Doctorate - \$1,000

**CREIGHTON ELEMENTARY SCHOOL DISTRICT NO. 14  
CERTIFIED TEACHER COMPENSATION  
SCHEDULE - 2009-2010**

**New Employee Placement:** Placement on the certified compensation plan will be based upon: (1) the earned degree; (2) the number of graduate credits earned after the conferring of the last degree. These credits must have been earned within the previous ten (10) year period from the date of employment; (3) up to Level 6 based on years of teaching experience in a public or accredited private school. However, the Superintendent can approve advanced placement based upon additional years of experience. Full certification/special area endorsement required.

**Process Compensation (Evaluation):** To be eligible for process compensation the staff member must: (1) be employed the major portion of a school year (fifty-one percent) of the days school is in session with a full-time equivalent (FTE) contract of .50 or greater; (2) have successfully completed Level I (3.0 Rating) or Level II of the Standard Evaluation System or satisfactorily completed a PIP; (3) have complied with the provisions of A.R.S. 15-509 and/or A.R.S. 15-521 and not been served notice of unprofessional conduct.

**Professional Growth:** Professional Growth for the purposes of salary advancement is defined as any approved professional activities which will improve the employee's performance of duties and lead to student academic achievement and success in the accomplishment of the District's Mission, Goals and Objectives. These professional growth activities must be done on an employee's own time at their own expense.

SL:jlr  
Adopted: 4/14/09