



Arizona State Schools for the Deaf and the Blind

New Hire Certified Staff Guidelines & Salary Placement

Effective July 1, 2014

Revised January 3, 2015

Annual salary placement for new hire certified staff is based on education and years of experience.

Years	BA	BA30	MA	MA30	MA45	MA60
0 years	\$31,250.00	\$32,813.00	\$34,453.00	\$36,176.00	\$37,985.00	\$39,884.00
1 year	\$32,031.00	\$33,633.00	\$35,314.00	\$37,081.00	\$38,923.00	\$40,881.00
2 years	\$32,812.00	\$34,453.00	\$36,175.00	\$37,986.00	\$39,861.00	\$41,878.00
3 years	\$33,593.00	\$35,273.00	\$37,036.00	\$38,891.00	\$40,799.00	\$42,875.00
4 years	\$34,374.00	\$36,093.00	\$37,897.00	\$39,796.00	\$41,737.00	\$43,872.00
5 years	\$35,155.00	\$36,913.00	\$38,758.00	\$40,701.00	\$42,675.00	\$44,869.00
6 years	\$35,936.00	\$37,733.00	\$39,619.00	\$41,606.00	\$43,613.00	\$45,866.00
7 years	\$36,717.00	\$38,553.00	\$40,480.00	\$42,511.00	\$44,551.00	\$46,863.00
8 years	\$37,498.00	\$39,373.00	\$41,341.00	\$43,416.00	\$45,489.00	\$47,860.00
9 years	\$38,279.00	\$40,193.00	\$42,202.00	\$44,321.00	\$46,427.00	\$48,857.00
10 years	\$39,060.00	\$41,013.00	\$43,063.00	\$45,226.00	\$47,365.00	\$49,854.00
11 years	\$39,841.00	\$41,833.00	\$43,924.00	\$46,131.00	\$48,303.00	\$50,851.00
12 years	\$40,622.00	\$42,653.00	\$44,785.00	\$47,036.00	\$49,241.00	\$51,848.00
13 years	\$41,403.00	\$43,473.00	\$45,646.00	\$47,941.00	\$50,179.00	\$52,845.00
14 years	\$42,184.00	\$44,293.00	\$46,507.00	\$48,846.00	\$51,117.00	\$53,842.00
15 years	\$42,965.00	\$45,113.00	\$47,368.00	\$49,751.00	\$52,055.00	\$54,839.00
16 years	\$43,746.00	\$45,933.00	\$48,229.00	\$50,656.00	\$52,993.00	\$55,836.00
17 years	\$44,527.00	\$46,753.00	\$49,090.00	\$51,561.00	\$53,931.00	\$56,833.00
18 years	\$45,308.00	\$47,573.00	\$49,951.00	\$52,466.00	\$54,869.00	\$57,830.00
19 years	\$46,089.00	\$48,393.00	\$50,812.00	\$53,371.00	\$55,807.00	\$58,827.00
20 years	\$46,870.00	\$49,213.00	\$51,673.00	\$54,276.00	\$56,745.00	\$59,824.00

Certified staff may be granted up to 20 years of certified classroom experience subject to verification. Annual salaries are based on a full- time schedule of 186 days. Salaries are prorated based on hire date and less than full-time schedules.

Salary Supplements (not included in base salary and dependent on available funds)

- **Hardship Posts** – Employees assigned to duty stations at approved hardship sites may be eligible for a salary supplement up to 10%. A list of hardship posts is available in ASDB’s policy manual.
- **Proposition 301** – Teachers may be granted an end of year lump sum if they meet requirements and state funds are available. Proposition 301 funds are based on state revenue.

This pay schedule is subject to legislative appropriation. Approved by board action on 06/12/2014