



Arizona State Schools for the Deaf and the Blind

Certified Staff Guidelines & Salary Placement

Effective July 24, 2022

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

Years	BA	BA30	MA	MA30	MA45	MA60
0	\$35,063	\$36,816	\$38,656	\$40,590	\$42,620	\$44,750
1	\$35,939	\$37,737	\$39,622	\$41,605	\$43,671	\$45,869
2	\$36,815	\$38,656	\$40,589	\$42,621	\$44,724	\$46,988
3	\$37,692	\$39,576	\$41,555	\$43,636	\$45,777	\$48,106
4	\$38,567	\$40,497	\$42,521	\$44,651	\$46,829	\$49,224
5	\$39,444	\$41,416	\$43,486	\$45,667	\$47,882	\$50,343
6	\$40,321	\$42,337	\$44,452	\$46,682	\$48,934	\$51,458
7	\$41,196	\$43,256	\$45,419	\$47,697	\$49,986	\$52,577
8	\$42,073	\$44,176	\$46,385	\$48,712	\$51,039	\$53,695
9	\$42,950	\$45,097	\$47,351	\$49,728	\$52,092	\$54,817
10	\$43,825	\$46,016	\$48,316	\$50,744	\$53,143	\$55,936
11	\$44,702	\$46,937	\$49,282	\$51,759	\$54,196	\$57,055
12	\$45,577	\$47,857	\$50,249	\$52,775	\$55,249	\$58,174
13	\$46,454	\$48,776	\$51,215	\$53,790	\$56,301	\$59,292
14	\$47,331	\$49,697	\$52,181	\$54,805	\$57,353	\$60,411
15	\$48,206	\$50,617	\$53,147	\$55,821	\$58,406	\$61,530
16	\$49,083	\$51,537	\$54,113	\$56,836	\$59,458	\$62,648
17	\$49,960	\$52,457	\$55,079	\$57,851	\$60,511	\$63,767
18	\$50,835	\$53,376	\$56,045	\$58,867	\$61,563	\$64,886
19	\$51,712	\$54,297	\$57,011	\$59,882	\$62,615	\$66,004
20	\$52,588	\$55,217	\$57,977	\$60,898	\$63,668	\$67,122

Certified staff may be granted up to 20 years of certified experience. 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.



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Base hourly rates are for calculations beyond the 186 work day schedule.

Years	BA	BA30	MA	MA30	MA45	MA60
0	\$23.5635	\$24.7419	\$25.9786	\$27.2782	\$28.6421	\$30.0741
1	\$24.1527	\$25.3606	\$26.6277	\$27.9606	\$29.3489	\$30.8259
2	\$24.7411	\$25.9786	\$27.2775	\$28.6429	\$30.0563	\$31.5777
3	\$25.3303	\$26.5966	\$27.9265	\$29.3252	\$30.7638	\$32.3295
4	\$25.9188	\$27.2154	\$28.5756	\$30.0075	\$31.4712	\$33.0806
5	\$26.5079	\$27.8334	\$29.2247	\$30.6899	\$32.1787	\$33.8324
6	\$27.0971	\$28.4522	\$29.8737	\$31.3722	\$32.8854	\$34.5820
7	\$27.6856	\$29.0702	\$30.5235	\$32.0545	\$33.5929	\$35.3338
8	\$28.2747	\$29.6882	\$31.1726	\$32.7368	\$34.3003	\$36.0856
9	\$28.8639	\$30.3069	\$31.8216	\$33.4192	\$35.0078	\$36.8397
10	\$29.4524	\$30.9249	\$32.4707	\$34.1022	\$35.7145	\$37.5915
11	\$30.0415	\$31.5437	\$33.1198	\$34.7845	\$36.4220	\$38.3433
12	\$30.6300	\$32.1617	\$33.7696	\$35.4669	\$37.1294	\$39.0951
13	\$31.2192	\$32.7797	\$34.4186	\$36.1492	\$37.8369	\$39.8469
14	\$31.8083	\$33.3985	\$35.0677	\$36.8315	\$38.5436	\$40.5987
15	\$32.3968	\$34.0165	\$35.7167	\$37.5138	\$39.2511	\$41.3505
16	\$32.9860	\$34.6352	\$36.3665	\$38.1962	\$39.9585	\$42.1024
17	\$33.5751	\$35.2532	\$37.0156	\$38.8785	\$40.6660	\$42.8542
18	\$34.1636	\$35.8712	\$37.6647	\$39.5608	\$41.3727	\$43.6060
19	\$34.7528	\$36.4900	\$38.3137	\$40.2431	\$42.0802	\$44.3578
20	\$35.3412	\$37.1080	\$38.9628	\$40.9262	\$42.7876	\$45.1089

Certified staff may be granted up to 20 years of certified experience.

The following Certified Non-Teaching staff are placed on this pay scale:

Athletic Director Behavior Specialist

Curriculum Resource Specialist DeafBlind

Ed Transition Specialist Educational

Diagnostician

ESS (IEP) Specialist

Library Media Specialist Low Vision

Specialist School Counselor

Social Worker (receives an additional 6% after placement)

Vocational Services Specialist