



Arizona State Schools for the Deaf and the Blind

Teaching 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	\$42,545	\$44,673	\$46,906	\$49,251	\$51,714	\$54,299
1	\$43,608	\$45,790	\$48,078	\$50,483	\$52,991	\$55,657
2	\$44,672	\$46,906	\$49,250	\$51,715	\$54,269	\$57,014
3	\$45,735	\$48,023	\$50,423	\$52,947	\$55,546	\$58,372
4	\$46,798	\$49,138	\$51,594	\$54,179	\$56,823	\$59,729
5	\$47,861	\$50,255	\$52,767	\$55,413	\$58,100	\$61,086
6	\$48,925	\$51,371	\$53,939	\$56,645	\$59,377	\$62,444
7	\$49,988	\$52,488	\$55,111	\$57,877	\$60,654	\$63,801
8	\$51,051	\$53,604	\$56,284	\$59,109	\$61,931	\$65,159
9	\$52,115	\$54,721	\$57,455	\$60,341	\$63,207	\$66,516
10	\$53,178	\$55,837	\$58,628	\$61,573	\$64,484	\$67,873
11	\$54,241	\$56,954	\$59,800	\$62,805	\$65,761	\$69,231
12	\$55,305	\$58,070	\$60,972	\$64,037	\$67,038	\$70,588
13	\$56,367	\$59,186	\$62,145	\$65,269	\$68,316	\$71,946
14	\$57,431	\$60,302	\$63,317	\$66,501	\$69,593	\$73,303
15	\$58,495	\$61,419	\$64,489	\$67,734	\$70,870	\$74,660
16	\$59,557	\$62,535	\$65,661	\$68,966	\$72,147	\$76,018
17	\$60,621	\$63,652	\$66,833	\$70,198	\$73,424	\$77,375
18	\$61,685	\$64,768	\$68,005	\$71,430	\$74,701	\$78,733
19	\$62,747	\$65,885	\$69,178	\$72,662	\$75,978	\$80,090
20	\$63,811	\$67,001	\$70,349	\$73,894	\$77,255	\$81,447

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

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

- **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.
- **Supervising Teacher Stipend** - \$4,967
- **Teacher Leader Program** - \$1500 per semester (only for site-based programs)



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

Years	BA	BA30	MA	MA30	MA45	MA60
0	\$28.5919	\$30.0223	\$31.5230	\$33.0991	\$34.7542	\$36.4915
1	\$29.3067	\$30.7726	\$32.3103	\$33.9270	\$35.6125	\$37.4037
2	\$30.0216	\$31.5230	\$33.0983	\$34.7550	\$36.4708	\$38.3159
3	\$30.7357	\$32.2733	\$33.8864	\$35.5829	\$37.3290	\$39.2282
4	\$31.4505	\$33.0229	\$34.6737	\$36.4109	\$38.1873	\$40.1404
5	\$32.1647	\$33.7733	\$35.4617	\$37.2396	\$39.0456	\$41.0526
6	\$32.8795	\$34.5236	\$36.2490	\$38.0675	\$39.9038	\$41.9649
7	\$33.5944	\$35.2739	\$37.0370	\$38.8955	\$40.7621	\$42.8771
8	\$34.3085	\$36.0243	\$37.8251	\$39.7235	\$41.6204	\$43.7893
9	\$35.0233	\$36.7746	\$38.6124	\$40.5514	\$42.4779	\$44.7015
10	\$35.7382	\$37.5249	\$39.4004	\$41.3794	\$43.3362	\$45.6138
11	\$36.4523	\$38.2753	\$40.1884	\$42.2073	\$44.1944	\$46.5260
12	\$37.1671	\$39.0256	\$40.9757	\$43.0353	\$45.0527	\$47.4382
13	\$37.8813	\$39.7752	\$41.7638	\$43.8632	\$45.9110	\$48.3505
14	\$38.5961	\$40.5255	\$42.5518	\$44.6912	\$46.7692	\$49.2627
15	\$39.3110	\$41.2759	\$43.3391	\$45.5199	\$47.6275	\$50.1749
16	\$40.0251	\$42.0262	\$44.1272	\$46.3478	\$48.4858	\$51.0872
17	\$40.7399	\$42.7765	\$44.9144	\$47.1758	\$49.3440	\$51.9994
18	\$41.4548	\$43.5269	\$45.7025	\$48.0038	\$50.2023	\$52.9116
19	\$42.1689	\$44.2772	\$46.4905	\$48.8317	\$51.0606	\$53.8239
20	\$42.8837	\$45.0276	\$47.2778	\$49.6597	\$51.9188	\$54.7361

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

- **The following Teaching Staff are placed on this pay scale:**
 - Early Learning Program Teachers
 - Teacher Itinerant (All Subjects)
- Teacher (All Subjects)
- Supervising Teacher