



Arizona State Schools for the Deaf and the Blind  
Teaching Staff Guidelines Salary Placement  
Effective July 1, 2024

**Base salary**

Years	BA	BA30	MA	MA30	MA45	MA60	DOC
0	\$42,544	\$44,671	\$46,905	\$49,250	\$51,713	\$54,299	\$57,014
1	\$43,608	\$45,788	\$48,078	\$50,482	\$53,006	\$55,656	\$58,439
2	\$44,698	\$46,933	\$49,280	\$51,744	\$54,331	\$57,047	\$59,900
3	\$45,816	\$48,106	\$50,512	\$53,037	\$55,689	\$58,474	\$61,397
4	\$46,961	\$49,309	\$51,774	\$54,363	\$57,081	\$59,936	\$62,932
5	\$48,135	\$50,542	\$53,069	\$55,722	\$58,508	\$61,434	\$64,506
6	\$49,338	\$51,805	\$54,396	\$57,115	\$59,971	\$62,970	\$66,118
7	\$50,572	\$53,100	\$55,755	\$58,543	\$61,470	\$64,544	\$67,771
8	\$51,836	\$54,428	\$57,149	\$60,007	\$63,007	\$66,158	\$69,466
9	\$53,132	\$55,789	\$58,578	\$61,507	\$64,582	\$67,812	\$71,202
10	\$54,460	\$57,183	\$60,043	\$63,045	\$66,197	\$69,507	\$72,982
11	\$55,822	\$58,613	\$61,544	\$64,621	\$67,852	\$71,245	\$74,807
12	\$57,217	\$60,078	\$63,082	\$66,236	\$69,548	\$73,026	\$76,677
13	\$58,648	\$61,580	\$64,659	\$67,892	\$71,287	\$74,851	\$78,594
14	\$60,114	\$63,120	\$66,276	\$69,590	\$73,069	\$76,723	\$80,559
15	\$61,617	\$64,698	\$67,933	\$71,329	\$74,896	\$78,641	\$82,573
16	\$63,157	\$66,315	\$69,631	\$73,113	\$76,768	\$80,607	\$84,637
17	\$64,736	\$67,973	\$71,372	\$74,941	\$78,688	\$82,622	\$86,753
18	\$66,355	\$69,673	\$73,156	\$76,814	\$80,655	\$84,688	\$88,922
19	\$68,014	\$71,414	\$74,985	\$78,734	\$82,671	\$86,805	\$91,145
20	\$69,714	\$73,200	\$76,860	\$80,703	\$84,738	\$88,975	\$93,424
21	\$71,457	\$75,030	\$78,781	\$82,720	\$86,856	\$91,199	\$95,759
22	\$73,243	\$76,906	\$80,751	\$84,788	\$89,028	\$93,479	\$98,153
23	\$75,074	\$78,828	\$82,770	\$86,908	\$91,254	\$95,816	\$100,607
24	\$76,951	\$80,799	\$84,839	\$89,081	\$93,535	\$98,212	\$103,122
25	\$78,875	\$82,819	\$86,960	\$91,308	\$95,873	\$100,667	\$105,700

Certified staff may be granted up to 25 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, prorated based on work schedule and hire date, and dependent upon 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 (50% in December/50% in May)
- **Teacher Leader Program** - \$1500 per semester (only for site-based programs)



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**Base hourly rate**

Years	BA	BA30	MA	MA30	MA45	MA60	DOC
0	\$28.5919	\$30.0215	\$31.5226	\$33.0987	\$34.7536	\$36.4913	\$38.3159
1	\$29.3067	\$30.7720	\$32.3106	\$33.9262	\$35.6225	\$37.4036	\$39.2738
2	\$30.0394	\$31.5413	\$33.1184	\$34.7743	\$36.5130	\$38.3387	\$40.2556
3	\$30.7903	\$32.3299	\$33.9464	\$35.6437	\$37.4259	\$39.2972	\$41.2620
4	\$31.5601	\$33.1381	\$34.7950	\$36.5348	\$38.3615	\$40.2796	\$42.2936
5	\$32.3491	\$33.9666	\$35.6649	\$37.4481	\$39.3205	\$41.2866	\$43.3509
6	\$33.1578	\$34.8157	\$36.5565	\$38.3843	\$40.3036	\$42.3187	\$44.4347
7	\$33.9868	\$35.6861	\$37.4704	\$39.3440	\$41.3111	\$43.3767	\$45.5455
8	\$34.8365	\$36.5783	\$38.4072	\$40.3275	\$42.3439	\$44.4611	\$46.6842
9	\$35.7074	\$37.4927	\$39.3674	\$41.3357	\$43.4025	\$45.5727	\$47.8513
10	\$36.6000	\$38.4301	\$40.3516	\$42.3691	\$44.4876	\$46.7120	\$49.0476
11	\$37.5151	\$39.3908	\$41.3603	\$43.4284	\$45.5998	\$47.8798	\$50.2738
12	\$38.4529	\$40.3756	\$42.3944	\$44.5141	\$46.7398	\$49.0768	\$51.5306
13	\$39.4142	\$41.3850	\$43.4542	\$45.6269	\$47.9083	\$50.3037	\$52.8189
14	\$40.3996	\$42.4196	\$44.5406	\$46.7676	\$49.1060	\$51.5613	\$54.1393
15	\$41.4096	\$43.4801	\$45.6541	\$47.9368	\$50.3336	\$52.8503	\$55.4928
16	\$42.4448	\$44.5671	\$46.7954	\$49.1352	\$51.5920	\$54.1716	\$56.8801
17	\$43.5060	\$45.6813	\$47.9653	\$50.3636	\$52.8818	\$55.5259	\$58.3021
18	\$44.5936	\$46.8233	\$49.1645	\$51.6227	\$54.2038	\$56.9140	\$59.7597
19	\$45.7084	\$47.9939	\$50.3936	\$52.9132	\$55.5589	\$58.3368	\$61.2537
20	\$46.8512	\$49.1937	\$51.6534	\$54.2361	\$56.9479	\$59.7953	\$62.7850
21	\$48.0224	\$50.4236	\$52.9447	\$55.5920	\$58.3716	\$61.2902	\$64.3547
22	\$49.2230	\$51.6841	\$54.2684	\$56.9818	\$59.8309	\$62.8224	\$65.9635
23	\$50.4536	\$52.9763	\$55.6251	\$58.4063	\$61.3266	\$64.3930	\$67.6126
24	\$51.7149	\$54.3007	\$57.0157	\$59.8665	\$62.8598	\$66.0028	\$69.3029
25	\$53.0078	\$55.6582	\$58.4411	\$61.3631	\$64.4313	\$67.6529	\$71.0355

Certified staff may be granted up to 25 years of certified classroom experience.

**The following classifications are placed on this salary schedule:**

- |  |                                |
|--|--------------------------------|
| Behavioral Specialist                      | Literacy Instruction Coach     |
| Curriculum Resource Specialist             | Low Vision Specialist          |
| Deaf-Blind Education Transition Specialist | School Counselor               |
| Early Childhood Teacher                    | Supervising Teacher            |
| Educational Diagnostician                  | Teacher (All Subjects)         |
| Itinerant Teacher (All Programs)           | Vocational Services Specialist |
| Library Media Specialist                   |                                |

This salary schedule is subject to legislative appropriation. Approved by the board on July 11, 2024.