

**CASA GRANDE ELEMENTARY SCHOOL DISTRICT
CERTIFIED SALARY SCHEDULE**

2023-2024

GCBA-EB
Adopted: 3/21/23

COL >	1	2	3	4	5	6	7
Step	BA	BA+15	BA+30	MA BA+45	MA+15	MA+30	MA MA+45
Minimum	50,072	50,883	51,695	54,121	54,952	55,784	56,615
Maximum	64,980	67,556	70,201	73,089	75,876	78,701	81,598

- Note 1: Base pay is comprised of primary funding sources (i.e., M&O, federal or state programs, etc.), funding as a result of the Classroom Site Fund designated for: 1) base pay (\$10,200) and 2) performance pay (\$2,000) (“CSF,” A.R.S.15-977A & C). Compensation earned from the employee’s primary funding source, base pay and other maintenance and operations purposes as a result of CSF will be distributed throughout the school year. If earned, the compensation due as a result of the CSF designated for performance pay will be paid out in one lump-sum payment at or near the end of the school year. Compensation included above due to the CSF is derived from state sales tax allocations collected pursuant to Proposition 301. All two sources of funding due to the CSF have been added to the certified salary schedule. The amounts related to these CSF monies may increase or decrease in subsequent years based on the amount of sales tax revenue generated from Proposition 301. Further, the amount related to performance pay must be earned each year by the employee (i.e., not automatically calculated in future base pay).
- Note 2: If comprehensive evaluation processes have brought the Superintendent or his designee to the conclusion that the performance of any individual has been unsatisfactory, that individual will be ineligible for performance pay as a result of the CSF for the current year and any salary increase provided for the subsequent year. Staff members whose performance has been unsatisfactory will receive timely notice that this is the case, as provided in Governing Board Policy GCBA. Such notice will provide an employee with a minimum of 45 instructional days to correct the inadequacy. Employees who have received notice of the inadequacy of their performance will have access to assistance from District employees whose purpose is to provide assistance to afford the employee the opportunity to overcome areas of unsatisfactory performance.
- Note 3: Horizontal movement on the salary schedule is contingent upon the completion of graduate coursework which is relevant to the teacher's job function, which will be of benefit to the District, and which has received prior approval. Salary credit will not be available for courses offered through the District Staff Development Program, undergraduate courses, or other workshops or conferences.
- Note 4: National Board of Professional Teaching Standards Certification will result in an additional stipend of \$3,000 per year for each year the certificate is held.
- Note 5: Individuals employed in the District for fifteen years will receive an additional \$2,500 of compensation during their last year of employment with the District, contingent upon compliance with all other elements of GCBA-EA.
- Note 6: Credit (\$400 per year) for up to ten years of prior certificated public school teaching experience will be allowed. Since typical increases were not provided to employees in 2011-2012, 2013-2014, or in 2015-2016, experience credit will not be provided for experience earned in 2010-2011, 2012-2013, or in 2014-2015. Copies of satisfactory performance evaluations shall be provided.
- Note 7: Additional monies for teacher compensation available under A.R.S. 15-952 is included in base pay.