

Pay Schedule | 2019-20



Certified Teacher | Specialist

Position	Base Salary	
	Entry	Maximum
Teacher, Counselor, Specialist	\$ 34,100	\$ 62,000
Speech Language Pathologist	\$ 55,500	\$ 65,000

Adjustments to Base Salary

Education Credit & Professional Development	\$ 65	Per credit hour for university graduate-level or Superintendent approved equivalent coursework; courses not related to the position require Superintendent approval
Advanced Degree	\$ 500	For a Masters Degree and for a Ed.D. or Ph.D. degree in related fields
National Board Certification	\$ 800	Additional per year
Initial Placement	Experience	\$ 500 For each year of verified certificated teaching or like experience up to 10 years
	Other Pay	\$ - Additional amount may be paid for positions designated as "hard to fill"

Additional Opportunities for Increased Earnings

Additional Pay	\$ 1,100	Depending on Classroom Site Fund state funding and employee eligibility
Performance Pay	\$ 2,600	Depending on Classroom Site Fund state funding, employee eligibility, completion of performance goals and continued employment with JCUSD
High School / College Dual Credit Classes	\$ 70	District pays \$70 per student each year for teaching high school / college dual credit classes
Additional Assignments	\$ -	The District has many opportunities to take on additional assignments and pays as much as \$4000+ for Extra Duties

Additional Benefits

Paid Employee Health Insurance	Premium	\$ 7,350	District pays 100% of premium for employees working at least 30 hours per week plus District contributes \$1,353 to \$1,778 (depending on plan) to employee's Health Savings Account
	HSA	\$ 1,353	
Paid Employee Life Insurance		\$ 25,000	Life insurance is provided to employees working 20 or more hours per week
Voluntary Insurance Benefits		Available	Employees working at least 30 hours per week may purchase dental and vision plans; at 20 hours per week employees may purchase short term disability and additional life insurance
Arizona State Retirement		12.11%	Employees working at least 20 hours per week are automatically enrolled in Az State Retirement (ASRS); long term disability insurance (after 180 days) is included; contributions are shared by the District and the employee with each contributing 12.11%
Social Security/Medicare		7.65%	Employee and District each contribute 7.65%
Leave		96 hours	Certified 10-month full-time employees earn 96 hours per year of Personal Leave

Notes

- Some Teacher Compensation (CSF/Prop 301) funds are included in base salary
 - Pay rates for ASRS retirees will be reduced by the amount of the ASRS Alternative Contribution Rate
 - Annual salary amount may be adjusted depending on employee's duty schedule, start date and end date
 - Placement and advancement are based on Superintendent recommendation and Governing Board approval
- Pay Schedule effective 7/1/2019*

Example Teacher new to Joseph City Schools is a 10-year veteran with 40 credit hours past a Bachelor's Degree and has earned a Masters Degree.	Base Salary	\$ 34,100
	Experience for Initial Placement (10 x \$500)	5,000
	Education Credit (40 graduate credit hours x \$65)	2,600
	Master's Degree	500
	2019-20 Contract Salary	\$ 42,200
	Performance and Additional Pay (if qualified)	3,700
	Total Pay	\$ 45,900