

Grand Canyon Unified School District #4
2025-2026 CERTIFIED STAFF
NEW HIRE SALARY DETERMINATION CHART

Employee Name:

Position:

Points	Salary	Points	Salary
0-1	47,937	17	58,493
2	48,596	18	59,154
3	49,255	19	59,813
4	49,916	20	60,473
5	50,575	21	61,133
6	51,235	22	61,793
7	51,896	23	62,452
8	52,556	24	63,113
9	53,215	25	63,772
10	53,875	26	64,432
11	54,534	27	65,091
12	55,194	28	65,751
13	55,854	29	66,411
14	56,514	30	67,071
15	57,174	31	67,731
16	57,834	32	68,391

Experience Values Points	
Experience	
No experience	0 Points
1-10 Years	1 Point per year
10+ Years	10 Points plus 1 point for every 2 years
Total Years:	Total Experience Points:

Education Value				
		Total	MA + 12	8
BA + 12	2	Education	MA + 24	10
BA + 24	4	Points:	MA + 36	12
BA + 36 or MA	6		MA + 49 or Doctorate	14

Certified Staff Professional Growth

A permanent salary increase of \$1,000 will be awarded to certificated staff who earn 12 hours of approved college credit.

Pre-approved staff development credit (15 hours of seat time = 1 credit hour) may be awarded for up to 6 of these hours.

Staff must take hours/workshops on their own time and pay all expenses. Only one salary increase may be awarded per school year.

Unique Qualifications

One (1) Point may be given for each unique qualification that will be used in the assignment (i.e., Gifted, Sign Language). One (1) point may be given for fluency of a foreign language that is used by students or parents if the certified staff member agrees to translate or interpret. (Calculate Points on Reverse.)

Total Unique Points:

TOTAL NUMBER OF POINTS _____

SALARY DETERMINATION _____

EMPLOYEE

HR DIRECTOR

DATE

Performance Pay

The Performance Pay provisions are determined annually by the Governing Board. See this year's Staff Handbook for the current provision for Performance Pay.

SUPERINTENDENT

DATE