

THATCHER UNIFIED SCHOOL DISTRICT #4
CERTIFIED SALARY SCHEDULE
2026-27

BASE:	\$43,080				ACROSS:				\$1,010
Increase to base (%)	1.0100								
NEW BASE:	\$43,511								
Contingent base reduction	\$2,000								
	BA + 0	BA + 12	BA + 24	BA + 36	MA 0	MA + 12	MA + 24	MA + 36	MA + 48 / ED
Salary reduction	\$41,511	\$42,521	\$43,531	\$44,541	\$45,551	\$46,561	\$47,571	\$48,581	\$49,591
base if necessary									
Base	\$43,511	\$44,521	\$45,531	\$46,541	\$47,551	\$48,561	\$49,571	\$50,581	\$51,591
Current Maximum	\$51,778	\$55,206	\$58,735	\$62,365	\$68,473	\$72,842	\$77,331	\$81,941	\$86,673
Rounding applied for maximum calculation									

Index	1.190	1.240	1.290	1.340	1.440	1.500	1.560	1.620	1.680
-------	-------	-------	-------	-------	-------	-------	-------	-------	-------

PLACEMENT (New Hires)

Newly hired teachers and teachers returning from third-party employment are placed on the schedule according to (1) credentials in hand at the time of employment and (2) years of ADE approved certificated teaching experience excluding substitute certification.

EXPERIENCE CREDIT

At the time of placement, the employee's salary will be increased by 1% of the appropriate column base for each year of verified experience, up to 10 years.

EDUCATION CREDIT

At the beginning of each contract year, employees who have earned additional graduate credit hours since the previous contract may be eligible for additional compensation under the following provisions:

- The employee must provide notice to the Superintendent and submit credentials within announced time lines.
- For every 12 additional credits, employees will be moved laterally one column to the right, upon Governing Board approval.
- In any given year, the Governing Board may limit column advancement.

ADVANCEMENT (Continuing Employees)

Salary advancement for employees is determined annually by the Governing Board.

ADOPTED: 4/7/2026
REVISED:

INCREASE TO CURRENT SALARY: **2.00%**