

**Action Item:**

**Request for Approval of Salary Schedules for 2022-2023 SY**

**Submitted by:**  
Bryce Anderson  
Lynne Hoffman  
Nancy Warner

APPROVED  
6-14-22  
BY THE  
GOVERNING BOARD

**Funding:**  
Various

**RECOMMENDATION:**

It is recommended that the Governing Board approve the salary schedules for the 2022-2023 sy as submitted. .

**BACKGROUND:**

A 2% increase has been added to the following salary schedules:

- Certified Stepless Salary Schedule
- Other Certified Salary Schedule

This increase was added to these schedules so that the district can remain competitive in hiring these staff members.

The Classified Salary Schedule has been increased in accordance with the increase approved by the Board on May 10, 2022, in the Classified Meet & Confer Agreement, which is for Levels 1-3, an increase of \$1.20, Level 4, an increase of .75, and Levels 5-9, an increase of .50. This increase does not apply to transportation classified staff as they received an increase in the 2021-2022 SY.

The salary schedules for the following groups do not include any increase in salary and remain as they were for the 2021-2022 SY:

- Coordinator Salary Schedule
- Director Salary Schedule
- Administrator Salary Schedule

**IMPACT ON STUDENTS AND DISTRICT GOAL ALIGNMENT**

**This aligns to the 8 Correlates:**

<b>1.Safe and Orderly Environment</b>	<b>x</b>
<b>2. Climate of High Expectations for Success</b>	<b>x</b>
<b>3. Clear and Focused Mission &amp; Vision</b>	<b>x</b>
<b>4. Instructional Leadership</b>	<b>X</b>
<b>5. Opportunity to Learn &amp; Student Time on Task</b>	<b>x</b>
<b>6. Frequent Monitoring of Student Progress</b>	<b>x</b>
<b>7. Home/School Relations</b>	<b>x</b>
<b>8. Fiscal Responsibility</b>	<b>x</b>



# Page Unified School District 2022-2023 Coordinator Initial Placement Guide

10 Month Position (211 days)	MINIMUM	MAXIMUM
Behavior Interventionist	\$40,000	\$50,000
PHS Dean/Social Worker	\$40,000	\$50,000
District Social Worker	\$40,000	\$50,000
ELL and Gifted Coordinator	\$50,000	\$70,000
Preschool Coordinator *	\$50,000	\$70,000
11 Month Position (231 days)	MINIMUM	MAXIMUM
Coordinator of Indian Education	\$50,000	\$70,000
Coordinator of Assess. & Program Eval.	\$50,000	\$70,000
Threat Assessment Coordinator *	\$70,000	\$70,000
Restorative Practices Coordinator *	\$70,000	\$70,000
12 Month Position (258 days)	MINIMUM	MAXIMUM
<u>Additional Compensation and Benefits</u>		
PhD, EdD, EdS	Additional \$3000	
* Cell Phone:	District provided cell phone	
Employee Medical Premium:	District provided Value Gold plan & contribution to Dental and Vision	
Earned Leave:	Personal, Sick, Vacation in accordance with terms of contract and policy	
Life Insurance:	\$50,000	
Paid Holidays:	In accordance with contract, policy and Governing Board approved Calendar	
State Retirement:	District matches employee contribution of 12.17%	
Voluntary Benefits:	Dental, Vision, Short-term Disability, other voluntary insurance products	

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# Page Unified School District 2022-2023 Administrator Initial Placement Guide

Position	STARTING	MAX
High School Principal	\$92,144	\$99,354
High School Assistant Principal	\$75,124	\$82,334
Alternative High School Principal	\$75,124	\$82,334
Middle School Principal	\$84,568	\$91,778
Middle School Assistant Principal	\$70,540	\$77,750
Elementary Principal	\$78,387	\$85,597
Elementary Assistant Principal	\$68,238	\$75,448

Additional Compensation and Benefits
PhD, EdD Additional \$3000
Cell Phone: District provided cell phone
Employee Medical Premium: District provided Value Gold plan and contribution to Dental and Vision
Earned Leave: Personal, Sick, Vacation in accordance with terms of contract and policy
Life Insurance: \$50,000
Paid Holidays: In accordance with contract, policy and Governing Board approved Calendar
State Retirement: District matches employee contribution of 12.17%
Voluntary Benefits: Dental, Vision, Short-term Disability, other voluntary insurance products

Work Calendar = 12 months (253 days)

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# PAGE UNIFIED SCHOOL DISTRICT

PO Box 1927, Page, AZ 86040  
(928)608-4101

## 2022-2023 CLASSIFIED INITIAL PLACEMENT GUIDE

	LEVEL 1	LEVEL 2	LEVEL 3	LEVEL 4	LEVEL 5	LEVEL 6	LEVEL 7	LEVEL 8	LEVEL 9
STEP 1	\$14.00	\$14.00	\$14.14	\$14.48	\$15.08	\$15.98	\$16.97	\$17.66	\$18.39
STEP 2	\$14.00	\$14.10	\$14.42	\$14.75	\$15.38	\$16.29	\$17.30	\$18.00	\$18.77
STEP 3	\$14.00	\$14.20	\$14.65	\$15.01	\$15.67	\$16.61	\$17.64	\$18.37	\$19.13
STEP 4	\$14.00	\$14.30	\$14.92	\$15.31	\$15.96	\$16.95	\$17.99	\$18.75	\$19.52
STEP 5	\$14.00	\$14.40	\$15.18	\$15.61	\$16.27	\$17.28	\$18.36	\$19.11	\$19.93
STEP 6	\$14.00	\$14.50	\$15.45	\$15.90	\$16.59	\$17.62	\$18.74	\$19.51	\$20.34

Employee Medical Premium: District provided Value Gold plan & contribution to Dental and Vision

Earned Leave: In accordance with terms of contract and policy

Life Insurance: \$50,000

Paid Holidays: In accordance with terms of contract and policy

State Retirement: District matches employee contribution of 12.17%

Voluntary Benefits: Dental, Vision, Short-term Disability, other voluntary insurance products

**\*\* Classified Personnel will be given a max of 5 years credit for verified work experience**

**\*\* Paras with an AA degree will automatically start at STEP 3**

**\*\* Classified Personnel with a BA/BS degree will automatically start at STEP 5**

**\*\* Paras and Admin Assistants with a Sub Certificate will be paid \$2 an hour more when they are subbing.**

**Vacancies must be in Frontline and show the Para or Admin Assist filling the vacancy. No Exceptions!**

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10-14-22  
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**PAGE UNIFIED SCHOOL DISTRICT #8  
2022-2023 Certified Professional Staff Placement Guide  
(211 Total Contract Days - Based on 10 Month Professional Calendar)**

**Speech Therapists, SLT, SLP (CFY)  
Psychologist (BA and MA)**

STEP	YEARS	SALARY
0	CFY	\$67,864.05
1	1, 2, 3	\$69,125.56
2	4, 5, 6	\$70,387.08
3	7, 8	\$71,648.59

**Speech / MA with CCC  
Psychologist w/PhD; OT & PT**

STEP	YEARS	SALARY
1	1, 2, 3	\$77,956.18
2	4, 5, 6	\$79,217.70
3	7, 8	\$80,479.21

\*New staff to the district placed on schedule with maximum 8 year experience

\*Contract days are 211; student contact days; 8 hours day 7:45 am - 4:30 pm

Speech benefits include:

- Approximately 10 weeks off a year to spend with your family & friends
- \$500/year towards registration and travel for continuing education for professional growth
- Pay State Licensing Fees
- Pay registration fees to ArSHA/AZ School Psychologists Conference
- Speech, OT, PT & School Psychologists are expected to attend district professional development days, site based late start meetings & participate as appropriate with district wide initiatives (e.i. RTI, PBIS, etc)

Psychologist:

- Psychologist shall serve as members of the School & District PBIS, RTI Teams and/or District's Crisis Team and may expect to be assigned as such in emergencies
- Psychologists need to have training and/or experience with the RTI/MTSS and PBIS model, with clear understanding of leveled tiers of instruction/behavior support

Health Coverage:

- The District pays 100% of the employee's premiums for:
  - Medical Coverage (base plan)
  - \$50,000 Life Insurance Coverage
- As well as a portion of the employee's premium for:
  - Dental Care & Vision Coverage
- Dependent, Supplemental and Upgraded Coverage are available at the employee's expense.
  - Medical ● Vision ● Dental ● Life Insurance

Retirement Benefits & Long Term Disability:

- The District is a participant in the Arizona State Retirement System
- The District pays matching funds to the employee's Retirement and Long Term Disability plan

Flexible Spending Accounts:

- Section 125 program administered by First Financial
- Pre-tax Salary for premiums, child care and un-reimbursed medical expenses

403(b), 457 Tax Deferred Plans and 403(b)Roth:

- Employee contributions

Paid Leave:

- Eligible employees will earn paid leave

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6-14-22  
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# Page Unified School District 2022-2023 Director Initial Placement Guide

10 Month Position	MINIMUM	MAXIMUM
CTE / Post Secondary Development	\$55,000	\$75,000
11 Month Position	MINIMUM	MAXIMUM
Health & Wellness Director	\$50,000	\$57,500
12 Month Position	MINIMUM	MAXIMUM
Safety & Security	\$55,000	\$70,000
Facilities/Maintenance/Grounds	\$65,000	\$80,000
Exceptional Students Services	\$75,000	\$100,000
Transportation	\$65,000	\$80,000
Opportunity and Achievement	\$75,000	\$100,000
Technology	\$75,000	\$85,000
Talent Management	\$65,000	\$85,000
Business Manager	\$75,000	\$100,000
Student Support Services	\$60,000	\$75,000
Academic Enrichment	\$75,000	\$85,000
Federal Programs	\$75,000	\$90,000
Additional Compensation and Benefits		
PhD, EdD, EdS	Additional \$3000	
Cell Phone:	District provided cell phone	
Employee Medical Premium:	District provided Value Gold plan & contribution to Dental and Vision	
Earned Leave:	Personal, Sick, Vacation in accordance with terms of contract and policy	
Life Insurance:	\$50,000	
Paid Holidays:	In accordance with contract, policy and Governing Board approved Calendar	
State Retirement:	District matches employee contribution of 12.17%	
Voluntary Benefits:	Dental, Vision, Short-term Disability, other voluntary insurance products	

Work Calendar = 12 months (253 days)  
 Work Calendar = 11 months (231 days)  
 Work Calendar = 10 months (211 days)

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*6-14-22*

**PAGE UNIFIED SCHOOL DISTRICT #8**  
**2022-2023 Certified Stepless Salary Schedule**  
**(Certified Teachers & Counselors)**



<b>TEACHING EXPERIENCE</b>			
YEARS	SALARY	YEAR S	SALARY
0	\$44,256.50	7	\$46,899.39
1	\$44,634.07	8	\$47,276.94
2	\$45,011.63	9	\$47,654.49
3	\$45,389.17	10-13	\$48,032.05
4	\$45,766.73	14-16	\$48,409.60
5	\$46,144.29	17-19	\$48,787.15
6	\$46,521.83	20+	\$49,164.70
Returning Retiree from PUSD (salary at retirement):			

**1. Calculate your current years of teaching experience.**

YEARS OF EXPERIENCE	BASE SALARY

<b>EDUCATION</b>			
BA	\$0.00	MA+15	\$3,782.49
BA+15	\$462.46	MA+30	\$4,013.34
BA+30	\$924.91	MA+45	\$4,244.20
BA+45	\$1,387.36	PhD	\$4,475.05
MA	\$3,551.63		

**2. Calculate your current relevant level of education.**

EDUCATION	AMOUNT

<b>SPECIAL SKILLS</b>	
CATEGORY	AMOUNT
Dual Cert Special Education	\$409.72
ESL Endorsement	\$409.72
Bilingual Endorsement	\$409.72
Math Endorsement	\$409.72
Reading Endorsement	\$409.72
Early Childhood Endorsement	\$409.72
Gifted Endorsement	\$409.72
Administrative Certificate	\$409.72
National Board Certification	\$2,000.00

**3. Calculate your special skills.**

CATEGORY	AMOUNT

<b>EMPLOYEE BENEFITS</b>		
<b>PROPOSITION 301 (CLASSROOM SITE FUND)</b>	AMOUNT	<b>\$4,000.00</b>
<b>Employer-paid Benefits Package ( ) for Employees.</b>	AMOUNT	<b>\$6,374.04</b>
<b>TOTAL PROJECTED SALARY</b>		

Page Unified School District offers:

- Relocation stipend: In-state - \$750 / Out of state - \$1500.
- Hard to Fill stipends for Math (\$1,250) and Special Education (\$1,500) positions.
- Additional opportunity for professional development.
- Additional opportunity for meeting building goals.
- Additional opportunity for meeting personal goals.
- Additional compensation for extra duties above and beyond the work day (coach/tutor \$30 per hour).

**APPROVED**  
*10-14-22 [Signature]*  
**BY THE GOVERNING BOARD**

<b>PAGE UNIFIED SCHOOL DISTRICT HUMAN RESOURCES</b>			
Nancy Warner	Director	(928) 608-4108	<a href="mailto:nwarner@pageud.org">nwarner@pageud.org</a>
Saraphina Adson	HR Clerk	(928) 608-4213	<a href="mailto:sadson@pageud.org">sadson@pageud.org</a>
Yolanda Tibbs	HR Assist/Recep/Sub	(928)608-4101	<a href="mailto:ytibbs@pageud.org">ytibbs@pageud.org</a>
Mariah DeJolie	Benefits Spec/Risk Manag	(928) 608-4114	<a href="mailto:mdejolie@pageud.org">mdejolie@pageud.org</a>