

**Grand Canyon Unified School District #4
2024-2025 CERTIFIED STAFF
NEW HIRE SALARY DETERMINATION CHART**

Employee Name:

Position:

Points	Salary	Points	Salary
0-1	46,997	17	57,347
2	47,643	18	57,994
3	48,290	19	58,640
4	48,937	20	59,287
5	49,584	21	59,934
6	50,231	22	60,581
7	50,878	23	61,227
8	51,525	24	61,875
9	52,172	25	62,522
10	52,819	26	63,169
11	53,465	27	63,815
12	54,112	28	64,462
13	54,759	29	65,109
14	55,406	30	65,756
15	56,053	31	66,403
16	56,700	32	67,050

Experience Values	
Experience	Points
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 Education Points:	
		MA + 12	8
BA + 12	2	MA + 24	10
BA + 24	4	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