

FLOWING WELLS SCHOOL DISTRICT

Certified New Hire Teacher Compensation Plan and Benefits Summary



2025-2026 Certified New Hire Teacher Compensation						
Degree	Base Salary (Includes \$400 Override)	Proposition 301 Base	Total Salary	Proposition 301 Performance Pay Maximum Compensation	Proposition 202 Compensation (varies each year)	Total Possible Compensation
BA	\$43,447	\$10,090	\$53,537	\$3910	\$500 (approximately)	\$57,947
MA	\$45,621	\$10,090	\$55,711	\$3910	\$500 (approximately)	\$60,121

First full-year contract requires four (4) days of New Teacher Induction.
 Teachers earn stipends for additional activities throughout the school year.
 Additional compensation given for years of teaching experience.*

Benefits Summary

Major Medical and Hospitalization Insurance: The district contributes **\$6,012** annually toward one of the medical plans offered.

Dental Insurance: The district contributes **\$123.60** annually toward one of the dental plans offered.

Vision Insurance: Available at the full premium cost to employees.

Life Insurance and Accidental Death and Dismemberment (AD&D) Insurance: The district provides a \$25,000 term life insurance policy at no cost to employees.

Employee Assistance Program: Confidential counseling for employees and family members at no cost to employees.

Short Term Disability Income Insurance: Short Term Disability (STD) is designed to provide two-thirds of your monthly salary should you become disabled as the result of sickness or injury. Short Term Disability benefits start on the 61st day of absence.

Arizona State Retirement and Long-Term Disability: The district matches the employee's retirement contribution of 11.86% for the 25/26 school year to their pension and benefit plan. The district also matches the 0.14% contribution towards the long-term disability plan. Totalling a 12.00% contribution.

Performance Pay Plan: Performance Pay determined by adopted 301 Performance Pay Plan. Maximum compensation is **\$3910**.

Accrued Leave: 10 days (80 hours) of sick leave each year, all of which can be used as personal time. Four days (32 hours) are credited at the start of the school year, while the rest are accrued over the year. Unused days carry forward in the next school year as sick days.

Professional Growth: Advancement of salary by **\$250** for each block of 6 credits. Receipt of a transcript substantiating satisfactory completion according to District Policy is required.

Additional Earning Power: Additional compensation paid for special activity assignments including coaching, sponsoring clubs, or serving on committees. Please see District Special Activity Compensation (SAC) schedule for more details.

Flowing Wells Experience Step Compensation Plan: Advancement of base salary for years of service in the District.

Additional Optional Benefits

Flexible Benefits: Provides pre-tax savings for medical, dental, and vision expenses.

Deferred Compensation Plan: An opportunity to participate in tax-deferred Internal Revenue Code Sections 403(b) and 457(b) compensation plan.

Supplemental Term Life Insurance: Employees can purchase additional life insurance for self, spouse, and/or children.

Short Term Disability Income Insurance: Employees can "buy-up" short term disability insurance. Benefits start on the 15th day.

***Upon hire, the maximum number of years of experience awarded will be determined by the recommendation of the Superintendent to the Governing Board. \$350 per year of relevant prior experience will be added to the Base Salary.**

The District reserves the right to compensate employees in excess of this salary schedule.
 This Benefits Summary provides a very brief description of insurance products and is not an insurance policy.
 Flowing Wells School District reserves the right to expand, cancel, or modify at any time the benefit programs described.

FLOWING WELLS SCHOOL DISTRICT

Professional Non-Teaching 25-26 Compensation Plan and Benefits Summary



School Psychologist	Base Salary (Includes Override)	
Master's	\$73,000	
ED.S.	\$73,500	
Ed.D. or Ph.D.	\$74,000	
Additional Stipends	LEA	\$1,250
	Auto	\$1,100
	Professional Training	\$1,000
	Professional Dues	\$250

Occupational/ Physical Therapist	Base Salary (Includes Override)	
State Certification with BS	\$71,000	
State Certification with MS	\$73,174	
Ed.D. or Ph.D.	\$74,174	
Additional Stipends	Auto	\$1,100
	Professional Training	\$1,000
	Professional Dues	\$250

Speech-Language Pathologist	Base Salary (Includes Override)	
Master's (CFY)	\$62,618	
Master's (CCCs)	\$66,990	
Additional Stipends	LEA	\$1,250
	Auto	\$1,100
	Professional Training	\$1,000
	Professional Dues	\$250

Speech-Language Pathologist Assistant	Base Salary (Includes Override)	
Bachelor's	\$49,420	
Additional Stipends	Auto	\$1,100

Student Support Specialist	Base Salary (Includes Override)	
Bachelor's	\$54,592	
Master's	\$56,766	
Additional Stipends	Auto	\$550
	Cell Phone	\$500

Benefits Summary

Major Medical and Hospitalization Insurance: The district contributes **\$6,012** annually toward one of the medical plans offered.

Dental Insurance: The district contributes **\$123.60** annually towards one of the dental plans offered.

Vision Insurance: Available at the full premium cost to employees.

Life Insurance and Accidental Death and Dismemberment (AD&D) Insurance: The district provides a \$25,000 term life insurance policy at no cost to employees.

Employee Assistance Program: Confidential counseling for employees and family members at no cost to employees.

Short Term Disability Income Insurance: Short Term Disability (STD) is designed to provide two-thirds of your monthly salary should you become disabled as the result of sickness or injury. Short Term Disability benefits start on the 61st day of absence.

Arizona State Retirement and Long-Term Disability: The district matches the employee's retirement contribution of 11.86% for the 25/26 school year to their pension and benefit plan. The district also matches the 0.14% contribution towards the long-term disability plan. Totaling a 12.00% contribution.

Accrued Leave: 10 days (80 hours) of sick leave each year, all of which can be used as personal time. Four days (32 hours) are credited at the start of the school year, while the rest are accrued over the year. Unused days carry forward in the next school year as sick days.

Professional Growth: Advancement of salary by \$250 for each block of 6 credits. Receipt of a transcript substantiating satisfactory completion according to District Policy is required.

Additional Earning Power: Additional compensation paid for special activity assignments including coaching, sponsoring clubs, or serving on committees. Please see District Special Activity Compensation (SAC) schedule for more details.

Flowing Wells Experience Step Compensation Plan: Advancement of base salary for years of service in the District.

Additional Optional Benefits

Flexible Benefits: Provides pre-tax savings for medical, dental, and vision expenses.

Deferred Compensation Plan: An opportunity to participate in tax-deferred Internal Revenue Code Sections 403(b)&457(b) compensation plan.

Supplemental Term Life Insurance: Employees can purchase additional life insurance for self, spouse, and/or children.

Short Term Disability Income Insurance: Employees can "buy-up" short term disability insurance. Benefits start on the 15th day.

***Upon hire, the maximum number of years of experience awarded will be determined by the recommendation of the Superintendent to the Governing Board. \$350 per year of relevant prior experience will be added to the Base Salary.**

The District reserves the right to compensate employees in excess of this salary schedule.

This Benefits Summary provides a very brief description of insurance products and is not an insurance policy.

Flowing Wells School District reserves the right to expand, cancel, or modify at any time the benefit programs described.



Flowing Wells Unified School District 2025-2026 Support Salary Schedule

Job Position Titles	FY2026 Base	FY2026 Override	FY2026 Base + Override
Accounts Payable (Student Accounts) / Purchasing Associate	\$ 17.13	\$ 0.60	\$ 17.73
Accounts Payable Associate	\$ 17.13	\$ 0.60	\$ 17.73
Administrative Assistant to Assistant Principal(s)	\$ 16.35	\$ 0.60	\$ 16.95
Administrative Assistant to Assistant Superintendent	\$ 16.87	\$ 0.60	\$ 17.47
Administrative Assistant to Associate Superintendent	\$ 16.87	\$ 0.60	\$ 17.47
Administrative Assistant to Director of Exceptional Student Services	\$ 16.35	\$ 0.60	\$ 16.95
Administrative Assistant to Director of Professional Development	\$ 15.90	\$ 0.60	\$ 16.50
Administrative Assistant to Directors of Transportation and Maintenance	\$ 16.86	\$ 0.60	\$ 17.46
Administrative Assistant to District Athletic Director	\$ 16.35	\$ 0.60	\$ 16.95
Administrative Assistant to Elementary School Principal	\$ 17.06	\$ 0.60	\$ 17.66
Administrative Assistant to Guidance Services	\$ 16.07	\$ 0.60	\$ 16.67
Administrative Assistant to High School Principal	\$ 16.61	\$ 0.60	\$ 17.21
Administrative Assistant to Junior High School Principal	\$ 16.61	\$ 0.60	\$ 17.21
Administrative Assistant to Superintendent and Governing Board	\$ 18.20	\$ 0.60	\$ 18.80
Athletic Equipment Manager	\$ 18.61	\$ 0.60	\$ 19.21
Athletic Trainer	\$ 26.27	\$ 0.60	\$ 26.87
Attendance Office Clerk (10 Month)	\$ 16.20	\$ 0.60	\$ 16.80
Attendance Office Clerk (12 Month)	\$ 16.20	\$ 0.60	\$ 16.80
Auditorium Lighting and Sound Technician	\$ 17.59	\$ 0.60	\$ 18.19
Automotive Lead Mechanic	\$ 20.35	\$ 0.60	\$ 20.95
Automotive Maintenance Assistant	\$ 17.41	\$ 0.60	\$ 18.01
Automotive Mechanic	\$ 19.82	\$ 0.60	\$ 20.42
Bilingual Support Assistant	\$ 16.35	\$ 0.60	\$ 16.95
Bookstore / Student Accounts / Instructional Media Center (IMC) Coordinator	\$ 16.57	\$ 0.60	\$ 17.17
Carpentry / Cabinetmaker Technician	\$ 19.47	\$ 0.60	\$ 20.07
Certified Occupational Therapist Assistant (COTA) / Assistive Technology Technician	\$ 27.90	\$ 0.60	\$ 28.50
Community Schools Instructional Assistant	\$ 15.28	\$ 0.60	\$ 15.88
Community Schools Program Manager	\$ 20.51	\$ 0.60	\$ 21.11
Community Schools Site Supervisor	\$ 17.99	\$ 0.60	\$ 18.59
Computer Lab Technician and STEAM Instructional Assistant	\$ 16.94	\$ 0.60	\$ 17.54
Computer Technician	\$ 17.85	\$ 0.60	\$ 18.45
Crossing Guard	\$ 17.78	\$ 0.60	\$ 18.38
Custodial Manager - Elementary School	\$ 16.46	\$ 0.60	\$ 17.06
Custodial Manager - High School / District	\$ 17.84	\$ 0.60	\$ 18.44
Custodial Manager - Junior High School	\$ 16.73	\$ 0.60	\$ 17.33
Custodial Supervisor - Night / Custodial Supply Warehouseman	\$ 18.11	\$ 0.60	\$ 18.71
Custodian - Night	\$ 15.40	\$ 0.60	\$ 16.00
Custodian - Night (Substitute) **	\$ 15.45	\$ -	\$ 15.45
Database Technician	\$ 18.85	\$ 0.60	\$ 19.45
District Substitute Coordinator	\$ 16.35	\$ 0.60	\$ 16.95
District Van Driver	\$ 16.96	\$ 0.60	\$ 17.56
Electrical Technician	\$ 18.87	\$ 0.60	\$ 19.47
English Language Learner (ELL) Instructional Assistant	\$ 15.69	\$ 0.60	\$ 16.29

Job Position Titles	FY2026 Base	FY2026 Override	FY2026 Base + Override
Facility Maintenance Technician Agriscience for JTED	\$ 16.25	\$ 0.60	\$ 16.85
Family Resource Center Assistant	\$ 15.98	\$ 0.60	\$ 16.58
Fitness Room Supervisor / Trainer	\$ 26.27	\$ 0.60	\$ 26.87
Food Services Application Specialist	\$ 16.57	\$ 0.60	\$ 17.17
Grounds Foreman	\$ 19.47	\$ 0.60	\$ 20.07
Groundskeeper (District)	\$ 15.98	\$ 0.60	\$ 16.58
Groundskeeper / Custodial Manager Assistant	\$ 15.71	\$ 0.60	\$ 16.31
Groundskeeper Sports Turf (High School)	\$ 16.25	\$ 0.60	\$ 16.85
Gymnasium Technician / Night Custodian	\$ 15.98	\$ 0.60	\$ 16.58
Health Office Assistant (Elementary)	\$ 16.55	\$ 0.60	\$ 17.15
Health Office Assistant (Secondary)	\$ 16.71	\$ 0.60	\$ 17.31
HVAC - Electrical Preventative Maintenance Technician	\$ 18.11	\$ 0.60	\$ 18.71
HVAC - Electrical Technician	\$ 18.87	\$ 0.60	\$ 19.47
HVAC - Senior Electrical Technician	\$ 26.90	\$ 0.60	\$ 27.50
Instructional Assistant	\$ 15.16	\$ 0.60	\$ 15.76
Instructional Media Center (IMC) Assistant (High School/Junior High)	\$ 15.77	\$ 0.60	\$ 16.37
Instructional Media Center (IMC) Coordinator (Elementary)	\$ 15.77	\$ 0.60	\$ 16.37
Inventory Control / Parts Runner	\$ 15.71	\$ 0.60	\$ 16.31
Elementary Library Technician	\$ 16.84	\$ 0.60	\$ 17.44
Secondary Library Technician	\$ 16.94	\$ 0.60	\$ 17.54
Locksmith Technician	\$ 18.87	\$ 0.60	\$ 19.47
Mail Courier / Warehouse Clerk	\$ 15.74	\$ 0.60	\$ 16.34
Mathematics Instructional Assistant	\$ 15.69	\$ 0.60	\$ 16.29
Medicaid in the Public School (MIPS) Coordinator	\$ 16.61	\$ 0.60	\$ 17.21
Music Technician	\$ 16.94	\$ 0.60	\$ 17.54
Operations Specialist (Business Services)	\$ 17.13	\$ 0.60	\$ 17.73
Operations Specialist (Alternative High School/Digital Campus)	\$ 16.61	\$ 0.60	\$ 17.21
Operations Specialist (Career and Technical Education)	\$ 16.61	\$ 0.60	\$ 17.21
Operations Specialist (Early Learning Programs)	\$ 16.61	\$ 0.60	\$ 17.21
Operations Specialist (Exceptional Student Services)	\$ 16.61	\$ 0.60	\$ 17.21
Operations Specialist (Family Resource Center)	\$ 16.61	\$ 0.60	\$ 17.21
Operations Specialist (Maintenance)	\$ 16.61	\$ 0.60	\$ 17.21
Operations Specialist (Technology)	\$ 16.78	\$ 0.60	\$ 17.38
Operations Specialist / Dispatcher (Transportation)	\$ 16.87	\$ 0.60	\$ 17.47
Painting Technician	\$ 18.87	\$ 0.60	\$ 19.47
Payroll Services Associate	\$ 17.13	\$ 0.60	\$ 17.73
Plumbing Technician	\$ 18.87	\$ 0.60	\$ 19.47
Plumbing Technician Assistant	\$ 16.77	\$ 0.60	\$ 17.37
Program Assistant - Specialized Programs	\$ 15.67	\$ 0.60	\$ 16.27
Reading Instructional Assistant	\$ 15.69	\$ 0.60	\$ 16.29
Recourse Supervisor	\$ 16.61	\$ 0.60	\$ 17.21
Registrar (High School)	\$ 16.57	\$ 0.60	\$ 17.17
Registrar (Junior High)	\$ 16.20	\$ 0.60	\$ 16.80
School Bus Driver	\$ 18.37	\$ 0.60	\$ 18.97
School Bus Driver (Special Needs)	\$ 18.90	\$ 0.60	\$ 19.50
School Bus Monitor (Special Needs)	\$ 16.96	\$ 0.60	\$ 17.56

Job Position Titles	FY2026 Base	FY2026 Override	FY2026 Base + Override
School Nurse	\$ 26.88	\$ 0.60	\$ 27.48
Special Education Early Childhood Teaching Assistant	\$ 15.97	\$ 0.60	\$ 16.57
Special Education Teaching Assistant I	\$ 15.69	\$ 0.60	\$ 16.29
Special Education Teaching Assistant II	\$ 15.97	\$ 0.60	\$ 16.57
Student Worker **	\$ 15.45	\$ -	\$ 15.45
Support Staff Substitute (All Positions Except Health Office and TA2)**	\$ 15.45	\$ -	\$ 15.45
Support Staff Substitute Health Office and TA2**	\$ 15.73	\$ -	\$ 15.73
Transportation Training and Safety Coordinator	\$ 19.14	\$ 0.60	\$ 19.74
Utility Maintenance Technician Assistant	\$ 17.33	\$ 0.60	\$ 17.93
Welding Technician	\$ 18.87	\$ 0.60	\$ 19.47

New Hires: Years of Experience granted = \$0.20/hour per year up to 8 years added to Base Rate

Associate Degree: \$0.20/hour added to Base Rate;

Bachelors Degree: \$0.40/hour added to Base Rate;

Masters Degree: \$0.60/hour added to Base Rate

** No Years of Experience or Degree credit granted for these positions.

Professional Growth: \$0.30 per hour added for every 6 credits earned per Governing Board approval.