

# FLOWING WELLS SCHOOL DISTRICT

## Certified New Hire Teacher Compensation Plan and Benefits Summary



2026-2027 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	\$43,881	\$10,590	\$54,471	\$3910	\$500 (approximately)	<b>\$58,881</b>
MA	\$46,077	\$10,590	\$56,667	\$3910	\$500 (approximately)	<b>\$61,077</b>

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 **\$6,944.70** annually toward one of the medical plans offered.

**Dental Insurance:** The district contributes **\$129.84** 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 61<sup>st</sup> day of absence.

**Arizona State Retirement and Long-Term Disability:** The district matches the employee's retirement contribution of 11.87% for the 26/27 school year to their pension and benefit plan. The district also matches the 0.11% contribution towards the long-term disability plan. Totaling a 11.98% 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 15<sup>th</sup> 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.