Cartwright School District
Certified Step Salary Schedule 2026-2027

Years	BA	BA+30	BA+45	MA	MA+30	MA+ 45	Doctorate
0	51,700	53,400	54,550	55,700	57,400	59,100	66,600
1	52,500	54,200	55,350	56,500	58,200	59,900	67,400
2	53,300	55,000	56,150	57,300	59,000	60,700	68,200
3	54,100	55,800	56,950	58,100	59,800	61,500	69,000
4	54,900	56,600	57,750	58,900	60,600	62,300	69,800
5	55,700	57,400	58,550	59,700	61,400	63,100	70,600
6	56,500	58,200	59,350	60,500	62,200	63,900	71,400
7	57,300	59,000	60,150	61,300	63,000	64,700	72,200
8	58,100	59,800	60,950	62,100	63,800	65,500	73,000
9	58,900	60,600	61,750	62,900	64,600	66,300	73,800
10	59,700	61,400	62,550	63,700	65,400	67,100	74,600
11	60,500	62,200	63,350	64,500	66,200	67,900	75,400
12	61,300	63,000	64,150	65,300	67,000	68,700	76,200
13	62,100	63,800	64,950	66,100	67,800	69,500	77,000
14	62,900	64,600	65,750	66,900	68,600	70,300	77,800
15	63,700	65,400	66,550	67,700	69,400	71,100	78,600
16	64,500	66,200	67,350	68,500	70,200	71,900	79,400
17	65,300	67,000	68,150	69,300	71,000	72,700	80,200
18	66,100	67,800	68,950	70,100	71,800	73,500	81,000
19	66,900	68,600	69,750	70,900	72,600	74,300	81,800
20	67,700	69,400	70,550	71,700	73,400	75,100	82,600
21	68,500	70,200	71,350	72,500	74,200	75,900	83,400
22	69,300	71,000	72,150	73,300	75,000	76,700	84,200
23	70,100	71,800	72,950	74,100	75,800	77,500	85,000
24	70,900	72,600	73,750	74,900	76,600	78,300	85,800
25	71,700	73,400	74,550	75,700	77,400	79,100	86,600
26	72,500	74,200	75,350	76,500	78,200	79,900	87,400
27	73,300	75,000	76,150	77,300	79,000	80,700	88,200
28	74,100	75,800	76,950	78,100	79,800	81,500	89,000
29	74,900	76,600	77,750	78,900	80,600	82,300	89,800
30	75,700	77,400	78,550	79,700	81,400	83,100	90,600

Applies to Teachers, Teachers on Special Assignment, Certified Librarians, Counselors, Social Workers, and any others placed on the Certified Salary Schedule
Eligibility of Placement: Employee may be given a maximum credit of ten (10) years for sustantiated experience, or fifteen (15) years for substantiated experience with a Masters/Doctorate degree, verified by Human Resources
* Effective 2020-21, clock hours may not be used to advance from BA to MA columns
* K-8/Middle School Site-Based administrative TOSAs will receive a $3,000 retention stipend payable on the last school day of the year, provided they are **A)** not on an Improvement Plan, **B)** not rated in the Ineffective category, and **C)** complete the contract term
* Any person who knowingly presents false degree or credit information is subject to disciplinary action which may include termination
*Salary schedule above includes up to $10,020 from Classroom Site Fund (CSF)
* Salary schedule subject to review biennially
* Salary schedule subject to periodic renegotiation due to legislative or voter initiated budget changes
* Does not include additional pay for performance, extra duty, or endorsements

The salary set forth in this Schedule has been calculated based on anticipated legislative appropriations and revenue control limit adjustments that are required to be enacted pursuant to A.R.S. § 15-901.01. If, after issuance of the Contract, the District's total revenues or budget capacity are less than that set forth in the Preliminary Budget, individual's salary may be reduced pro rata with all staff. If, after the issuance of the Contract, the District receives appropriations or revenue control limit adjustments in excess of the minimum required amounts set forth in A.R.S. § 15-901.01, the Governing Board reserves the right, in its discretion, to increase individual's salary.

For any employee placed on this schedule at the max step allowable for a second continuous year, or longer, where the employee did not receive any increase in pay from last year to this year, then that employee will be eligible for a 2% cost-of-living adjustment raise, calculated based on an employee's position amount, subject to Board approval and in the Board's discretion. If the salary schedule amounts increased from one year to the next, the amount of the cost-of-living adjustment raise will be reduced by the amount of the salary schedule increase during the year the increase occurred. The amount and timing of any cost-of-living adjustment raise will be determined by the Governing Board on an annual basis, is not guaranteed to be paid in any given year or any future year and will not be added to the base salary amount of any employee's compensation for future years. The cost-of-living adjustment raise is intended to be awarded as a one-time stipend payment. Those individuals who are contracted through ESI or are retired return to work employees are not eligible for the cost-of-living adjustment.

Employees who have retired with the Arizona State Retirement System (ASRS) and return to work for the District while receiving ASRS pension income will receive a reduction of ten percent (10%) of compensations paid pursuant to this salary schedule. Hourly rate amounts that are less than mandatory mimimum wage increases automatically adjust to the minimum wage on the effective date.

Effective July 1, 2026
Governing Board Approved 3.18.2026