



## Governing Board Agenda Item

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Meeting Date: August 13, 2026

From: Monica Harper, Human Resources Director

Subject: Revised 2026-2027 Hiring Schedules

Priority: To recruit, retain, and support highly effective staff, teachers, and leaders

Consent ☒ Action ☐ Discussion ☐

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### Background:

Attached, for your approval, are the following hiring schedules for the 2026-2027 school year:

- a. Revised Certified Hiring Schedule
- b. Revised Speech/Language Pathologist Hiring Schedule

The hiring schedules are being revised to include the 2% increase approved by the Governing Board on May 14, 2026.

### Recommended Motion:

I move that the Governing Board approve the revised hiring schedules for the 2026-2027 school year.

Approved for transmittal to the Governing Board:   
Dr. Daniel Streeter, Superintendent

*Questions should be directed to: Monica Harper, Director of Human Resources*  
*Phone: (520) 682-4754*



## CERTIFIED HIRING SCHEDULE 2026-2027

| Degree/Experience | Base Contract<br>(Includes Base, Override & Classroom Site Fund) | Retention<br>Stipend*~<br>(Dec/May) | Performance<br>Based Pay<br>Stipend**<br>(May) | Indian Gaming<br>Stipend**~<br>(Dec/May) | Potential 2026-<br>2027 Earnings |
|-------------------|------------------------------------------------------------------|-------------------------------------|------------------------------------------------|------------------------------------------|----------------------------------|
| BA/A 0-3          | \$ 52,365.26                                                     | \$ 1,000.00                         | \$ 4,200.00                                    | \$ 500.00                                | \$ 58,065.26                     |
| BA/B 4-5          | \$ 53,270.29                                                     | \$ 1,000.00                         | \$ 4,200.00                                    | \$ 500.00                                | \$ 58,970.29                     |
| BA/C 6+           | \$ 54,194.25                                                     | \$ 1,000.00                         | \$ 4,200.00                                    | \$ 500.00                                | \$ 59,894.25                     |
| MA/A 0-3          | \$ 55,126.54                                                     | \$ 1,000.00                         | \$ 4,200.00                                    | \$ 500.00                                | \$ 60,826.54                     |
| MA/B 4-5          | \$ 56,088.47                                                     | \$ 1,000.00                         | \$ 4,200.00                                    | \$ 500.00                                | \$ 61,788.47                     |
| MA/C 6+           | \$ 57,176.70                                                     | \$ 1,000.00                         | \$ 4,200.00                                    | \$ 500.00                                | \$ 62,876.70                     |

\*Upon Governing Board Approval \*\*Amount changes year to year ~Paid in two installments

Hiring schedule is based on 214 days; salary will be prorated for later start date

### Professional Growth Increments

| BA+6  | BA+12 | BA+18 | BA+24 | BA+30 | BA+36 | BA+42 | BA+48 | BA+60 | BA+72 | BA+84 | BA+96 | BA+108 | BA+120 | BA+132 |
|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|--------|--------|
| \$300 | \$300 | \$300 | \$300 | \$300 | \$300 | \$300 | \$300 | \$600 | \$600 | \$600 | \$600 | \$600  | \$600  | \$600  |

| MA+6  | MA+12 | MA+18 | MA+24 | MA+30 | MA+36 | MA+42 | MA+48 | MA+54 | MA+60 | MA+66 | MA+72 | MA+78 | MA+84 | MA+90 |
|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| \$600 | \$600 | \$600 | \$600 | \$600 | \$600 | \$600 | \$600 | \$600 | \$600 | \$600 | \$600 | \$600 | \$600 | \$600 |

**Additional Earning Power:** Additional compensation paid for extracurricular assignments including noon duty, coaching, sponsoring clubs, or serving on committees, etc.

**\*Medical Insurance^:** 1) Employer paid medical insurance for employee only **or**, 2) Health Saving Account contribution up to \$1,230 with enrollment in the HDHP plan **or**, 3) \$400 annual allotment towards district dental, vision & voluntary life insurance plan if waiving medical insurance plan

**Dental Insurance^:** Available at full premium cost to employee, two options

**Vision Insurance^:** Available at full premium cost to employee

**Employee Assistance Program (EAP):** Covered at 100% for household

**Life Insurance/Short Term Disability^:** Employer paid

**Voluntary Programs^:** Accident, auto discount, critical care, hospital indemnity, and legal plans

**Leave:** 12 days of leave time accrued each year

**IEP Days (Special Education Teachers):** Up to 6 days of district leave to complete IEP work

^ Subject to eligibility and position status

\*Subject to change, pending insurance renewal



## SPEECH LANGUAGE PATHOLOGIST HIRING SCHEDULE 2026-2027

| Degree/Level<br>(Exp) | Base Contract<br>(Includes Base, Override, & Classroom Site Fund) | Retention<br>Stipend*~<br>(Dec/May) | Performance Based<br>Pay Stipend**<br>(May) | Indian Gaming<br>Stipend***~<br>(Dec/May) | Potential 2026-2027<br>Earnings |
|-----------------------|-------------------------------------------------------------------|-------------------------------------|---------------------------------------------|-------------------------------------------|---------------------------------|
| BA/A 0-3              | \$ 78,033.45                                                      | \$ 1,000.00                         | \$ 4,200.00                                 | \$ 500.00                                 | \$ 83,733.45                    |
| BA/B 4-5              | \$ 79,450.10                                                      | \$ 1,000.00                         | \$ 4,200.00                                 | \$ 500.00                                 | \$ 85,150.10                    |
| BA/C 6+               | \$ 80,893.87                                                      | \$ 1,000.00                         | \$ 4,200.00                                 | \$ 500.00                                 | \$ 86,593.87                    |
| MA/A 0-3              | \$ 82,375.39                                                      | \$ 1,000.00                         | \$ 4,200.00                                 | \$ 500.00                                 | \$ 88,075.39                    |
| MA/B 4-5              | \$ 83,877.17                                                      | \$ 1,000.00                         | \$ 4,200.00                                 | \$ 500.00                                 | \$ 89,577.17                    |
| MA/C 6+               | \$ 85,409.83                                                      | \$ 1,000.00                         | \$ 4,200.00                                 | \$ 500.00                                 | \$ 91,109.83                    |

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Salary schedule is based on 214 days; salary will be prorated for later start date

### Professional Grown Increments

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|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|--------|--------|
| \$300 | \$300 | \$300 | \$300 | \$300 | \$300 | \$300 | \$300 | \$600 | \$600 | \$600 | \$600 | \$600  | \$600  | \$600  |
| MA+6  | MA+12 | MA+18 | MA+24 | MA+30 | MA+36 | MA+42 | MA+48 | MA+54 | MA+60 | MA+66 | MA+72 | MA+78  | MA+84  | MA+90  |
| \$600 | \$600 | \$600 | \$600 | \$600 | \$600 | \$600 | \$600 | \$600 | \$600 | \$600 | \$600 | \$600  | \$600  | \$600  |

**Stipend for Certificate of Clinical Competency (CCC-SP):** \$2,000.00

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