Agenda Item No.: H.8

MARANA
UNIFIED SCHOOL DISTRICT

Governing Board Agenda Item

Meeting Date:	November 12, 2026
From:	Kristin Reidy, Assistant Superintendent
Subject:	Ancillary Pay Schedule
Priority:	To recruit, retain, and support highly effective staff, teachers, and leaders

Consent [X] Action [] Discussion []

Background:

The Marana Unified School District Ancillary Pay Schedule outlines the compensation offered for various work performed outside of an employee's regular work agreement. This recommended Ancillary Pay Schedule update clarifies payment for preparation work associated with professional development and other teaching opportunities. Under this plan, certified and support staff will be paid up to one hour of preparation time for every hour of presenting.

Recommended Motion:

I move that the Governing Board approve the revised 2026-2027 Ancillary Pay Schedule.

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

Questions should be directed to: Kristin Reidy, Assistant Superintendent
Phone: (520) 682-4757

ANCILLARY PAY SCHEDULE

SUPPORT STAFF POSITIONS

Substitute	$1.00 less than the starting rate of the position subbing for **or** (whichever is higher)	$15.15
Support Staff Tutor		$15.15
Noon duty	Current hourly wage up to max of $15.15/hour & may not exceed a total of 40 h/wk	
PSAT Proctoring		$15.15
Bus Driver/Attendant Trainer	Regular rate plus additional $1.50 per hour during training	
Bus Driver Trainee	Training rate until Bus Driver Certification is earned - Year-round	$15.15
	Will be paid per program requirements	
Enrichment	Prep Time for every hour of teaching	$20.00

CERTIFIED POSITIONS

	After School, Home Bound, Grading test-out	$30.00
	Saturday School teaching	$30.00
	Curriculum Writer/Grant Writer	$30.00
	District Initiative Work	$30.00
	State Testing Tutoring - Per state guidelines	
	Athletic Training - duties beyond the normal AIA schedule	$35.00
	CTE Placements (amount is paid per placement)	$25.00
	Class Coverage	$30.00
Teacher	Kindergarten screening; EL screening; DIBELS; student screenings	$30.00
	Presenting at a Teaching Workshop	$30.00
	IEP Development (not to exceed 15 hours in one fiscal year)	$30.00
Teacher & Admin	Preparation time for teaching employee; for every hour of teaching	$30.00
	Administrative - Long Term in the same assignment for 20+ days will receive the starting per diem rate for the position; Must be appropriately certified and highly qualified (when applicable)	
	Nurse	$140.00
	Teacher	$140.00
	MUSD Retiree	$140.00
	Teacher - LT (20+ days)	$165.00
Substitute	Teacher - Additional for covering a zero hour	$15.15
Noon duty		$30.00
PSAT Proctoring		$73.50/session
Auditorium Manager		$30.00

COMMUNITY SCHOOLS / SUMMER SCHOOL POSITIONS

MUSD support staff in same position receives their current hourly rate for summer work		
MUSD support staff in a different position will receive the starting wage for that position		
Sp. Ed. Teacher (ESY) or Summer School Coordinator		$30.00
Summer Youth Employment Supervisor; Support Staff Mandatory Summer Training		$15.15
Enrichment	Community school fee based programs / Support staff teaching other staff	$30.00
	Enrichment course instructor	$30.00
	Middle School and High School Teacher - Certified	$30.00
Teacher	Prep Time for every hour of teaching	$30.00
	No certification needed - expertise in subject area of camp (not to exceed $2,500; p/s)	$30.00
Summer Camp Director	Certified (not to exceed $2,500; per session)	$30.00

21st CENTURY PROGRAMS

Before/After school enrichment (certified and support)	$30.00
Summer Program Teacher	$30.00
Summer Program Coordinator	Will be paid per program requirements

OTHER POSITIONS

Tutor	Tutor has a degree in the subject area in which they are tutoring or has an education degree or a substitute certificate	$30.00
Psychologist	Wellness Center Therapist	$60.00
	Threat assessment evaluations	$50.00

INTERPRETER TRANSLATOR*	TYPE	PURPOSE	AUTHORIZATION	WAGE
Interpreter with certification	American Sign Language	Official school business, i.e. Parent conferences, IEP's, discipline hearings for parent interpretations.	Special Education	$30.00
Interpreter	Foreign Language		Site Administrator	Certified $30.00 Support $20.00
Translating documents into other languages			Site Administrator	Certified $30.00 Support $20.00

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Summer Director		$35.00
Teacher	Summer Certified	$30.00
	Prep time - for every hour of teaching	$30.00
	Extended Day Academic program - Must be appropriately certified	$30.00
Aide (support staff)	MUSD support staff in same position receives their current hourly rate for summer work	
	Summer Highly qualified aide	$15.15

EXTRACURRICULAR POSITIONS

Behind the wheel driver (rate is per student)	$120.00
Event worker: Football announcer, Ticket Takers, Game Scorers etc.	$15.15
Lifeguard	$16.54
Piano Accompanist	$17.68

Notes:

~ Support Staff - Interpreters working during their regular hours will receive the difference from their pay to the wage stated above. If the employee's pay is greater than the wage listed above, they will get their regular pay. They will be paid interpreter wage only for the time worked to the closest 15 minutes

~ Sign Language Interpreters working outside their regular hours will receive the wage stated above and will be paid for a minimum of two hours. Support staff would receive a blended rate if working over 40 hours.

Revised 11/12/26