



Governing Board Agenda Item

Meeting Date: December 11, 2025

From: Monica Harper, Director of Human Resources

Subject: Revised 2025-2026 Ancillary Pay Schedule

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


Consent ☒ Action ☐ Discussion ☐

Background:

The Ancillary Pay Schedule is being revised due to the increase in the Arizona minimum wage effective January 1, 2026.

Recommended Motion:

I move that the Governing Board approve the revised 2025-2026 Ancillary Pay Schedule effective January 1, 2026.

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

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 4 hours of teaching	\$20.00

CERTIFIED POSITIONS

Teacher	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
	Kindergarten screening; EL screening; DIBELS; student screenings	\$30.00
Teacher & Admin	Presenting at a Teaching Workshop	\$30.00
	IEP Development (not to exceed 15 hours in one fiscal year)	\$30.00
	Preparation time for teaching students and teachers; for every 4 hours of teaching	\$30.00
Substitute	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
	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
Teacher	Enrichment course instructor	\$30.00
	Middle School and High School Teacher - Certified	\$30.00
	Prep Time for every 4 hours of teaching	\$30.00
Summer Camp Director	No certification needed - expertise in subject area of camp (not to exceed \$2,500; p/s)	\$30.00
	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	
TITLE I					
Summer Director				\$35.00	
Teacher	Summer Certified			\$30.00	
	Prep time - for every 4 hours 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	
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.					
Effective 1/1/26					