AMPHITHEATER
Public Schools

GOVERNING BOARD AGENDA ITEM
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10

DATE OF MEETING: **April 28, 2026**

TITLE: **Approval of Fiscal Year 2026-2027 Salary Placement Schedules and Market Adjustments**

BACKGROUND:

The following Fiscal Year 2026-2027 salary placement schedules are presented for review and approval. These schedules incorporate the changes approved by the Governing Board on April 14, 2026, as part of the Salary and Benefits/Meet and Confer package:

- Certificated
- Classified/Support Staff
- Imagine Preschool Directors
- Professional Exempt
- Professional Non-Teaching
- Administrative
- Cabinet
- Addendum – Athletic & Non-athletic

All schedules will be effective beginning July 1, 2026.

This agenda item also proposes adjustments to select position classifications for Fiscal Year 2026-2027:

- Counselor (including College Advising Counselor)
- Librarian
- School Nurse
- Psychologist

A recent market analysis indicates that compensation for these classifications is currently below market. In addition, these positions have experienced continual vacancies over multiple years often requiring the District to rely on contracted staff through third-party vendors, particularly for School Nurses and Psychologists, resulting in significant additional costs.

To address these challenges, the District recommends the following adjustments for 2026-2027:

- Counselor, Librarian and School Nurse – Return these classifications to the Certificated Placement Schedule as was the practice in prior years. This change will help restore equity and improve competitiveness in the labor market.
    - The minimum starting pay for Counselor increases from $47,488.00 to $52,186.90 (after applying the $3,000.00 from the Classroom Site Fund).
    - The minimum starting pay for Librarian increases from $46,888.00 to $50,186.65 (after applying the $3,000.00 from the Classroom Site Fund) .

- The minimum starting pay for School Nurse increases from $49,500.00 to $50,186.65 (after applying the $3,000.00 from the Classroom Site Fund) .
- The High School Athletic Trainer will also be moving to the Certificated Placement schedule.

- Psychologist – Increase the minimum starting salary from $67,014.76 to $71,000.00 (after applying the $3,000.00 from the Classroom Site Fund) to improve competitiveness and reduce reliance on contracted services.

Current employees within these classifications will also receive salary adjustments based on years of experience consistent with past market adjustment practices. Individual employee market adjustments will be presented to the Governing Board at a future meeting.

RECOMMENDATION:

It is the recommendation of the Administration that Fiscal Year 2026-2027 salary placement schedules and markets adjustments be approved as presented.

INITIATED BY:

John Hastings, Director of Human Resources **Date: April 21, 2026**

Todd A. Jaeger, J.D., Superintendent

AMPHITHEATER PUBLIC SCHOOLS
FY27 ADMINISTRATIVE PLACEMENT SCHEDULE

PRINCIPALS	MINIMUM
High School (HSP)	$ 96,109.11
High School w/ Doctoral (HSPD)	$ 99,135.35
K-8 (KSP)	$ 92,597.87
K-8 w/ Doctoral (KSPD)	$ 95,624.11
Middle School (MSP)	$ 89,097.87
Middle School w/ Doctoral (MSPD)	$ 92,124.11
Elementary (ESP)	$ 84,359.68
Elementary w/ Doctoral (ESPD)	$ 87,385.92

ASSISTANT PRINCIPALS/DIRECTORS	MINIMUM
High School (HSA)	$ 84,621.82
High School w/ Doctoral (HSAD)	$ 87,577.51
Asst. Dept. Director (ADD)	$ 79,823.03
Asst. Dept. Director w/ Doctoral (ADDD)	$ 82,849.28
K-8/Middle School (MSA)	$ 75,089.98
K-8/Middle School w/ Doctoral (MSAD)	$ 78,116.23
Elementary (ESA)	$ 66,738.76
Elementary w/ Doctoral (ESAD)	$ 69,765.01

SUPPORT ADMINISTRATORS	MINIMUM
All (SAS)	$ 60,330.36
All Support w/ Doctoral (SASD)	$ 63,356.61

Administrative Substitute	$ 200.00

Additional compensation may be given for years of experience.

Salary amounts include override retention funding previously itemized separately on the salary schedule and are subject to reduction if the override expires.

7/1/2026

AMPHITHEATER PUBLIC SCHOOLS

FY27 ADMINISTRATIVE SALARY GUIDELINES

New employees start at the minimum rate
With 3-4 years of experience, eligible for 2% over minimum
With 5+ years of experience, eligible for 4% over minimum

Promotions - Will receive the difference between the starting rate at each level or 4%, whichever is greater

Demotions - Rate reduced by the difference between the starting rate each level

Employees who receive their doctorate will receive $3000.00 when moving up to the doctorate level

Contract Type:
Administrative - 10 Month
Administrative - 12 Month

AMPHITHEATER PUBLIC SCHOOLS
FY27 CABINET PLACEMENT SCHEDULE

CABINET	MINIMUM
Director of 21st Century Ed (HSA)	$ 84,621.82
Director of 21st Century Ed w/Doctoral (HSAD)	$ 87,577.51
Director of Curriculum & Assessment (HSA)	$ 84,621.82
Director of Curric & Assess w/Doctoral (HSAD)	$ 87,577.51
Director of Communications (KSP)	$ 92,597.87
Director of Communications w/Doctoral (KSPD)	$ 95,624.11
Director of Human Resources (KSP)	$ 92,597.87
Director of Human Resources (KSPD)	$ 95,624.11
Executive (CAB-E)	$ 96,939.43
Executive w/ Doctoral (CABD-E)	$ 99,675.61
Associate Superintendent (CAB-A)	$ 108,501.60
Associate Superintendent w/ Doctoral (CABD-A)	$ 111,247.27

Includes option to sell back ten (10) days of vacation within the fiscal year, to be paid at the administrator's rate of pay.

Additional compensation may be given for years of experience.

Salary amounts include override retention funding previously itemized separately on the salary schedule and are subject to reduction if the override expires.

7/1/2026

AMPHITHEATER PUBLIC SCHOOLS
FY27 CABINET PLACEMENT GUIDELINES

New employees start at the minimum rate

With 3-4 years of experience, eligible for 2% over minimum

With 5+ years of experience, eligible for 4% over minimum

Promotions - Will receive the difference between the starting rate at each level or 4%, whichever is greater; if the increase falls within the hiring range, years of experience may be credited

Demotions - Rate reduced by the difference between the starting rate each level

Employees who receive their doctorate will receive $2700.00 when moving up to the doctorate level

Contract Type:
Multi-Position Officer
Senior Staff

AMPHITHEATER PUBLIC SCHOOLS

FY27 CERTIFICATED PLACEMENT SCHEDULE

	BACHELORS	BA/BS + 15	MASTERS	MA/MS + 15	ED SPEC/NBCT	DOCTORATE
Minimum	$50,186.65	$50,853.40	$52,186.90	$52,852.60	$54,186.10	$55,518.55

Additional compensation may be given for years of experience.

Salary amounts include monies from Prop 301, fund 11 and fund 13, as well as
override retention funding previously itemized separately on the salary schedule, and are subject to reduction if either expires.

07/01/2026

AMPHITHEATER PUBLIC SCHOOLS

FY27 CERTIFICATED SALARY GUIDELINES

(CTT)

PRIOR EXPERIENCE - Salary credit for years of experience will be cumulative

1-3 years of experience will receive $100 for each year of experience

4-6 years of experience will receive $400 for each year of experience

7-10 years of experience will receive $600 for each year of experience

	BACHELORS	BA/BS + 15	MASTERS	MA/MS + 15	ED SPEC/NBCT	DOCTORATE	
0 years	$ 50,186.65	$ 50,853.40	$ 52,186.90	$ 52,852.60	$ 54,186.10	$ 55,518.55	
1 year	$ 50,286.65	$ 50,953.40	$ 52,286.90	$ 52,952.60	$ 54,286.10	$ 55,618.55	$ 100.00
2 years	$ 50,386.65	$ 51,053.40	$ 52,386.90	$ 53,052.60	$ 54,386.10	$ 55,718.55	$ 100.00
3 years	$ 50,486.65	$ 51,153.40	$ 52,486.90	$ 53,152.60	$ 54,486.10	$ 55,818.55	$ 100.00
4 years	$ 50,886.65	$ 51,553.40	$ 52,886.90	$ 53,552.60	$ 54,886.10	$ 56,218.55	$ 400.00
5 years	$ 51,286.65	$ 51,953.40	$ 53,286.90	$ 53,952.60	$ 55,286.10	$ 56,618.55	$ 400.00
6 years	$ 51,686.65	$ 52,353.40	$ 53,686.90	$ 54,352.60	$ 55,686.10	$ 57,018.55	$ 400.00
7 years	$ 52,286.65	$ 52,953.40	$ 54,286.90	$ 54,952.60	$ 56,286.10	$ 57,618.55	$ 600.00
8 years	$ 52,886.65	$ 53,553.40	$ 54,886.90	$ 55,552.60	$ 56,886.10	$ 58,218.55	$ 600.00
9 years	$ 53,486.65	$ 54,153.40	$ 55,486.90	$ 56,152.60	$ 57,486.10	$ 58,818.55	$ 600.00
10 years	$ 54,086.65	$ 54,753.40	$ 56,086.90	$ 56,752.60	$ 58,086.10	$ 59,418.55	$ 600.00
							$ 3,900.00

DEGREE/LEVEL MOVEMENT

BACHELORS	AMT	BA/BS + 15	AMT	MASTERS	AMT	MA/MS + 15	AMT	ED SPEC/NBCT	AMT
BA+15	$ 666.75								
MA	$ 2,000.25	MA	$ 1,333.50						
MA+15	$ 2,665.95	MA+15	$ 1,999.20	MA+15	$ 665.70				
ED Spec	$ 3,999.45	ED Spec	$ 3,999.45	ED Spec	$ 1,999.20	ED Spec	$ 1,333.50		
DOC	$ 5,331.90	DOC	$ 5,331.90	DOC	$ 3,331.65	DOC	$ 2,665.95	DOC	$ 1,332.45

Teachers with their National Board Certified will be placed at Ed Spec./NBCT

Positions:	Teacher	Athletic Trainer	CIPS/CIISS/CISS	Counselor	ISA	Librarian	School Nurse	Sped Facilitator	
Contract Type:	Standard, PT, ST	PNT - 10 month	Standard, PT, ST	PNT - 10 month	Standard, PT, ST	Standard, PT, ST	PNT - 10 month	Standard, PT, ST	07/01/2026

AMPHITHEATER PUBLIC SCHOOLS

FY27 SUPPORT STAFF/CLASSIFIED PLACEMENT SCHEDULE

LEVEL 1		MINIMUM
Assistant to Audiologist		15.60
Bookstore Clerk		
Bus Driver Trainee		
Campus Monitor		
Clerk		
Cook		
Crossing Guard		
ECHO Afterschool Aide/Caregiver		
Food Service Attendant		
Instructional Aide		
Library Clerk		
Preschool Aide/Caregiver		
School Health Assistant		
Student/Family Advocate		
Transportation Attendant		
LEVEL 2		**MINIMUM**
Attendance Clerk		15.75
Behavioral Intervention Monitor		
Bilingual Clerk		
Bilingual Instructional Assistant		
Classroom Aide/Caregiver		
Computerized Copy Machine Operator		
Custodian I		
Food Service Courier		
Groundskeeper I		
Human Resources Customer Service Representative		
Library Media Technician I		
Mail/Courier Service Provider		
Native American Tutor/Advisor		
Registrar - Middle School		
Shipping/Receiving Clerk		
Student Services Coordinator Assistant I		
Trades Apprentice		
Translator/Interpreter		
LEVEL 3		**MINIMUM**
Agriscience Assistant		15.90
Bilingual Community Liaison		
Bookkeeper I		
Computer Systems Operator		
High School Athletic Secretary		
Instructional Technology Specialist		
Reading Room Assistant		
Registrar - Amphi Academy Online K-12		
Secretary I		
Special Ed Teaching Assistant		
Student Services Coordinator Assistant II		

AMPHITHEATER PUBLIC SCHOOLS
FY27 SUPPORT STAFF/CLASSIFIED PLACEMENT SCHEDULE

LEVEL 4		MINIMUM
District Athletic Equipment Coordinator		16.05
Ed Assistant To Elementary Principal		
Elementary School Health Aide		
GEAR UP Assistant		
Graphics & Printing Assistant		
Library Assistant		
Parent Educator		
Registrar - High School		
Secretary II		
Transportation Scheduler		
LEVEL 5		**MINIMUM**
Automotive Parts Coordinator		16.30
Cook - Lead		
Custodian II		
ECHO Afterschool Instructional Specialist		
Fringe Benefits Assistant		
Groundskeeper II		
Human Resources Data Technician		
Instructional Specialist - Land Lab/Agriscience		
Inventory Control Clerk		
Maintenance Supply Coordinator		
Preschool Instructional Specialist		
Secretary III		
Student Records Management Specialist		
LEVEL 6		**MINIMUM**
Custodian III		16.60
Food Service Attendant - Lead		
Inventory & Procurement Coordinator		
Lead Groundskeeper I		
Parent Educator Coordinator		
Procurement Specialist		
School Admin Assistant		
Security Officer		
Special Ed Records Specialist		
LEVEL 7		**MINIMUM**
Alternative/Small Vehicle Driver		17.15
Bilingual Office Assistant		
Bookkeeper II		
Language Assessment Specialist		
Special Ed Records Specialist - Lead		

AMPHITHEATER PUBLIC SCHOOLS
FY27 SUPPORT STAFF/CLASSIFIED PLACEMENT SCHEDULE

LEVEL 8		MINIMUM
Administrative Assistant I		17.45
Facilities Technician		
Food Service Supervisor		
Irrigation Systems Mechanic		
Maintenance Technician II		
Manager-Bookstore		
Painter III		
Preventative Maintenance Technician II		
Speech/Language Pathology Assistant		
LEVEL 9		**MINIMUM**
15 Passenger Bus Driver		17.85
Administrative Assistant - Bilingual Communication		
Grounds Equipment Mechanic		
Journeyman Carpenter		
LEVEL 10		**MINIMUM**
Auto Mechanic I		18.55
Benefits Specialist		
Budget Technician		
Certification & Training Specialist		
District Food Service Coordinator		
Human Resources Recruitment Specialist		
Human Resources Specialist		
Lead Facilities Technician		
Lead Irrigation Systems Mechanic		
Transportation Dispatcher		
LEVEL 11		**MINIMUM**
Administrative Assistant II		18.85
Administrative Assistant II - Legal		
Auto Mechanic II		
Human Resources Generalist		
Routing Coordinator - Transportation		
School Psychologist Intern		
Transportation Driver Trainer/Relief		
LEVEL 12		**MINIMUM**
Auto Mechanic Lead		20.01
Computer Repair Technician		
District Substitute Coordinator		
JTED Computer Repair Technician		
Locksmith		
Transportation Training & Safety Coordinator		

AMPHITHEATER PUBLIC SCHOOLS

FY27 SUPPORT STAFF/CLASSIFIED PLACEMENT SCHEDULE

LEVEL 13		MINIMUM
Bus Driver		21.63
Certified Occupational Therapy Assistant		
Chief Mechanic - Garage		
Computer Network System Installer		
Payroll Specialist I		
Refrigeration Mechanic II		
Web & Digital Media Specialist		
LEVEL 14		**MINIMUM**
Homeless Education Liaison		23.56
Payroll Specialist - Lead		
Plumber		
LEVEL 15		**MINIMUM**
Building Automation Technician		25.30
Electrician		
Electronic Technician		
Facilities Project Coordinator		
Lead Plumber		
Refrigeration Mechanic III		
LEVEL 16		**MINIMUM**
Lead Electrician		27.30
Lead Refrigeration Mechanic		
LEVEL 17		**MINIMUM**
Computer Network System Coordinator II		29.30
• Additional compensation may be given for years of experience.		
• Pay rates include override retention funding previously itemized separately on the salary schedule and are subject to reduction if the override expires.		
		7/1/2026

AMPHITHEATER PUBLIC SCHOOLS

FY27 SUPPORT STAFF/CLASSIFIED PLACEMENT GUIDELINES

New employees start at the minimum rate

With 3-4 years of experience, eligible for 2% over minimum

With 5+ years of experience, eligible for 4% over minimum

The above rules do not apply to positions in level 1

Promotions - Will receive the difference between the starting rate at each level or 4%, whichever is greater; if the increase falls within the hiring range, years of experience may be credited

Demotions - Rate reduced by the difference between the starting rate at each level

AMPHITHEATER PUBLIC SCHOOLS

FY27 IMAGINE PRESCHOOL DIRECTOR PLACEMENT SCHEDULE

	BACHELORS	BA/BS + 15	MASTERS	MA/MS + 15	ED SPEC/NBCT	DOCTORATE
Minimum	$59,503.98	$60,170.73	$61,504.23	$62,169.93	$63,503.43	$64,835.88

Additional compensation may be given for years of experience.

Salary amounts include:

- override retention funding previously itemized separately on the salary schedule and are subject to reduction if the override expires.
- additional compensation for working a 10-hour work day as is a requirement of the position.

07/01/2026

AMPHITHEATER PUBLIC SCHOOLS

FY27 IMAGINE PRESCHOOL DIRECTOR SALARY GUIDELINES

(CTT)

PRIOR EXPERIENCE - Salary credit for years of experience will be cumulative

1-3 years of experience will receive $100 for each year of experience

4-6 years of experience will receive $400 for each year of experience

7-10 years of experience will receive $600 for each year of experience

	BACHELORS	BA/BS + 15	MASTERS	MA/MS + 15	ED SPEC/NBCT	DOCTORATE	
0 years	$ 59,503.98	$ 60,170.73	$ 61,504.23	$ 62,169.93	$ 63,503.43	$ 64,835.88	
1 year	$ 59,603.98	$ 60,270.73	$ 61,604.23	$ 62,269.93	$ 63,603.43	$ 64,935.88	$ 100.00
2 years	$ 59,703.98	$ 60,370.73	$ 61,704.23	$ 62,369.93	$ 63,703.43	$ 65,035.88	$ 100.00
3 years	$ 59,803.98	$ 60,470.73	$ 61,804.23	$ 62,469.93	$ 63,803.43	$ 65,135.88	$ 100.00
4 years	$ 60,203.98	$ 60,870.73	$ 62,204.23	$ 62,869.93	$ 64,203.43	$ 65,535.88	$ 400.00
5 years	$ 60,603.98	$ 61,270.73	$ 62,604.23	$ 63,269.93	$ 64,603.43	$ 65,935.88	$ 400.00
6 years	$ 61,003.98	$ 61,670.73	$ 63,004.23	$ 63,669.93	$ 65,003.43	$ 66,335.88	$ 400.00
7 years	$ 61,603.98	$ 62,270.73	$ 63,604.23	$ 64,269.93	$ 65,603.43	$ 66,935.88	$ 600.00
8 years	$ 62,203.98	$ 62,870.73	$ 64,204.23	$ 64,869.93	$ 66,203.43	$ 67,535.88	$ 600.00
9 years	$ 62,803.98	$ 63,470.73	$ 64,804.23	$ 65,469.93	$ 66,803.43	$ 68,135.88	$ 600.00
10 years	$ 63,403.98	$ 64,070.73	$ 65,404.23	$ 66,069.93	$ 67,403.43	$ 68,735.88	$ 600.00

DEGREE/LEVEL MOVEMENT

BACHELORS	AMT	BA/BS + 15	AMT	MASTERS	AMT	MA/MS + 15	AMT	ED SPEC/NBCT	AMT
BA+15	$ 666.75								
MA	$ 2,000.25	MA	$ 1,333.50						
MA+15	$ 2,665.95	MA+15	$ 1,999.20	MA+15	$ 665.70				
ED Spec	$ 3,999.45	ED Spec	$ 3,999.45	ED Spec	$ 1,999.20	ED Spec	$ 1,333.50		
DOC	$ 5,331.90	DOC	$ 5,331.90	DOC	$ 3,331.65	DOC	$ 2,665.95	DOC	$ 1,332.45

Teachers with their National Board Certified will be placed at Ed Spec./NBCT

Contract Type: Professional - 10 month

07/01/2026

AMPHITHEATER PUBLIC SCHOOLS

FY27 PROFESSIONAL EXEMPT PLACEMENT SCHEDULE

Professional Position	Minimum
Accountant	$62,600.00
Assistant Manager - Transportation	$44,089.54
Community and Family Engagement Coordinator	$56,823.43
Data & Assessment Coordinator	$44,089.54
District Program Coordinator	$49,912.89
EL/Special Education Specialist	$47,440.77
ELL District Coordinator	$63,559.00
Equity & Safety Compliance Officer and Title IX Coordinator (CL-PR)	$56,226.84
Executive Assistant to the Superintendent and Governing Board	$61,224.33
Food Service Nutritionist	$48,108.10
GEAR UP Coach	$51,790.56
Gifted Education Coordinator	$63,559.00
HRIS Analyst	$51,790.56
IB World School Coordinator	$46,577.92
Instructional Coach	$47,440.77
Literacy (ELA) Coordinator (PK-12)	$56,823.43
Manager of Building Systems	$54,750.28
Manager of Construction Projects	$53,744.12
Manager of District Benefits	$56,223.43
Manager of Graphics & Printing	$44,902.62
Manager of Grounds	$46,577.92
Manager of Payroll	$63,559.00
Manager of Purchasing	$74,946.42
Manager of Technical Support	$63,559.00
Manager of Transportation Information Systems	$44,089.54
Math Coordinator (PK-12)	$56,823.43
Native American Ed Advisor/Coordinator	$36,785.99
Program Evaluation & Data Analyst	$63,559.00
Programmer Analyst	$58,980.30
School Improvement Specialist	$51,790.56
Science/STEM Coordinator (PK-12)	$56,823.43
Site Program Coordinator	$41,744.73
Social Studies Coordinator (PK-12)	$56,823.43
Software/Database Application Specialist	$61,224.33
Special Education Coordinator	$63,559.00
Student Data Mgt System Analyst/Trainer	$58,980.30
Tele/Data Network Systems Coordinator	$44,902.62
Additional compensation may be given for years of experience.	
Salary amounts include override retention funding previously itemized separately on the salary schedule and are subject to reduction if the override expires.	
	7/1/2026

FY27 PROFESSIONAL EXEMPT SALARY GUIDELINES

(PR EX)

Professional Position	Minimum	1 Year	2 years	3 years	4 years	5 years	6 years	7 years	8 years	9 years	10 years
Accountant (CL-PR)	$62,600.00	$63,852.00	$65,129.04	$66,431.62	$67,760.25	$69,115.46	$70,497.77	$71,907.73	$73,345.88	$74,812.80	$76,309.06
Assistant Manager - Transportation (CL-PR)	$44,089.54	$44,971.33	$45,870.76	$46,788.18	$47,723.94	$48,678.42	$49,651.99	$50,645.03	$51,657.93	$52,691.09	$53,744.91
Community and Family Engagement Coordinator (CL-PR)	$56,823.43	$57,959.90	$59,119.10	$60,301.48	$61,507.51	$62,737.66	$63,992.41	$65,272.26	$66,577.71	$67,909.26	$69,267.45
Data & Assessment Coordinator (CL-PR)	$44,089.54	$44,971.33	$45,870.76	$46,788.18	$47,723.94	$48,678.42	$49,651.99	$50,645.03	$51,657.93	$52,691.09	$53,744.91
District Program Coordinator (CL-PR)	$49,912.89	$50,911.15	$51,929.37	$52,967.96	$54,027.32	$55,107.87	$56,210.03	$57,334.23	$58,480.91	$59,650.53	$60,843.54
EL/Special Education Specialist (CT-PR)	$47,440.77	$48,389.59	$49,357.38	$50,344.53	$51,351.42	$52,378.45	$53,426.02	$54,494.54	$55,584.43	$56,696.12	$57,830.04
ELL District Coordinator (CT-PR)	$63,559.00	$64,830.18	$66,126.78	$67,449.32	$68,798.31	$70,174.28	$71,577.77	$73,009.33	$74,469.52	$75,958.91	$77,478.09
Equity & Safety Compliance Officer and Title IX Coordinator (CL-PR)	$56,226.84	$57,351.38	$58,498.41	$59,668.38	$60,861.75	$62,078.99	$63,320.57	$64,586.98	$65,878.72	$67,196.29	$68,540.22
Executive Assistant to the Superintendent and Governing Board (CL-PR)	$61,224.33	$62,448.82	$63,697.80	$64,971.76	$66,271.20	$67,596.62	$68,948.55	$70,327.52	$71,734.07	$73,168.75	$74,632.13
Food Service Nutritionist (CL-PR)	$48,108.10	$49,070.26	$50,051.67	$51,052.70	$52,073.75	$53,115.23	$54,177.53	$55,261.08	$56,366.30	$57,493.63	$58,643.50
GEAR UP Coach (CL-PR)	$51,790.56	$52,826.37	$53,882.90	$54,960.56	$56,059.77	$57,180.97	$58,324.59	$59,491.08	$60,680.90	$61,894.52	$63,132.41
Gifted Education Coordinator (CT-PR)	$63,559.00	$64,830.18	$66,126.78	$67,449.32	$68,798.31	$70,174.28	$71,577.77	$73,009.33	$74,469.52	$75,958.91	$77,478.09
HRIS Analyst (CL-PR)	$51,790.56	$52,826.37	$53,882.90	$54,960.56	$56,059.77	$57,180.97	$58,324.59	$59,491.08	$60,680.90	$61,894.52	$63,132.41
IB World School Coordinator (CT-PR)	$46,577.92	$47,509.48	$48,459.67	$49,428.86	$50,417.44	$51,425.79	$52,454.31	$53,503.40	$54,573.47	$55,664.94	$56,778.24
Instructional Coach (CT-PR)	$47,440.77	$48,389.59	$49,357.38	$50,344.53	$51,351.42	$52,378.45	$53,426.02	$54,494.54	$55,584.43	$56,696.12	$57,830.04
Literacy (ELA) Coordinator (PK-12) (CT-PR)	$56,823.43	$57,959.90	$59,119.10	$60,301.48	$61,507.51	$62,737.66	$63,992.41	$65,272.26	$66,577.71	$67,909.26	$69,267.45
Manager of Building Systems (CL-PR)	$54,750.28	$55,845.29	$56,962.20	$58,101.44	$59,263.47	$60,448.74	$61,657.71	$62,890.86	$64,148.68	$65,431.65	$66,740.28
Manager of Construction Projects (CL-PR)	$53,744.12	$54,819.00	$55,915.38	$57,033.69	$58,174.36	$59,337.85	$60,524.61	$61,735.10	$62,969.80	$64,229.20	$65,513.78
Manager of District Benefits (CL-PR)	$56,823.43	$57,959.90	$59,119.10	$60,301.48	$61,507.51	$62,737.66	$63,992.41	$65,272.26	$66,577.71	$67,909.26	$69,267.45
Manager of Graphics & Printing (CL-PR)	$44,902.62	$45,800.67	$46,716.68	$47,651.01	$48,604.03	$49,576.11	$50,567.63	$51,578.98	$52,610.56	$53,662.77	$54,736.03
Manager of Grounds (CL-PR)	$46,577.92	$47,509.48	$48,459.67	$49,428.86	$50,417.44	$51,425.79	$52,454.31	$53,503.40	$54,573.47	$55,664.94	$56,778.24
Manager of Payroll (CL-PR)	$63,559.00	$64,830.18	$66,126.78	$67,449.32	$68,798.31	$70,174.28	$71,577.77	$73,009.33	$74,469.52	$75,958.91	$77,478.09
Manager of Purchasing (CL-PR)	$74,946.42	$76,445.35	$77,974.26	$79,533.75	$81,124.43	$82,746.92	$84,401.86	$86,089.90	$87,811.70	$89,567.93	$91,359.29
Manager of Technical Support (CL-PR)	$63,559.00	$64,830.18	$66,126.78	$67,449.32	$68,798.31	$70,174.28	$71,577.77	$73,009.33	$74,469.52	$75,958.91	$77,478.09
Manager of Transportation Information Systems (CL-PR)	$44,089.54	$44,971.33	$45,870.76	$46,788.18	$47,723.94	$48,678.42	$49,651.99	$50,645.03	$51,657.93	$52,691.09	$53,744.91
Math Coordinator (PK-12) (CT-PR)	$56,823.43	$57,959.90	$59,119.10	$60,301.48	$61,507.51	$62,737.66	$63,992.41	$65,272.26	$66,577.71	$67,909.26	$69,267.45
Native American Ed Advisor/Coordinator (CL-PR)	$36,785.99	$37,521.71	$38,272.14	$39,037.58	$39,818.33	$40,614.70	$41,426.99	$42,255.53	$43,100.64	$43,962.65	$44,841.90
Program Evaluation & Data Analyst (CL-PR)	$63,559.00	$64,830.18	$66,126.78	$67,449.32	$68,798.31	$70,174.28	$71,577.77	$73,009.33	$74,469.52	$75,958.91	$77,478.09
Programmer Analyst (CL-PR)	$58,980.30	$60,159.91	$61,363.11	$62,590.37	$63,842.18	$65,119.02	$66,421.40	$67,749.83	$69,104.83	$70,486.93	$71,896.67
School Improvement Specialist (CT-PR)	$51,790.56	$52,826.37	$53,882.90	$54,960.56	$56,059.77	$57,180.97	$58,324.59	$59,491.08	$60,680.90	$61,894.52	$63,132.41
Science/STEM Coordinator (PK-12) (CT-PR)	$56,823.43	$57,959.90	$59,119.10	$60,301.48	$61,507.51	$62,737.66	$63,992.41	$65,272.26	$66,577.71	$67,909.26	$69,267.45
Site Program Coordinator (CT-PR)	$41,744.73	$42,579.62	$43,431.21	$44,299.83	$45,185.83	$46,089.55	$47,011.34	$47,951.57	$48,910.60	$49,888.81	$50,886.59
Social Studies Coordinator (PK-12) (CT-PR)	$56,823.43	$57,959.90	$59,119.10	$60,301.48	$61,507.51	$62,737.66	$63,992.41	$65,272.26	$66,577.71	$67,909.26	$69,267.45
Software/Database Application Specialist (CL-PR)	$61,224.33	$62,448.82	$63,697.80	$64,971.76	$66,271.20	$67,596.62	$68,948.55	$70,327.52	$71,734.07	$73,168.75	$74,632.13
Special Education Coordinator (CT-PR)	$63,559.00	$64,830.18	$66,126.78	$67,449.32	$68,798.31	$70,174.28	$71,577.77	$73,009.33	$74,469.52	$75,958.91	$77,478.09
Student Data Mgt System Analyst/Trainer (CL-PR)	$58,980.30	$60,159.91	$61,363.11	$62,590.37	$63,842.18	$65,119.02	$66,421.40	$67,749.83	$69,104.83	$70,486.93	$71,896.67
Tele/Data Network Systems Coordinator (CL-PR)	$44,902.62	$45,800.67	$46,716.68	$47,651.01	$48,604.03	$49,576.11	$50,567.63	$51,578.98	$52,610.56	$53,662.77	$54,736.03

Contract Type:
Professional - 10 Month
Professional - 12 Month

7/1/2026

AMPHITHEATER PUBLIC SCHOOLS

FY27 PROFESSIONAL PLACEMENT SCHEDULE

	MINIMUM
Social Workers	$ 52,186.90
Social Workers w/doctorate	$ 55,005.35
Speech Language Pathologists w/bachelors	$ 61,200.00
Speech Language Pathologists w/masters	$ 64,018.45
Audiologists	$ 56,531.59
Audiologists w/doctorate	$ 59,350.04
Psychologists	$ 71,000.00
Psychologists w/doctorate	$ 73,818.45
Occupational Therapists	$ 66,830.79
Occupational Therapists w/doctorate	$ 69,649.24
Physical Therapists	$ 67,166.18
Physical Therapists w/doctorate	$ 69,984.63

Additional compensation may be given for years of experience.

Salary amounts include override retention funding previously itemized separately on the salary schedule and are subject to reduction if the override expires.

7/1/2026

AMPHITHEATER PUBLIC SCHOOLS
FY27 PROFESSIONAL SALARY GUIDELINES

	Social Workers (CL-PR)	Social Workers w/doctorate (CL-PR)	Speech Language Pathologists w/bachelors (CT-PR)	Speech Language Pathologists w/masters (CT-PR)	Audiologists (CL-PR)	Audiologists w/doctorate (CL-PR)
MINIMUM	$ 52,186.90	$ 55,005.35	$ 61,200.00	$ 64,018.45	$ 56,531.59	$ 59,350.04
1	$ 53,230.64	$ 56,105.46	$ 62,424.00	$ 65,298.82	$ 57,662.22	$ 60,537.04
2	$ 54,295.25	$ 57,227.57	$ 63,672.48	$ 66,604.80	$ 58,815.46	$ 61,747.78
3	$ 55,381.16	$ 58,372.12	$ 64,945.93	$ 67,936.90	$ 59,991.77	$ 62,982.74
4	$ 56,488.78	$ 59,539.56	$ 66,244.85	$ 69,295.64	$ 61,191.61	$ 64,242.39
5	$ 57,618.56	$ 60,730.35	$ 67,569.75	$ 70,681.55	$ 62,415.44	$ 65,527.24
6	$ 58,770.93	$ 61,944.96	$ 68,921.15	$ 72,095.18	$ 63,663.75	$ 66,837.78
7	$ 59,946.35	$ 63,183.86	$ 70,299.57	$ 73,537.08	$ 64,937.03	$ 68,174.54
8	$ 61,145.28	$ 64,447.54	$ 71,705.56	$ 75,007.82	$ 66,235.77	$ 69,538.03
9	$ 62,368.19	$ 65,736.49	$ 73,139.67	$ 76,507.98	$ 67,560.49	$ 70,928.79
10	$ 63,615.55	$ 67,051.22	$ 74,602.46	$ 78,038.14	$ 68,911.70	$ 72,347.37

	Psychologists (CT-PR)	Psychologists w/doctorate (CT-PR)	Occupational Therapists (CL-PR)	Occupational Therapists w/doctorate (CL-PR)	Physical Therapists (CL-PR)	Physical Therapists w/doctorate (CL-PR)
MINIMUM	$ 71,000.00	$ 73,818.45	$ 66,830.79	$ 69,649.24	$ 67,166.18	$ 69,984.63
1	$ 72,420.00	$ 75,294.82	$ 68,167.41	$ 71,042.22	$ 68,509.50	$ 71,384.32
2	$ 73,868.40	$ 76,800.72	$ 69,530.76	$ 72,463.06	$ 69,879.69	$ 72,812.01
3	$ 75,345.77	$ 78,336.73	$ 70,921.38	$ 73,912.32	$ 71,277.28	$ 74,268.25
4	$ 76,852.69	$ 79,903.46	$ 72,339.81	$ 75,390.57	$ 72,702.83	$ 75,753.62
5	$ 78,389.74	$ 81,501.53	$ 73,786.61	$ 76,898.38	$ 74,156.89	$ 77,268.69
6	$ 79,957.53	$ 83,131.56	$ 75,262.34	$ 78,436.35	$ 75,640.03	$ 78,814.06
7	$ 81,556.68	$ 84,794.19	$ 76,767.59	$ 80,005.08	$ 77,152.83	$ 80,390.34
8	$ 83,187.81	$ 86,490.07	$ 78,302.94	$ 81,605.18	$ 78,695.89	$ 81,998.15
9	$ 84,851.57	$ 88,219.87	$ 79,869.00	$ 83,237.28	$ 80,269.81	$ 83,638.11
10	$ 86,548.60	$ 89,984.27	$ 81,466.38	$ 84,902.03	$ 81,875.21	$ 85,310.87

Speech Language Pathologists who obtain their Masters will receive the difference between the starting salaries at each level

Employees who receive their doctorate will receive $2,800.00 when moving up to the doctorate level

Contract Type:
Professional - 12 Month
Professional - 10 Month

7/1/2026

Amphitheater Public Schools
Athletic Addendum Schedule
Effective Beginning FY27

High School

Sport	Position	Flat Rate	
Football	Head Coach	$4,102.59	
	Assistant Coach	$2,699.07	
Baseball	Head Coach	$3,238.88	
	Assistant Coach	$2,591.11	
Basketball	Head Coach	$3,238.88	
	Assistant Coach	$2,591.11	
Soccer	Head Coach	$3,238.88	
	Assistant Coach	$2,591.11	
Wrestling	Head Coach	$3,238.88	
	Assistant Coach	$2,591.11	
Softball	Head Coach	$3,238.88	
	Assistant Coach	$2,591.11	
Spirit Leading (per season)	Head Coach	$2,645.09	
	Assistant Coach	$2,429.16	
Swimming	Head Coach	$3,238.88	
	Assistant Coach	$2,591.11	*(site funded)*
Volleyball	Head Coach	$3,238.88	
	Assistant Coach	$2,591.11	
Track	Head Coach	$3,238.88	
	Assistant Coach	$2,591.11	
Cross Country	Head Coach	$2,807.03	
	Assistant Coach	$2,591.11	*(site funded)*
Golf	Head Coach	$2,807.03	
Tennis	Head Coach	$2,807.03	
Strength Training	Head Coach	$2,807.03	
Summer Weights	(per summer)	$2,105.27	
Assistant Athletic Trainer	(per season)	$1,997.31	
Athletic Equipment Technician	(per season)	$1,997.31	
Special Olympics	(per season)	$1,835.37	

Middle School

Sport	Position	Flat Rate	
Football	Head Coach	$1,835.37	
	Assistant Coach	$1,511.48	
Baseball	Head Coach	$1,835.37	
	Assistant Coach	$1,511.48	
Basketball	Head Coach	$1,835.37	
	Assistant Coach	$1,511.48	
Soccer	Head Coach	$1,835.37	
	Assistant Coach	$1,511.48	
Wrestling	Head Coach	$1,835.37	
	Assistant Coach	$1,511.48	
Softball	Head Coach	$1,835.37	
	Assistant Coach	$1,511.48	
Volleyball	Head Coach	$1,835.37	
	Assistant Coach	$1,511.48	
Track	Head Coach	$1,835.37	
	Assistant Coach	$1,511.48	
Cross Country	Head Coach	$1,835.37	
	Assistant Coach	$1,511.48	*(site funded)*
Tennis	Head Coach	$1,835.37	
Sixth Grade Activities	Assistant Coach	$1,511.48	*(site funded)*
Extra Curricular Activities Director	(per season)	$2,159.26	
Interscholastic Supervisor	(per quarter)	$500.00	*(site funded)*

7/1/2026

Amphitheater Public Schools
Non-athletic Addendum Schedule
Effective Beginning FY27

High School

Activity	Flat Rate	
Academic Competitions*	$1,600.00	
AVID Site Team Coordinator	$1,619.44	
Band	$3,292.86	
Department Head	$3,616.75	
Drama	$2,429.16	
eSports (per semester)	$1,800.00	
Flags	$1,349.53	
Flex Addenda	$800.00	
MESA Coordinator	$1,619.44	*(site funded)*
Musical Director	$2,306.08	
Musical Assistant Director	$1,831.05	
National Honor Society	$1,500.00	
Newspaper	$1,997.31	
Orchestra	$2,105.27	
Percussion	$1,349.53	
Student Government	$1,889.35	
Technology Coach	$1,673.42	
Vocal Music	$2,105.27	
Yearbook	$1,997.31	

** Academic Competitions include: Academic Decathalon, Chess, Odyssey of the Mind, Speech, and Vex Robotics.*

Other

Activity	Flat Rate
Counseling Department Chair	$3,616.75
Elementary Coordinator - Wetmore	$1,619.44
Library Department Chair	$3,616.75
Section 504 - Wetmore (per student)	$50.00
School Psychologist Intern Site Supervisor	$1,619.44

Middle School

Activity	Flat Rate	
AVID Site Team Coordinator	$1,619.44	
Department Head	$1,295.55	
Flex Addenda	$800.00	
Honor Society	$809.72	
Math Counts	$1,025.65	
MESA Coordinator	$1,619.44	*(site funded)*
Odyssey of the Mind	$1,600.00	
Performing Arts	$1,943.33	
Student Council	$1,457.50	
Technology Coach	$1,673.42	
VEX Robotics	$1,295.55	*(site funded)*
Yearbook	$1,619.44	

Elementary

Activity	Flat Rate	
Academic Assistant	$800.00	
Admin Asst - Building Designee	$2,159.26	
AVID Site Team Coordinator	$1,619.44	
Dyslexia Training Designee	$1,900.00	
Odyssey of the Mind	$1,600.00	
Special Education Facilitator	$809.72	
Student Council	$1,025.65	
Technology Coach	$1,673.42	
VEX Robotics	$1,295.55	*(site funded)*