

**2018-2019**

**Certified Staff New Hire Determination Chart**



Grand Canyon Unified School District #4

TOTAL POINTS	<input type="text"/>
INITIAL SALARY	<input type="text"/>

Points	Salary	Points	Salary
0 or 1	37,620	17	45,620
2	38,120	18	46,120
3	38,620	19	46,620
4	39,120	20	47,120
5	39,620	21	47,620
6	40,120	22	48,120
7	40,620	23	48,620
8	41,120	24	49,120
9	41,620	25	49,620
10	42,120	26	50,120
11	42,620	27	50,620
12	43,120	28	51,120
13	43,620	29	51,620
14	44,120	30	52,120
15	44,620	31	52,620
16	45,120	32	53,120

Experience Value	
No Experience	0 Points
1- 10 Years	1 Per Year
10 + Years	10 + 1 Per 2 Years over 10
Total Years _____	Total Points _____

Education Value			
BA	0	MA + 12	8
BA + 12	2	MA + 24	10
BA + 24	4	MA + 36	12
BA + 36		MA + 48	
or MA	6	or Doctorate	14

**Performance Pay**

The Performance Pay provisions are determined annually by the Governing Board. See the current Staff Handbook for the current provision for Performance Pay.

**Unique Qualifications**

One (1) Point may be given for each unique qualification that will be used in the assignment (i.e. Gifted, Sign Language). One (1) point may be given for fluency of a foreign language that is used by students or parents if the certified staff member agrees to translate or interpret.

**Certified Staff Professional Growth**

A permanent salary increase of \$1000 will be awarded to certificated staff who earn 12 hours of approved college credit. Pre-approved staff development credit (15 hours of seat time = 1 credit hour) may be awarded for up to 6 of these hours. Staff must take hours/workshops on their own time and pay all expenses. Only one advance may be awarded per school year.