

District Name	Type	County	# of Students	Location	Overri de?	# of Teachers (FTE)	Teacher Starting Salary - MIN
Benson Unified School District	Unified	Cochise	1,001 - 2,500	Rural - Fringe	Yes	71	\$35,001.00
Camp Verde Unified School District	Unified	Yavapai	1,001 - 2,500	Rural and Remote	No	84	\$35,001.00
Coolidge Unified School District	Unified	Pinal	1,001 - 2,500	Rural - Fringe	No	128	\$40,001.00
Fountain Hills Unified School District #98	Unified	Maricopa	1,001 - 2,500	Suburban/Urban	Yes	75	\$35,001.00
Gila Institute for Technology	CTED	Graham	1,001 - 2,500	Rural - Fringe	No	1	\$40,001.00
Globe Unified School District #1	Unified	Gila	1,001 - 2,500	Rural and Remote	No	87	\$35,001.00
Holbrook USD #3	Unified	Navajo	1,001 - 2,500	Rural and Remote	Yes	130	\$40,001.00
Mingus Union High School District #04	Union High School	Yavapai	1,001 - 2,500	Rural - Fringe	Yes	60	\$30,000.00
Morenci Unified	Unified	Greenlee	1,001 - 2,500	Rural and Remote	No	78	\$45,001.00
Northern Arizona Vocational Institute of Tech	CTED	Navajo	1,001 - 2,500	Rural and Remote	No		\$30,000.00
Page Unified School District	Unified	Coconino	1,001 - 2,500	Rural and Remote	No	153	\$40,001.00
Parker Unified School District	Unified	La Paz	1,001 - 2,500	Rural and Remote	Yes	118	\$40,001.00
Payson Unified School District	Unified	Gila	1,001 - 2,500	Rural and Remote	Yes	120	\$40,001.00
Saddle Mountain Unified School District	Unified	Maricopa	1,001 - 2,500	Rural - Fringe	Yes	124	\$35,001.00
Tuba City Unified School District #15	Unified	Coconino	1,001 - 2,500	Rural and Remote	No	102	\$40,001.00
Union Elementary School District No. 62	Elementary	Maricopa	1,001 - 2,500	Suburban/Urban	Yes	78	\$40,001.00
Whiteriver Unified School District #20	Unified	Navajo	1,001 - 2,500	Rural and Remote	No	137	\$30,000.00
Winslow Unified School District #1	Unified	Navajo	1,001 - 2,500	Rural - Fringe	Yes	110	\$35,001.00
Creighton Elementary School District #14	Elementary	Maricopa	2,500 - 5,000	Suburban/Urban	Yes		\$37,207.00
Balsz Elementary School District	Elementary	Maricopa	2,500 - 5,000	Suburban/Urban	Yes		\$45,244.00
Phoenix Elementary School District #1	Elementary	Maricopa	5,001-7,500	Urban - Large city	Yes	394	\$40,001.00
Total						2050	\$787,467.00
Number of Schools						18	21
District Average Salary						114	\$37,498.43
Wilson School District #7	Elementary	Maricopa	1,001 - 2,500	Urban - Large city	Yes	67	\$40,001.00

Teacher Starting Salary - MAX	AP Starting Salary - MIN	AP Starting Salary - MAX	Principal Starting Salary - MIN	Principal Starting Salary - MAX	Curriculum/ Instruction - MIN	Curriculum/ Instruction - MAX	Business/Finance - MIN	Business/Finance - MAX
\$40,000.00	\$55,001.00	\$60,000.00	\$60,000.00	\$65,000.00			\$60,000.00	\$82,926.00
\$40,000.00	\$50,000.00	\$55,000.00	\$70,001.00	\$75,000.00			\$60,000.00	\$90,000.00
\$45,000.00	\$65,001.00	\$70,000.00	\$75,001.00	\$80,000.00	\$70,000.00	\$100,000.00	\$70,000.00	\$100,000.00
\$40,000.00	\$65,001.00	\$70,000.00	\$70,001.00	\$75,000.00	\$72,000.00	\$78,000.00	\$68,000.00	\$75,000.00
\$45,000.00	\$0.00	\$0.00	\$0.00	\$0.00			\$42,000.00	\$80,000.00
\$40,000.00	\$50,000.00	\$55,000.00	\$70,001.00	\$75,000.00				
\$45,000.00	\$55,001.00	\$60,000.00	\$65,001.00	\$70,000.00	\$0.00	\$0.00	\$61,000.00	\$78,000.00
\$35,000.00	\$75,001.00	\$80,000.00	\$90,001.00	\$95,000.00			\$85,000.00	\$100,000.00
\$50,000.00	\$55,001.00	\$60,000.00	\$70,001.00	\$75,000.00	\$60,000.00	\$75,000.00	\$70,000.00	\$85,000.00
\$30,000.00	\$0.00	\$0.00	\$0.00	\$0.00			\$60,000.00	\$70,000.00
\$45,000.00	\$65,001.00	\$70,000.00	\$85,001.00	\$90,000.00	\$75,000.00	\$85,000.00	\$75,000.00	\$85,000.00
\$45,000.00	\$60,001.00	\$65,000.00	\$70,001.00	\$75,000.00	\$63,000.00	\$70,000.00	\$85,000.00	\$92,000.00
\$45,000.00	\$60,001.00	\$65,000.00	\$70,001.00	\$75,000.00	\$72,000.00	\$88,000.00	\$83,000.00	\$99,000.00
\$40,000.00	\$60,001.00	\$65,000.00	\$70,001.00	\$75,000.00	\$79,260.00	\$96,260.00	\$79,260.00	\$96,260.00
\$45,000.00							\$71,657.00	\$85,636.00
\$45,000.00	\$65,001.00	\$70,000.00	\$85,001.00	\$90,000.00	\$80,923.00	\$96,711.00	\$88,638.00	\$105,930.00
\$35,000.00	\$55,001.00	\$60,000.00	\$65,001.00	\$70,000.00	\$52,000.00	\$63,586.00	\$61,139.00	\$74,528.00
\$40,000.00	\$70,001.00	\$75,000.00	\$70,001.00	\$75,000.00			\$62,000.00	\$68,000.00
\$61,219.00								
\$76,119.00							\$58,938.00	\$89,095.00
\$45,000.00	\$67,895.00	\$92,772.00	\$82,563.00	\$105,896.00	\$94,028.00	\$128,430.00	\$94,028.00	\$128,430.00
\$932,338.00	\$972,908.00	\$1,072,772.00	\$1,167,577.00	\$1,265,896.00	\$718,211.00	\$880,987.00	\$1,334,660.00	\$1,684,805.00
21	16	16	16	16	10	10	19	19
\$44,397.05	\$60,806.75	\$67,048.25	\$72,973.56	\$79,118.50	\$71,821.10	\$88,098.70	\$70,245.26	\$88,673.95
\$45,000.00	\$65,001.00	\$70,000.00	\$75,001.00	\$80,000.00	\$77,000.00	\$87,000.00	\$75,000.00	\$85,000.00

HR/Personnel - MIN	HR/Personnel - MAX	Maint/Trans Director - MIN	Maint/Trans Director - MAX	Spec Ed Coordinator - MIN	Spec Ed Coordinator - MAX	Speech Therapist - MIN	Speech Therapist - MAX	Speech Language Therapist - MIN	Speech Language Therapist - MAX
\$40,000.00	\$60,000.00			\$43,243.00	\$43,243.00				
\$70,000.00	\$100,000.00					\$62,000.00	\$85,000.00		
\$52,500.00	\$56,000.00								
\$75,000.00	\$85,000.00								
0	0	\$35,360.00	\$38,480.00						
\$62,000.00	\$78,000.00	\$60,000.00	\$76,000.00						
\$57,000.00	\$75,000.00	\$52,800.00	\$70,800.00						
\$67,009.00	\$78,025.00								
\$80,923.00	\$96,711.00	\$66,000.00	\$78,876.00	\$50,888.00	\$60,819.00				
\$51,549.00	\$62,838.00					\$32,700.00	\$36,568.00	\$32,700.00	\$36,568.00
\$38,314.00	\$40,194.00			\$62,000.00	\$62,000.00	\$43,000.00	\$43,000.00		
\$83,713.00	\$110,328.00	\$83,713.00	\$110,328.00	\$73,246.00	\$100,609.00	\$61,688.00	\$87,843.00	\$61,688.00	\$87,843.00
\$678,008.00	\$842,096.00	\$297,873.00	\$374,484.00	\$229,377.00	\$266,671.00	\$199,388.00	\$252,411.00	\$94,388.00	\$124,411.00
11	11	5	5	4	4	4	4	2	2
\$61,637.09	\$76,554.18	\$59,574.60	\$74,896.80	\$57,344.25	\$66,667.75	\$49,847.00	\$63,102.75	\$47,194.00	\$62,205.50
\$65,000.00	\$75,000.00	\$50,000.00	\$54,500.00	\$54,057.08	\$64,057.08	\$40,117.59	\$50,117.59	\$48,000.00	\$58,000.00

School Counselor - MIN	School Counselor - MAX	School Nurse - MIN	School Nurse - MAX	TOA Instructional Coach - MIN	TOA Instructional Coach - MAX	Gov Board/Sup Admin Asst. - MIN	Gov Board/Sup Admin Asst. - MAX	Accounting/ Payroll - MIN	Accounting/ Payroll - MIN	Accounts Payable - MIN
						\$16.00	\$17.00	\$15.00	\$16.00	\$15.00
						\$17.24	\$22.17	\$20.19	\$20.19	\$18.49
		\$36,253.00	\$36,253.00			\$17.00	\$23.00	\$16.00	\$22.00	\$16.00
		\$38,000.00	\$38,000.00							\$13.42
						\$16.00	\$17.50	\$12.75	\$14.25	
						\$15.59	\$17.92	\$15.20	\$17.48	\$15.20
						\$17.25	\$21.75	\$15.25	\$19.75	\$15.25
						\$18.00	\$19.70	\$16.95	\$18.55	\$15.95
						\$16.93	\$23.91	\$16.93	\$23.91	\$16.93
						\$15.87	\$24.52	\$18.78	\$18.78	
						\$18.60	\$26.08	\$16.32	\$22.69	\$16.32
						\$20.43	\$24.81	\$16.13	\$19.59	\$16.13
\$37,527.00	\$41,966.00	\$29,357.00	\$32,829.00	\$68,000.00	\$68,000.00			\$17.00	\$19.01	\$17.00
		\$29,336.00	\$29,336.00			\$19.85	\$19.85	\$19.85	\$19.85	\$18.35
						\$16.71	\$24.18	\$17.46	\$19.83	\$15.97
						\$26.91	\$28.45	\$18.00	\$22.01	\$15.00
\$0.00	\$0.00	\$42,789.00	\$52,620.00	\$40,260.00	\$58,640.00	\$27.45	\$30.30	\$16.28	\$17.94	\$16.28
\$37,527.00	\$41,966.00	\$175,735.00	\$189,038.00	\$108,260.00	\$126,640.00	\$279.83	\$341.14	\$268.09	\$311.83	\$241.29
1	1	5	5	2	2	15	15	16	16	15
\$37,527.00	\$41,966.00	\$35,147.00	\$37,807.60	\$54,130.00	\$63,320.00	\$18.66	\$22.74	\$16.76	\$19.49	\$16.09
\$45,000.00	\$55,000.00	\$36,731.76	\$39,819.76	\$50,000.00	\$60,000.00	\$18.87	\$18.87	\$15.01	\$17.38	\$14.30

Accounts Payable - MAX	Attendance Clerk - MIN	Attendance Clerk - MAX	Budget Acct Specialist - MIN	Budget Acct Specialist - MIN	Bus Driver - MIN	Bus Driver - MAX	Community Center Coordinator - MIN	Community Center Coordinator - MAX	Crossing Guard - MIN	Crossing Guard - MAX	Custodian - MIN
\$16.00	\$13.25	\$14.25	\$15.00	\$16.00	\$15.00	\$16.00					\$12.15
\$18.49	\$14.69	\$19.61			\$15.35	\$15.35					\$12.00
\$22.00	\$15.00	\$20.50	\$16.00	\$22.00	\$15.00	\$20.50			\$12.00	\$15.00	\$12.00
\$14.09	\$12.18	\$12.78	\$18.00	\$19.50							\$12.30
	\$12.90	\$13.50			\$14.25	\$15.75					\$12.50
\$17.48	\$12.24	\$12.99	\$15.20	\$17.48	\$13.77	\$15.83					\$12.15
\$19.75	\$14.00	\$18.50	\$17.25	\$21.75	\$14.50	\$19.00	\$29,120.00	\$38,480.00			\$13.00
\$17.45	\$14.50	\$16.00			\$16.25	\$18.25					\$12.50
\$23.91			\$16.93	\$23.91	\$14.61	\$21.39					\$13.08
					\$18.78	\$18.78					\$12.15
\$22.69	\$13.84	\$19.02			\$15.87	\$21.51					\$15.95
\$19.59	\$13.92	\$19.60	\$16.62	\$20.17			\$50,888.00	\$60,819.00	\$12.21	\$15.01	\$12.21
\$19.01	\$15.75	\$17.61	\$17.00	\$19.01	\$14.50	\$16.22			\$13.25	\$14.32	\$13.25
\$18.35											\$13.25
\$24.39	\$12.85	\$18.67	\$24.11	\$26.11	\$16.71	\$24.18					\$12.30
\$19.76	\$15.00	\$19.20			\$18.50	\$20.68			\$15.00	\$16.00	\$15.00
\$17.94	\$13.69	\$15.11	\$20.52	\$22.59	\$16.28	\$17.94	\$73,246.00	\$100,609.00	\$12.42	\$12.42	\$12.24
\$290.90	\$193.81	\$237.34	\$176.63	\$208.52	\$219.37	\$261.38	\$153,254.00	\$199,908.00	\$64.88	\$72.75	\$218.03
15	14	14	10	10	14	14	3	3	5	5	17
\$19.39	\$13.84	\$16.95	\$17.66	\$20.85	\$15.67	\$18.67	\$51,084.67	\$66,636.00	\$12.98	\$14.55	\$12.83
\$16.46	\$13.64	\$15.64	\$19.00	\$19.00	\$12.15	\$13.50	\$46,311.00	\$51,311.00	\$12.87	\$12.28	\$12.15

Custodian - MAX	Food Service Clerk - MIN	Food Service Clerk - MAX	Food Service Custodian - MIN	Food Service Custodian - MAX	Food Service Worker - MIN	Food Service Worker - MAX	Homeless Liaison - MIN	Homeless Liaison - MAX	Homeless Transporter - MIN	Homeless Transporter - MAX	Instructional Asst. - MIN	Instructional Asst. - MIN
\$13.15											\$13.22	\$14.22
\$16.00	\$12.00	\$16.83			\$12.00	\$16.83					\$13.25	\$18.17
\$16.83	\$12.00	\$15.00			\$12.00	\$15.00	\$14.00	\$18.00			\$12.00	\$15.00
\$12.78											\$12.15	\$12.78
\$13.10					\$12.50	\$13.10	\$12.15	\$12.15			\$12.50	\$13.10
\$12.15					\$12.15	\$13.65	\$12.15	\$12.68			\$12.18	\$14.00
\$17.00					\$13.00	\$17.00					\$14.00	\$18.50
\$14.00					\$12.50	\$13.50					\$12.50	\$14.00
\$19.16							\$16.32	\$22.07			\$12.61	\$17.84
\$12.15	\$12.15	\$12.15			\$12.78	\$12.78	\$13.78	\$13.78			\$12.15	\$12.15
\$17.69	\$16.32	\$22.69	\$15.95	\$17.69	\$12.20	\$16.59					\$13.71	\$18.82
\$15.01			\$12.21	\$15.01	\$12.21	\$15.01					\$13.51	\$16.40
\$14.32	\$14.50	\$16.22										
\$20.45					\$13.95	\$13.95					\$12.15	\$13.20
\$14.20	\$13.43	\$16.21	\$12.30	\$14.20	\$12.30	\$14.20	\$14.00	\$17.23	\$13.43	\$16.21	\$12.85	\$18.67
\$18.28							\$15.00	\$20.58	\$15.00	\$18.36	\$15.00	\$17.41
\$13.40	\$12.24	\$12.24	\$12.24	\$13.40	\$13.69	\$15.11	\$35.21	\$48.37			\$12.24	\$15.11
\$259.67	\$92.64	\$111.34	\$52.70	\$60.30	\$151.28	\$176.72	\$132.61	\$164.86	\$28.43	\$34.57	\$206.02	\$249.37
17	7	7	4	4	12	12	8	8	2	2	16	16
\$15.27	\$13.23	\$15.91	\$13.18	\$15.08	\$12.61	\$14.73	\$16.58	\$20.61	\$14.22	\$17.29	\$12.88	\$15.59
\$13.50	\$17.00	\$17.00	\$12.15	\$13.50	\$12.15	\$12.28	\$12.42	\$14.18	\$12.15	\$13.50	\$12.42	\$14.18

ISS Monitor - MIN	ISS Monitor - MAX	Landscaper - MIN	Landscaper - MAX	Lead Custodian - MIN	Lead Custodian - MIN	Library Assistant - MIN	Library Assistant - MIN	Maintenance Mechanic - MIN	Maintenance Mechanic - MIN	Nurse Assist - MIN	Nurse Assist - MAX	Office Clerk/Comm Liaison - MIN
\$12.15	\$13.15	\$13.00	\$14.00			\$12.26	\$13.26	\$16.00	\$17.00	\$15.00	\$16.00	
										\$14.69	\$19.61	
\$14.00	\$18.00	\$12.00	\$15.00	\$13.00	\$17.00	\$12.00	\$15.00	\$15.00	\$20.50	\$15.00	\$20.50	
\$12.50	\$13.10			\$12.90	\$13.50	\$12.50	\$13.10	\$17.00	\$19.25	\$12.90	\$13.50	
\$12.18	\$14.00	\$12.15	\$13.65	\$13.44	\$15.45	\$12.15	\$12.68	\$14.47	\$16.63	\$12.15	\$12.15	
		\$13.00	\$17.00	\$14.00	\$18.50	\$13.50	\$18.00	\$15.25	\$19.75			
		\$12.50	\$14.10			\$13.60	\$15.10			\$13.60	\$15.10	
		\$14.08	\$20.62	\$14.08	\$20.62	\$12.15	\$16.61	\$15.16	\$22.20	\$15.16	\$22.20	\$13.08
						\$12.78	\$12.78	\$20.78	\$20.78	\$13.78	\$13.78	\$12.78
		\$12.29	\$16.70					\$19.56	\$27.49	\$13.71	\$18.82	
				\$13.51	\$16.40	\$13.92	\$19.60	\$16.62	\$20.17			
		\$13.25	\$14.32			\$13.25	\$14.32	\$14.50	\$16.22	\$14.50	\$16.22	\$15.75
										\$14.35	\$14.35	
		\$12.85	\$18.67	\$15.27	\$19.89	\$12.85	\$18.67	\$16.71	\$24.18	\$18.26	\$28.18	\$12.85
		\$15.00	\$19.20							\$15.00	\$17.41	\$15.00
		\$12.93	\$14.22	\$12.93	\$14.22	\$12.24	\$15.11	\$16.28	\$17.94	\$12.93	\$14.22	\$20.52
\$50.83	\$58.25	\$143.05	\$177.48	\$109.13	\$135.58	\$153.20	\$184.23	\$197.33	\$242.11	\$201.03	\$242.04	\$89.98
4	4	11	11	8	8	12	12	12	12	14	14	6
\$12.71	\$14.56	\$13.00	\$16.13	\$13.64	\$16.95	\$12.77	\$15.35	\$16.44	\$20.18	\$14.36	\$17.29	\$15.00
\$16.63	\$16.63	\$12.15	\$13.50	\$13.01	\$14.88	\$12.42	\$14.18	\$13.01	\$14.88	\$13.01	\$14.88	\$14.30

Office Clerk/Comm Liaison - MAX	Office Clerk/Receptionist - MIN	Office Clerk/Receptionist - MAX	Preschool IA - MIN	Preschool IA - MAX	Principal's Admin Asst. - MIN	Principal's Admin Asst. - MAX	Spec Ed Admin Asst. - MIN	Spec Ed Admin Asst. - MAX	Spec Ed Instr. Asst. - MIN	Spec Ed Instr. Asst. - MAX	Technology Technician - MIN	Technology Technician - MAX	Testing Clerk - MIN
	\$12.50	\$13.50			\$13.75	\$14.75	\$13.75	\$14.75	\$12.15	\$13.15	\$16.00	\$17.00	
					\$15.88	\$20.79					\$17.24	\$22.17	
	\$12.00	\$15.00	\$12.00	\$15.00	\$14.00	\$18.00	\$13.00	\$17.00	\$13.00	\$17.00	\$16.00	\$22.00	
					\$14.00	\$15.50			\$12.15	\$12.78			
	\$12.90	\$13.50			\$12.90	\$13.50	\$12.90	\$13.50	\$12.90	\$13.50			
			\$12.18	\$14.00	\$13.11	\$15.07	\$14.47	\$16.63	\$12.18	\$14.00	\$17.20	\$19.77	
	\$13.50	\$18.00	\$14.00	\$18.50	\$17.25	\$21.75	\$14.50	\$19.00	\$14.50	\$19.00	\$15.25	\$19.75	
	\$12.75	\$14.25			\$16.00	\$17.70	\$16.00	\$17.70	\$13.50	\$15.00	\$16.00	\$18.50	
\$19.16	\$13.08	\$19.16			\$14.61	\$21.39	\$14.08	\$20.62	\$13.57	\$19.87	\$15.16	\$22.20	
\$12.78	\$12.78	\$12.78			\$15.78	\$15.78	\$18.78	\$18.78	\$12.78	\$12.78			
	\$13.25	\$18.15			\$16.01	\$22.24	\$13.29	\$18.20	\$13.71	\$18.82			
					\$16.13	\$19.59	\$16.13	\$19.59	\$13.51	\$16.40	\$16.13	\$19.59	
\$17.61	\$13.25	\$14.32											
	\$13.50	\$13.50											
\$18.67	\$12.85	\$18.67	\$13.43	\$16.21	\$16.71	\$24.18	\$15.27	\$19.89	\$13.43	\$16.21			\$16.71
\$19.20	\$15.00	\$19.20			\$16.99	\$23.37	\$16.99	\$23.37	\$15.00	\$17.78	\$15.00	\$20.21	
\$22.59	\$13.69	\$15.11	\$12.24	\$15.11	\$16.28	\$17.94	\$17.23	\$18.98	\$12.24	\$15.11	\$17.23	\$18.98	
\$110.01	\$171.05	\$205.14	\$63.85	\$78.82	\$229.40	\$281.55	\$196.39	\$238.01	\$184.62	\$221.40	\$161.21	\$200.17	\$16.71
6	13	13	5	5	15	15	13	13	14	14	10	10	1
\$18.34	\$13.16	\$15.78	\$12.77	\$15.76	\$15.29	\$18.77	\$15.11	\$18.31	\$13.19	\$15.81	\$16.12	\$20.02	\$16.71
\$16.46	\$12.42	\$14.18	\$12.42	\$14.18	\$14.30	\$16.46	\$14.30	\$16.46	\$12.42	\$14.18	\$12.15	\$17.38	\$12.42

Testing Clerk - MAX	AVID Tutor - MIN	AVID Tutor - MAX
	\$25.00	\$25.00
	\$12.15	\$12.15
\$24.18	\$12.30	\$14.20
\$24.18	\$49.45	\$51.35
1	3	3
\$24.18	\$16.48	\$17.12
\$14.18	\$12.15	\$12.15

DISCUSSION ITEM

DATE: September 8, 2021

ITEM: Discussing salary schedules from Wilson and other school districts.

SUBMITTED BY: _____
Mr. Ernest Rose, Superintendent

RECOMMENDED: _____
Mr. Ernest Rose, Superintendent

INFORMATION: Following is a comparison of Wilson and other districts salaries.

ACTION ITEM

DATE: September 21, 2021

ITEM: Approval of increase to Alex Dumas, Human Resource Director to \$80,000 and Beth Strickler, Director of Business Services and Technology to \$85,000.

SUBMITTED BY: _____
Mr. Ernest Rose, Superintendent

RECOMMENDED BY: _____
Mr. Ernest Rose, Superintendent

RECOMMENDATION:

It is recommended that the Governing Board approve a salary increase to Alex Dumas, Human Resource Director to \$80,000 based on comparable salaries and 20 plus years of service and Beth Strickler, Director of Business Services and Technology based on comparable salaries to \$85,000.