

**GCBA ©  
PROFESSIONAL STAFF  
SALARY SCHEDULES**

**Administrators**

The Board will enter into an individual contract with each member of the administrative staff commensurate with the requirements of the position. This contract shall describe the general services to be rendered by the employee in return for financial and other considerations. Additionally, the employee's job description, detailing the more specific performance responsibilities of the contracted position and the mode of evaluating performance, shall be incorporated into the contract by reference. All terms and conditions of contracts with administrative staff members are to conform with the requirements of the Arizona Revised Statutes.

**Other Certificated Personnel**

The salary schedule pertains to personnel holding provisional, basic, or standard certificates at the elementary or secondary levels.

*Initial Placement on Salary Schedule. New teachers entering the system with prior teaching service, who have met academic and professional qualifications for Arizona State Department of Education certification, will be given a maximum credit of ~~ten~~ (10) years for substantiated experience, i.e., placed on the ~~eleventh~~ (11th) step of the salary schedule.*

Verified previous experience recognized for the purpose of placement on the salary schedule is defined as any previous full-time certificated teaching. For a teacher to receive credit for previous teaching experience, the teacher must furnish the office of the Superintendent full information concerning the previous teaching records. When the experience has been verified, credit will be given by the District.

Days intended for participation in professional association activities are not to be compensated under an employee's contract or other employment agreements. For the purpose of this policy, professional association activities for which compensation is not available do not include in-service training in the certificated employee's assigned area of employment.

**Substitutes**

Pay for substitute teaching will be established by the Board.

**Advancement on Salary Schedule**

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Vertical and horizontal advancement on the salary schedule will be in accordance with the salary schedule currently in effect. Vertical advancement is limited to one (1) step per year.

Reasons for denial of vertical advancement on the salary schedule include but are not limited to:

- Lack of adequate disciplinary control.
- Insufficient effort and time given to assigned duties or failure to engage in a reasonable amount of extracurricular activity.
- Lack of cooperation with the administration in carrying out adopted policies of the school.
- Unprofessional conduct.

#### **Other Contract Provisions**

Any person who does not work the full term as set up by salary schedule shall be paid on a prorated basis for the number of days to be worked for the remainder of the school year; this shall include school days taught plus the number of days required for orientation.

For newly hired, critical, and difficult-to-fill certificated personnel positions placed on the teachers' salary schedule, differentials above the stated schedule may be paid.

A teacher who is or has been employed by or teaching at a charter school, and was previously employed by the School District, shall receive the benefits, protections, and preferences granted under A.R.S. [15-187](#).

Adopted: ~~March 7, 2023~~

Deleted: February 4, 2010

LEGAL REF.:

A.R.S.

[15-502](#)

[15-504](#)

[15-941](#)

CROSS REF.:

[GCCE](#) - Professional/Support Staff Conferences/Visitations/Workshops

[GCO-RB](#) - Evaluation of Professional Staff Members