



## Agua Fria Union High School District 2023-2024 Certified Teacher Initial Placement Compensation Guide

### Base Salary:

Experience + Education  
(does not include prop or performance pay)

Yrs. of Experience	Bachelor's Degree	Master's Degree	Doctoral Degree
0	\$44,455	\$47,227	\$51,847
1	\$44,705	\$47,477	\$52,097
2	\$45,055	\$47,827	\$52,447
3	\$45,505	\$48,277	\$52,897
4	\$46,105	\$48,877	\$53,497
5	\$46,705	\$49,477	\$54,097
6	\$47,455	\$50,227	\$54,847
7	\$48,205	\$50,977	\$55,597
8	\$48,955	\$51,727	\$56,347
9	\$49,705	\$52,477	\$57,097
10	\$50,655	\$53,427	\$58,047
11	\$51,605	\$54,377	\$58,997
12	\$52,555	\$55,327	\$59,947

### Total Salary:

Base Salary + Prop Amounts + Instructional  
Improvement + Pay for Performance

Bachelor's Degree	Master's Degree	Doctoral Degree
\$56,261	\$59,255	\$64,245
\$56,531	\$59,525	\$64,515
\$56,909	\$59,903	\$64,893
\$57,395	\$60,389	\$65,379
\$58,043	\$61,037	\$66,027
\$58,691	\$61,685	\$66,675
\$59,501	\$62,495	\$67,485
\$60,311	\$63,305	\$68,295
\$61,121	\$64,115	\$69,105
\$61,931	\$64,925	\$69,915
\$62,957	\$65,951	\$70,941
\$63,983	\$66,977	\$71,967
\$65,009	\$68,003	\$72,993

### **The above Total Salary includes the following:**

Instructional Improvement:	\$350 - paid on first check in August
Pay for Performance:	\$4,000 - paid 1/2 in December and 1/2 in June
Prop 301:	8% of Base Salary
Prop 301:	\$3,900 paid 1/2 in December and 1/2 in March

### **Additional Compensation and Benefits:**

Earned Leave:	Discretionary and Sick Leave in accordance with work calendar, policy and contract
Employee Medical Premium:	District contribution of \$611/month towards medical plan of employee's choice (30 hrs/week required)
Life Insurance:	District -paid life insurance in amount equivalent to base salary (30 hrs/week required)
State Retirement:	District matches employee contribution of 12.29% per pay
Voluntary Benefits:	Dental, Vision, Short-Term Disability, other insurance products (30 hrs/week required)

Work Calendar = 188 days new teachers, 185 days for returning teachers