



Agua Fria Union High School District
 2023-2024 Certified School-Based Support Staff
 Initial Placement Compensation Guide

Starting Base					
Counselor	Instructional Coach	Librarian	Social Worker	TOSA	Student Support Specialist
\$47,579	\$54,955	\$47,579	\$50,455	\$47,579	\$53,855
198 Days					261 Days

Total Base Salary:	Starting Base + Experience + Education
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<u>Additional Compensation and Benefits:</u>	
Instructional Improvement:	\$350 - paid on first check in August
Pay for Performance:	\$4,000 - paid in June
Prop 301 Compensation:	\$3,900 paid 1/2 in December and 1/2 in March 8% of Base Salary
TOSA:	TOSA stipend in consideration of extra duties
Student Support Specialist (SSS):	SSS Stipend in consideration of extra duties and evening/weekend events (not eligible for Instructional Improvement, Pay for Performance or Prop 301 amounts)
Earned Leave:	Discretionary, Sick Leave, Vacation in accordance with work calendar, policy and contract
Employee Medical :	District contribution of \$611/month towards employee's medical plan (must work 30 hrs/week)
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)

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Counselor/ Librarian/ TOSA	Bachelor's Degree	Master's Degree	Doctoral Degree
0	\$47,579	\$50,351	\$54,971
1	\$47,829	\$50,601	\$55,221
2	\$48,179	\$50,951	\$55,571
3	\$48,629	\$51,401	\$56,021
4	\$49,229	\$52,001	\$56,621
5	\$49,829	\$52,601	\$57,221
6	\$50,579	\$53,351	\$57,971
7	\$51,329	\$54,101	\$58,721
8	\$52,079	\$54,851	\$59,471
9	\$52,829	\$55,601	\$60,221
10	\$53,779	\$56,551	\$61,171
11	\$54,729	\$57,501	\$62,121
12	\$55,679	\$58,451	\$63,071

Instructional Coach	Bachelor's Degree	Master's Degree	Doctoral Degree
0	\$54,955	\$57,727	\$62,347
1	\$55,205	\$57,977	\$62,597
2	\$55,555	\$58,327	\$62,947
3	\$56,005	\$58,777	\$63,397
4	\$56,605	\$59,377	\$63,997
5	\$57,205	\$59,977	\$64,597
6	\$57,955	\$60,727	\$65,347
7	\$58,705	\$61,477	\$66,097
8	\$59,455	\$62,227	\$66,847
9	\$60,205	\$62,977	\$67,597
10	\$61,155	\$63,927	\$68,547
11	\$62,105	\$64,877	\$69,497
12	\$63,055	\$65,827	\$70,447

Social Worker	Bachelor's Degree	Master's Degree	Doctoral Degree
0	\$50,455	\$53,227	\$57,847
1	\$50,705	\$53,477	\$58,097
2	\$51,055	\$53,827	\$58,447
3	\$51,505	\$54,277	\$58,897
4	\$52,105	\$54,877	\$59,497
5	\$52,705	\$55,477	\$60,097
6	\$53,455	\$56,227	\$60,847
7	\$54,205	\$56,977	\$61,597
8	\$54,955	\$57,727	\$62,347
9	\$55,705	\$58,477	\$63,097
10	\$56,655	\$59,427	\$64,047
11	\$57,605	\$60,377	\$64,997
12	\$58,555	\$61,327	\$65,947

SSS	Bachelor's Degree	Master's Degree	Doctoral Degree
0	\$53,855	\$56,627	\$61,247
1	\$54,105	\$56,877	\$61,497
2	\$54,455	\$57,227	\$61,847
3	\$54,905	\$57,677	\$62,297
4	\$55,505	\$58,277	\$62,897
5	\$56,105	\$58,877	\$63,497
6	\$56,855	\$59,627	\$64,247
7	\$57,605	\$60,377	\$64,997
8	\$58,355	\$61,127	\$65,747
9	\$59,105	\$61,877	\$66,497
10	\$60,055	\$62,827	\$67,447
11	\$61,005	\$63,777	\$68,397
12	\$61,955	\$64,727	\$69,347