



## Approved SALARY SCHEDULE

STEPS	SALARY	
0	\$30,696	←Yuma BASE
1	\$31,819	
2	\$32,943	STEPS: "Years of Effective Teaching" as defined by the YSD-1 version of S.B. 191:
3	\$34,066	
4	\$35,189	•Rating of Exemplary or Accomplished = 1.5 Steps
5	\$36,313	•Rating of Proficient = 1.0 Step (year)/rated year
6	\$37,436	•Rating of Partially Proficient = 0.5 Step (year)/rated
7	\$38,560	•Rating of Basic = 0.0 Step (year)/rated year
8	\$39,683	♦Implementation of this schedule is proposed as the pay raise for SY2015-16 and the basis for issuance of contracts in the spring of 2015 for all teachers except for "Hard-to-Fill" positions.
9	\$40,806	
10	\$41,930	
11	\$43,053	♦For the purpose of conversion, "years of previous service" become "steps" in 2015.
12	\$44,176	♦In the future, experienced New (New to Yuma) Teachers may be credited with a maximum of 10 years of non-Yuma Service for the purpose of this schedule.
13	\$45,300	
14	\$46,423	♦Implementation: If a Yuma Teacher is below the appropriate rung on the schedule, the gap is "made up" in three yearly steps, one third the first year, half of the remaining the second year, then On Schedule the third year. If a Yuma Teacher is above the the appropriate rung on the schedule, that teacher's salary remains the same until the schedule catches up.
15	\$47,547	
16	\$48,670	
17	\$49,793	
18	\$50,917	
19	\$52,040	
20	\$53,163	←Yuma CAP