

**GLENDALE UNION HIGH SCHOOL DISTRICT  
GLENDALE, ARIZONA**

**SALARY SCHEDULE**  
**AND**  
**RELATED PROVISIONS**  
**FOR**  
**CERTIFICATED PERSONNEL**

**2023-2024**

**ADOPTED**

**July 5, 2023**

**CERTIFIED SALARY SCHEDULE**  
**2023-2024**

Index Base \$37,225

BA		BA + 15		BA + 30/ MA		MA + 12	
STEP	INDEX	STEP	INDEX	STEP	INDEX	STEP	INDEX
1	49,658 1.3340	1	51,259 1.3770	1	52,859 1.4200	1	53,976 1.4500
2	52,264 1.4040	2	53,864 1.4470	2	55,465 1.4900	2	56,582 1.5200
3	54,870 1.4740	3	56,470 1.5170	3	58,071 1.5600	3	59,188 1.5900
4	57,475 1.5440	4	59,076 1.5870	4	60,677 1.6300	4	61,793 1.6600
5	60,081 1.6140	5	61,682 1.6570	5	63,282 1.7000	5	64,399 1.7300
5 1/4	60,732 1.6315	6	64,287 1.7270	6	65,888 1.7700	6	67,005 1.8000
		6 1/4	64,939 1.7445	7	68,494 1.8400	7	69,611 1.8700
Longevity 1	2,606	Longevity 1	2,606	8	71,100 1.9100	8	72,216 1.9400
Longevity 2	5,211	Longevity 2	5,211	9	73,705 1.9800	9	74,822 2.0100
Top Salary	65,943	Top Salary	70,150	10	76,311 2.0500	10	77,428 2.0800
				11	78,917 2.1200	11	80,034 2.1500
				12	81,523 2.1900	12	82,639 2.2200
				Longevity 1	2,606	Longevity 1	2,606
				Longevity 2	5,211	Longevity 2	5,211
				Top Salary	86,734	Top Salary	87,850

TEACHERS NEW TO THE DISTRICT WILL RECEIVE ADDITIONAL COMPENSATION FOR ATTENDING MANDATORY ORIENTATION WORKSHOPS PRIOR TO THE SCHOOL YEAR. AN HOURLY RATE OF \$29.78 MULTIPLIED BY THE 54 HOURS OF WORKSHOP TIME EQUALS COMPENSATION OF \$1,608.12 THIS RATE APPLIES TO THE WORKSHOPS IN THE SUMMER.

TEACHERS HAVE THE OPPORTUNITY TO PARTICIPATE IN SUMMER WORKSHOPS FOR ADDITIONAL COMPENSATION.

EMPLOYEES ON BA AND BA+15 QUALIFYING FOR A SALARY BASE CHANGE, WILL MOVE FROM BA, STEP 5 1/4 TO BA+15, STEP 6 (STEP 6 1/4 IF INCREMENT IS GRANTED) OR BA+15, STEP 6 1/4 TO MA, STEP 7. (STEP 8 IF INCREMENT IS GRANTED).

MA + 24		MA + 36		MA + 48		MA + 60		MA + 72/DOCTORATE	
STEP	INDEX	STEP	INDEX	STEP	INDEX	STEP	INDEX	STEP	INDEX
1	55,093 1.4800	1	56,210 1.5100	1	57,326 1.5400	1	58,443 1.5700	1	59,560 1.6000
2	57,699 1.5500	2	58,815 1.5800	2	59,932 1.6100	2	61,049 1.6400	2	62,166 1.6700
3	60,304 1.6200	3	61,421 1.6500	3	62,538 1.6800	3	63,655 1.7100	3	64,771 1.7400
4	62,910 1.6900	4	64,027 1.7200	4	65,144 1.7500	4	66,260 1.7800	4	67,377 1.8100
5	65,516 1.7600	5	66,633 1.7900	5	67,749 1.8200	5	68,866 1.8500	5	69,983 1.8800
6	68,122 1.8300	6	69,238 1.8600	6	70,355 1.8900	6	71,472 1.9200	6	72,589 1.9500
7	70,727 1.9000	7	71,844 1.9300	7	72,961 1.9600	7	74,078 1.9900	7	75,194 2.0200
8	73,333 1.9700	8	74,450 2.0000	8	75,567 2.0300	8	76,683 2.0600	8	77,800 2.0900
9	75,939 2.0400	9	77,056 2.0700	9	78,172 2.1000	9	79,289 2.1300	9	80,406 2.1600
10	78,545 2.1100	10	79,661 2.1400	10	80,778 2.1700	10	81,895 2.2000	10	83,012 2.2300
11	81,150 2.1800	11	82,267 2.2100	11	83,384 2.2400	11	84,501 2.2700	11	85,617 2.3000
12	83,756 2.2500	12	84,873 2.2800	12	85,990 2.3100	12	87,106 2.3400	12	88,223 2.3700
Longevity 1	2,606	Longevity 1	2,606	Longevity 1	2,606	Longevity 1	2,606	Longevity 1	2,606
Longevity 2	5,211	Longevity 2	5,211	Longevity 2	5,211	Longevity 2	5,211	Longevity 2	5,211
Top Salary	88,967	Top Salary	90,084	Top Salary	91,201	Top Salary	92,317	Top Salary	93,434

Teachers can qualify for Longevity 1 or Longevity 2 based on the following criteria:

**LONGEVITY 1: A TEACHER MUST HAVE WORKED 19 YEARS IN EDUCATION WITH 14 YEARS IN GUHSD. THE LONGEVITY STIPEND WILL GO INTO EFFECT THE 20th YEAR.**

Longevity can be earned at any step on the salary schedule but will generally occur at the top of any given salary schedule.

**LONGEVITY 2: A TEACHER MUST HAVE WORKED 25 YEARS IN EDUCATION WITH 20 YEARS IN GUHSD. THE LONGEVITY STIPEND WILL GO INTO EFFECT THE 26th YEAR.**

Longevity can be earned at any step on the salary schedule but will generally occur at the top of any given salary schedule.

New longevity stipends for those who qualify will be granted for the 2023-24 school year.

### **ASSIGNMENT OF A SIXTH CLASS**

In the event a teacher is assigned a sixth credit bearing teaching period, that teacher shall be paid the same hourly rate for these assignments as that teacher is receiving for the other five classes. (Total contract amount divided by 5 divided by 187 days = hourly rate.) The sixth teaching period will be added to the teacher's contract.

### **HOMEBOUND TEACHERS**

Homebound teachers shall be placed on the base and step of the classroom teacher's salary schedule and shall be paid a percentage of the salary as listed below:

<u>Number of Students</u>	<u>Percentage</u>
1	18% of salary scale
2	35% of salary scale
3	51% of salary scale
4	66% of salary scale
5	80% of salary scale
6	90% of salary scale
7	100% of salary scale

An additional 10% of the salary scale will be added for each additional student over seven. A homebound teacher must serve the school district for more than 18 weeks and have an average number of students of 4 or more to be eligible for one step on the teacher's salary schedule.

Mileage for those teaching only homebound classes will be paid for the distance traveled between the first student's home and the last student's home.

### **SUBSTITUTE TEACHERS**

Substitute teachers shall be paid at a competitive rate sufficient to secure quality substitute teachers.

### **SALARY BASE CHANGE**

Employees moving from BA Step 5 ¼ will move to BA+15 step 6 for a salary base change (step 6 ¼ if step increment is granted). Employees moving from BA+15 Step 6 ¼ will move to BA+30/MA step 7 change (step 8 if step increment is granted).

### **RECLASSIFICATION OF SOCIAL WORKER, NURSE, OR SUPPORT STAFF EMPLOYEE TO A TEACHER SALARY SCHEDULE**

A new teacher coming from the social worker, nurse or support staff salary schedule will be placed on the appropriate teacher salary schedule by dividing the district employee's total salary (excluding longevity) by the number of days worked and then multiplying by the number of days in the teacher's contract. The new teacher will be placed on the first full step above this computed amount. Longevity (if awarded) will be advanced after appropriate salary placement has been determined.

### **MANDATORY SUBBING**

Teachers and counselors will substitute in accordance with the negotiated Substitute Cost Reduction Plan.

**PAY FOR EXTRA SERVICES AND ACTIVITIES  
2023-2024  
(SEE EXTRA DUTY PAY SCHEDULE ON PAGE 6)**

Pay for extra duty coaching assignments will be based on the length of season, years of experience and consideration given to the number of participants in the program district wide. These factors will establish a percentage of the basic salary schedule at the Index Base at which head coaches will be paid. The first year in the coaching assignment, the salary will be based on Step 1 of the Index Base and will increase annually on the Index Base until Step 6 is reached. Credit for service in any similar assignment in another school district shall be granted for a maximum of two years. Experience with the school district shall be granted without regard to experience in the same sport or activity.

An assistant coach moving to a head coaching position will start on Step 1 except that in no case will he/she receive less than he/she was receiving in his previous position. All authorized assistant coaching positions will receive 9% of the Index Base.

When there is an agreement between head coach, assistant principal and participating coaches, the number of coaches in a program may be increased. The funding may be distributed among all the coaches as long as the maximum percent allowed for the sport is not exceeded and each participant who is paid receives at least 3%.

<u>AIA Activity</u>	<u>Sports Total Percentage</u>	<u>Maximum Percentage any coach can earn</u>	<u>Notes</u>
Academic Decathlon	14	7	Submit practice schedule by Sept. 14 and attend region meet with minimum of 6 students
Chess	7	7	Play full region schedule and region tournament with full team
E-Sports	7	7	Play full region schedule and region tournament with full team
Speech and Debate/Forensics	9	9	Attend 4 invites and state meet
Spiritline (fall)	14	11	
Spiritline (winter)	14	11	
Unified Sports	7	7	Must compete in at least 3 events

<u>Fall</u>	<u>Sports Total Percentage</u>	<u>Maximum Percentage any coach can earn</u>	<u>Notes</u>
Football	78	15	3 Teams
	69	15	2 Teams
Volleyball	29	11	3 Teams
	20	11	2 Teams
Swimming	24	15	When ending the previous season with 50 or more student-athletes
	33	15	
Diving	27	9	Max 3 coaches in the district- (M, GW, T) (A,G,I) (W, C, S)
Cross Country	20	11	
Badminton	11	11	
Golf	11	11	

<u>Winter</u>			
Boys Basketball	31	13	3 Teams
	22	13	2 Teams
Girls Basketball	31	13	3 Teams
	22	13	2 Teams
Boys Wrestling	31	13	
Girls Wrestling	9 (added to Boys Wrestling percentage)		Part of the boys team
Boys Soccer	22	13	2 Teams
	31	13	3 Teams
Girls Soccer	22	13	2 Teams
	31	13	3 Teams

<u>Spring</u>			
Track	51	15	When ending the previous season with 80 or more student-athletes
	60	15	
Baseball	39	12	3 Teams
	30	13	2 Teams
Softball	39	12	3 Teams
	30	13	2 Teams
Boys Tennis	11	11	
Girls Tennis	11	11	
Girls Beach Volleyball	11	11	1 Team
	20	11	2 Teams
	29	11	3 Teams
Boys Volleyball	11	11	1 Team
	20	11	2 Teams
	29	11	3 Teams

<u>Other Extra Duty Assignments</u>	<u>Total Percentage</u>	<u>Maximum Percentage any sponsor can earn</u>	<u>Notes</u>
Instrumental Music	18	14	
*Instrumental Music	22	14	When ending the previous season with 66 or more students
JROTC	22	11	
Yearbook (with class)	11	11	
Yearbook (no class)	15	15	
Drama Director (Fall)	7	7	
*Drama Director (Fall)	11	7	Play includes more than 41 students
Drama Director (Spring)	7	7	
*Drama Director (Spring)	11	7	Play includes more than 41 students
Vocal Music	11	11	Must produce 6 night performances
School Newspaper	7	7	Must produce 6 newspapers per year
Student Council	7	7	
CTSO Sponsor	7	7	Must meet and turn in CTSO stipend checklist to APOR by May 15
Prom	4	4	May be split by 2 sponsors
Dance (Fall)	2	2	Minimum 75 students participate in performance
Dance (Spring)	2	2	Minimum 75 students participate in performance
School Correspondent	3	3	3% Index Base Step 1
Wellness Champion May split between 2 persons - minimum 1.5% each	3	3	Step 1 - Must meet and submit Wellness Champion checklist to Business Manager by May 15

**EXTRA DUTY PAY SCHEDULE  
2023-24**

	37,225	39,831	42,437	45,042	47,648	50,254
	1.00	1.07	1.14	1.21	1.28	1.35
<b>%INDEX BASE</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>
16%	5,956	6,373	6,790	7,207	7,624	8,041
15%	5,584	5,975	6,365	6,756	7,147	7,538
14%	5,212	5,576	5,941	6,306	6,671	7,036
13%	4,839	5,178	5,517	5,855	6,194	6,533
12%	4,467	4,780	5,092	5,405	5,718	6,030
11%	4,095	4,381	4,668	4,955	5,241	5,528
10%	3,723	3,983	4,244	4,504	4,765	5,025
9%	3,350	3,585	3,819	4,054	4,288	4,523
8%	2,978	3,186	3,395	3,603	3,812	4,020
7%	2,606	2,788	2,971	3,153	3,335	3,518
6%	2,234	2,390	2,546	2,703	2,859	3,015
5%	1,861	1,992	2,122	2,252	2,382	2,513
4%	1,489	1,593	1,697	1,802	1,906	2,010
3%	1,117	1,195	1,273	1,351	1,429	1,508
2%	745	797	849	901	953	1,005
1%	372	398	424	450	476	503

**SPECIAL ASSIGNMENTS ALL BASED ON % OF INDEX BASE:**

- |      |   |   |
|------|---|---|
| A.   | Classroom assigned substitutes for limited time<br>(Classroom assigned substitutes may accrue .2 sick day per hour in lieu of pay.)<br>Saturday Detention (Limit 5 hours per Saturday);<br>Before/after school Detention                              | .09% = \$33.5 per hour  |
| B.   | Student Support- (State and College Test Preparation, ELL, Title I, etc.)<br>Preparation<br>Teaching  | .08% = \$29.78 per hour<br>.11% = \$40.95 per hour  |
| C.   | Teachers working Summer Registration<br>Teachers working summer as Bookstore Cashier  | .075% = \$27.92 per hour<br>Minimum Wage  |
| D.   | Summer Workshops (during summer break)<br>Saturday Workshops (incl. weekdays outside of contract hrs)<br>(Teachers may receive one credit for 15 hours of approved workshop attendance in lieu of pay.)<br>(Non-contractual workshops are voluntary.) | .08% = \$29.78 per hour<br>.11% = \$40.95   |
| E.   | Counselors - Summer Work - First 24 hours<br>Next 40 Hours<br>Other hours   | Per Diem Rate<br>.11% = \$40. 95 per hour<br>Flex Time  |
| F.   | Summer School Teacher; Night School Teacher   | .11% = \$40. 95per hour   |
| G.   | Regularly assigned Lunch Duty   | .065% = \$24.20 per hour  |
| H*.  | Homebound   | .11%= \$40. 95 per hour   |
| I**. | Ticket Sellers, Workers at Games & Activities   | .055% = \$20.47 per hour  |
| J.   | Instrumental Music Summer Work<br>Assistant Band Director-Summer Music Program<br>(Must have 66 students enrolled and participating to qualify.)  | .075% = \$27.92 per hour<br>(up to 80 hours)<br>.0437% = \$16.27 per hour<br>(up to 80 hours) |
| K.   | Stipend for mentor summer workshop instruction  | 11% = \$4,095   |
| L.   | National Board Certification  | 4% = \$1,489 per school year or 15 hours of credit on the district salary schedule            |

\* Extra duty homebound teachers paid on this schedule do not receive reimbursement for mileage. Extra duty homebound positions are accepted strictly on a volunteer basis.

\*\* Workers for these events shall be assigned from a teacher/support staff volunteer list by the Principal or his/her designee. Positions will be assigned based upon previous experience, performance and dependability.



## **DEPARTMENT CHAIRPERSONS**

The following departments are recognized for department chairpersons; however, the department must include at least three (full-time equivalent) teachers assigned to that department.

- |                                  |                       |
|----------------------------------|-----------------------|
| 1. Business & Computer Education | 9. Mathematics        |
| 2. Career & Technical Education  | 10. P.E.              |
| 3. English Learners              | 11. Performing Arts   |
| 4. Family & Consumer Sciences    | 12. ROTC              |
| 5. Fine Arts                     | 13. Science           |
| 6. Foreign Language              | 14. Social Studies    |
| 7. Guidance and Counseling       | 15. Special Education |
| 8. Language Arts                 |                       |

### **EXTRA DUTY PAY SCHEDULE FOR DEPARTMENT CHAIRPERSONS**

**Number of Empl. Supvr.	FTE %	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
14	16%	5,956	6,373	6,790	7,207	7,624	8,041
10	14%	5,211	5,576	5,941	6,306	6,671	7,036
6	10%	3,722	3,983	4,244	4,504	4,765	5,025
2	8%	2,978	3,186	3,395	3,603	3,812	4,020

\*\*Full-time equivalent, not including chairperson

When a department is made up of at least two teachers (full-time equivalent does not apply), but does not qualify in numbers for chairperson pay on the extra duty pay schedule above, a teacher may be appointed to perform departmental duties at the rate of 6% of the Index Base. Department chairs with no other teacher in their department will receive 4% of the Index Base.

Prior experience shall be considered when a department chairperson first enters this schedule. Up to two years credit may be granted for prior experience. This experience may be within the district or from another school district as long as it is equivalent experience.

### **DEPARTMENT CHAIR STIPEND FOR SPECIAL ED AND ELL ASST. AND JOB COACHES**

Special Ed and ELL department chairs will be paid a stipend for supervision of instructional assts. and job coaches. Department chairs will be required to fulfill specific supervision responsibilities to receive stipend payments.

### **EXTRA DUTY PAY FOR INSTRUCTIONAL ASST. SUPERVISION**

**Number of Assts. Supvr.	FTE %	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
14	8%	2,978	3,186	3,395	3,603	3,812	4,020
10	7%	2,606	2,788	2,971	3,153	3,335	3,518
6	5%	1,861	1,992	2,122	2,252	2,382	2,513
2	4%	1,489	1,593	1,697	1,802	1,906	2,010

\* See above      \*\*Full-time equivalent

### **ALTERNATIVE ORGANIZATION OF DEPARTMENT CHAIRPERSONS**

The purpose of restructuring is to meet district goals. Creative use of resources and staff empowerment contribute to the achievement of goals. Restructuring is a long term process which will be introduced at the campus level through local decision-making within the framework of district goals.

To begin this process, each school may develop a plan for restructuring department chair positions. The proposed plan for each school shall be developed by the professional staff and administration of the school. Proposals will include job descriptions and objectives consistent with similar positions throughout the district.

The total amount to be paid in compensation for teacher support positions will not be less than the total amount budgeted to the department chairs. Approval for the department chair restructuring proposal will follow the same procedure currently in effect for restructuring monies.

### **JROTC**

JROTC instructors, when hired by the district, will initially be placed on the salary schedule as follows: Officers will be placed on the MA+48 Step 1 pending review of the required military determined minimum instructor pay (MIP).

Enlisted personnel will be placed on the BA+30/MA salary schedule Step 1 pending review of the required military determined minimum instructor pay (MIP).

JROTC contracts will be revised to equal MIP if MIP increases. Additional step or schedule advancement will not be made.

JROTC personnel will be on a 12-month contract. Twelve-month employees will receive 22 paid vacation days per year. JROTC employees may transfer a maximum of seven (7) vacation days annually to their accumulated sick leave days that remain unused. A maximum of ten (10) vacation days may be carried over to a new year from the previous years. Vacations are to be taken at the convenience of the district.

### **Online and Streaming Classes**

Teachers hired by the district to teach online, outside their normal contract, will be compensated with a \$2,500 stipend per section. There may be more than one course offered in the section. There will be a maximum of 50 students enrolled at any given time throughout the duration of the section.

Teachers who qualify will receive a \$1,500 stipend per semester for streaming a class to other campuses. In order to qualify for the stipend, teachers must fulfill all assigned planning, communication, teaching and grading responsibilities for the students enrolled in the course being streamed.

### **ESI (Educational Services Inc.) and ASRS Retiree Return to Work**

Staff contracted through ESI (Educational Services Inc.) will be paid the higher of 70% of current salary OR step 1 of respective salary schedule. Four (4) sick leave days will be granted.

ASRS retired certificated staff newly hired or re-hired with the district will be placed on the respective salary schedule as follows:

- BA Step 1
- BA+15 step 1
- Step 5 for all other schedules

Percentage increases to base salaries amounts will continue as approved by the governing board. Employees are not eligible for step advancement or longevity increases.

Allowances, Stipends and Extra Duty will be paid at 100%.

## **WORKING CONDITIONS AND FRINGE BENEFITS**

The following benefits are provided for full time employees of the Glendale Union High School District. Benefits for part time employees are pro-rated.

- A. Those federal and state programs which are required by the law are provided for all employees.
- B. A major medical plan, a dental insurance plan, an employee medical assistance plan, short and long term disability programs and term life insurance in the amount of \$50,000 are provided for the employee. Employees may purchase family coverage, supplemental life and accident insurance and contribute to a dependent care account and/or a medical savings account. (Beginning with the 2010 school year, all employees will be charged \$100 for employee major medical insurance coverage.)
- C. A school year of 214 days is established (actual working days are 187). Salary deductions will be made when necessary at 1/214th of the salary.
- D. New longevity stipends for those who qualify **will be** granted for the 2023-24 year. The district will continue a longevity increase equal to 7% of the Index Base for teachers with 19 (longevity 1) or 25 (longevity 2) years of experience as a certified teacher. 14 years (longevity 1) or 20 years (longevity 2) must accrue within the Glendale Union High School District and up to 5 years may accrue from a certified teaching position outside of Glendale Union and recognized for credit on the district salary schedule.
- E. Teaching staff will earn 12 days of leave per school year. The first ten (10) days of absence will be granted to staff as discretionary leave with the two remaining days being granted as sick leave. Automatically, the first ten (10) days are discretionary - even if a reason is stated. Beyond the ten (10) discretionary days, however, a reason must be given; i.e., illness, family illness, bereavement. Beginning with the eleventh (11) day, one day's pay (per diem rate) will be deducted from pay for each unlabeled day beyond the ten (10) discretionary days. Unused days of leave accumulate from year to year and staff may carry-over an unlimited number of unused leave days from year to year.
  - a. The District Administration and the GUEA agree to have days of leave used under the district FMLA policy be coded as illness or family illness. Leave days used under the district FMLA policy will be deducted from the employee's bank of leave as illness or family illness. If an employee has leave days available, and is returning from FMLA, yet has not used the ten "discretionary leave" coded days, the employee may then do so as this policy states.
  - b. In addition to the incentive program, the District Administration and GUEA agree that there will be identified school days that will require all employees to notify their principal/supervisor prior to taking leave. This notification is an in-person discussion, and as long as the employee has discretionary leave available, the principal/supervisor will allow the leave. The identified days are the workdays prior to and after the following holidays/breaks: Summer Break, Labor Day, Fall Break, Veterans Day, Thanksgiving, Winter Break, Martin Luther King Day, Presidents' Day, Spring Break and Memorial Day.

Newly hired teachers having one year or more experience in teaching will be granted five (5) additional unearned sick leave days during their first year.

Substitutes:

Accrue 1 hour of leave for every 30 hours worked.

Total accrued leave may not exceed 40 hours.

No other leave provisions identified in this salary schedule apply.

- F. Staff may exchange 30 days of accrued sick leave for an increase of 7% of the Index base to the teacher's teaching contract. This increase is applicable for one year at a time and may be exercised as often as the teacher requests under the following terms: The teacher must have worked 15 years with the district and must maintain a minimum of 30 days of accrued sick leave after the exchange.

The 30-day exchange is not considered compensation under ASRS (Arizona State Retirement System) regulations and thus not subject to ASRS contributions for ASRS membership that begins on or after January 1, 2020.

- G. In recognition of long and faithful service to the Glendale Union High School District, upon retirement or after 15 years, a teacher voluntarily leaving the district shall receive an added pay for accumulated sick leave equal to the number of accumulated sick leave days multiplied by .00225 times the Index Base.

Accumulated sick days in excess of 100 may be cashed in during the last five (5) years prior to retirement. The reimbursement will be calculated utilizing the schedules below.

The buy-back percentage will increase by .00005 per year beginning with the 16th year of continuous service in the district and continuing through the 29th year of service as shown on the schedules below.

Year 15	\$83.76	Year 20	\$93.06	Year 25	\$102.37
Year 16	\$85.62	Year 21	\$94.92	Year 26	\$104.23
Year 17	\$87.48	Year 22	\$96.78	Year 27	\$106.09
Year 18	\$89.34	Year 23	\$98.65	Year 28	\$107.95
Year 19	\$91.20	Year 24	\$100.51	Year 29	\$109.81

If an employee who has retired dies before receiving such payment, or an employee who is presently working for the district dies, then such payment shall be made to the estate of the deceased employee. There are no minimum years of service required to qualify for this benefit.

ASRS retired staff hired (new to the district) or re-hired with the district must meet the 15 year requirement based on the most recent hire/rehire date.

Sick Leave Conversion

When an employee moves from one category (Support, Certified, Admin.) to another, the sick leave balance will maintain the value from within the employee category in which the days were earned.

H. A classroom teacher who is assigned a split assignment between schools will be compensated for their loss of preparation time in their content. In addition to the current reimbursement for mileage, traveling teachers will be compensated with a yearly stipend as follows:

Consecutive Years of Traveling Status

1-3 years	\$1000
4-6 years	\$1500
>7 years	\$2000