

Teacher Advancement

In order to ensure that teachers are equitably and competitively compensated, a teacher salary advancement system can be implemented in two phases. The first phase consists of creating a clear career ladder for teachers that demonstrates how educators can grow in their career through continued education, advanced certification, and professional learning. This first phase can be implemented in the next school year using the following career ladder:

Grade	Min.	Mid.	Max	Position	Detail
120	\$50,535	\$60,161	\$69,787	Teacher, Beginning (10 mo.)	<ul style="list-style-type: none"> BA OR Minimal/Initial Certification for General Education
121	\$52,751	\$62,799	\$72,847	Teacher, Advanced (10 mo.)	<ul style="list-style-type: none"> BA+18 OR 5 years of teaching experience OR SPED, Gifted, Bilingual, Middle School Math, Middle School Science Endorsement or Montessori certification AND teaching in area OR Specialist Endorsement (Reading or Math)
				School Garden Certified Specialist (11 mo.)	<ul style="list-style-type: none"> Move to 123 w/MA ; 124 w/NBCT or Doctorate
	\$56,839	\$67,130	\$77,871	Special Populations Support Specialist (11 mo.)	<ul style="list-style-type: none"> Move to 123 w/MA ; 124 w/NBCT or Doctorate
122	\$55,093	\$65,587	\$76,080	Instructional Coach (10 mo.)	<ul style="list-style-type: none"> Move to 123 w/MA; 124 w/NBCT or Doctorate
				Reading Intervention Specialist (10 mo.)	<ul style="list-style-type: none"> Specialist Endorsement (Reading) Move to 123 w/MA; 124 w/NBCT or Doctorate
				Math Intervention Specialist (10 mo.)	<ul style="list-style-type: none"> Specialist Endorsement (Math) Move to 123 w/MA; 124 w/NBCT or Doctorate
				ELL Intervention Specialist (10 mo.)	<ul style="list-style-type: none"> Specialist Endorsement (SE/ESL or Bilingual) Move to 123 w/MA; 124 w/NBCT or Doctorate
				Behavior Intervention Specialist (10 mo.)	<ul style="list-style-type: none"> Move to 123 w/MA ; 124 w/NBCT or Doctorate
	\$58,892	\$70,110	\$81,327	Language Acquisition Specialist (11 mo.)	<ul style="list-style-type: none"> Specialist Endorsement (SE/ESL or Bilingual) Move to 123 w/MA; 124 w/NBCT or Doctorate
				SPED New Teacher Mentor (11 mo.)	<ul style="list-style-type: none"> Move to 123 w/MA; 124 w/NBCT or Doctorate
				Reading Assessment Specialist (11 mo.)	<ul style="list-style-type: none"> Specialist Endorsement (Reading) Move to 123 w/MA; 124 w/NBCT or Doctorate
123	\$58,127	\$69,199	\$80,271	Teacher, Master's (10 mo.)	<ul style="list-style-type: none"> MA and higher until Doctorate
				MSW Social Worker (10 mo.)	<ul style="list-style-type: none"> Move to 124 w/NBCT or Doctorate
				School Counselor (10 mo.)	<ul style="list-style-type: none"> Move to 124 w/NBCT or Doctorate
	\$62,136	\$73,971	\$85,507	Technology Integration Specialist (11 mo.)	<ul style="list-style-type: none"> Move to 124 w/NBCT or Doctorate
				IEIS (11 mo.)	<ul style="list-style-type: none"> Move to 124 w/NBCT or Doctorate
				Master Teacher (11 mo.)	<ul style="list-style-type: none"> Move to 124 w/NBCT or Doctorate
124	\$61,217	\$72,877	\$84,538	Teacher, Distinguished (10 mo.)	<ul style="list-style-type: none"> Doctorate OR National Board Certification
	\$65,439	\$77,904	\$90,368	Curriculum Alignment Specialist (11 mo.)	
	\$61,217	\$72,877	\$84,538	LCSW Social Worker (10 mo.)	

Phase two of Teacher Advancement will implement a matrix for advancement within a salary range over time. This matrix will be prepared during the 2023-24 school year and applied in the 2024-25 school year for Phoenix Elementary School District, after the implementation of the other recommendations of this compensation analysis. The matrix format will enable teachers (all employees) to have an aggressive path towards competitive targets within the ranges.