



2024-2025 Guidance Counselor New Hire Placement Schedule							
Grade	MA	MA+12	MA+24	MA+36	MA+48	MA+60	MA+72 Doctorate
A	\$56,031	\$57,709	\$59,440	\$61,224	\$63,060	\$64,950	\$66,902
B	\$57,431	\$59,156	\$60,929	\$62,756	\$64,640	\$66,577	\$68,577
C	\$58,579	\$60,337	\$62,146	\$64,012	\$65,930	\$67,910	\$69,948
D	\$59,750	\$61,544	\$63,390	\$65,292	\$67,249	\$69,268	\$71,346
E	\$60,945	\$62,775	\$64,657	\$66,599	\$68,594	\$70,652	\$72,770
F	\$62,164	\$64,029	\$65,950	\$67,931	\$69,965	\$72,068	\$74,226
G	\$63,408	\$65,310	\$67,271	\$69,287	\$71,364	\$73,509	\$75,713

Table I New Hire Placement	
Experience	Grade
0 yrs	A
1-3 yrs	B
4-10 yrs	C
11-15 yrs	D
16-20 yrs	E
21-25 yrs	F
26+ yrs	G

Table II Additional Compensation	
SUSD Experience	Amount
0-8 yrs	\$1,650
9-14 yrs	\$2,500
15+ yrs	\$4,500

Table III Stipend	
Market Demand	Amount
Doctorate	\$3,000

Table IV Stipend
Pay for Performance
Up to \$4,100

\*Retirees returning to work will be placed at 90% of the appropriate salary placement.

**Notes:**

**I. New Hire placement is based upon:**

- a. The earned degree
- b. Graduate credits earned after the conferring last degree
- c. Years of full-time experience as a certificated employee

**II. Additional Compensation is based upon:**

- a. Consecutive years of experience as SUSD certified employee
- b. Certified employees as covered by the SEA: Teacher, Nurse, Related Service Providers
- c. Prorated based on work calendar and FTE

**III. Market Demand is based upon:**

- a. Appropriate certification or endorsement

**IV. Pay for Performance is based upon:**

- a. The Governing Board adopted PFP plan
- b. Compliance with the provisions of A.R.S. §15-521