



Kingman Unified School District No. 20
Certified Salary Schedule—Teachers, Instructional Coaches, Teachers on Assignment
FY 2024-2025

New Hires

New Hire Salary Placement	
Tier	Years of Experience
1	No experience up to 4 years of experience
2	4+ years of experience

Certified Teachers

July 10, 2024 – May 21, 2025 (148 contracted days)

Tier	Base Pay	BA	BA+12	BA+24	MA	MA+12	MA+24	MA+36	MA+48	MA+60	EdD
		BA+36	BA+48	BA+60	BA+72	BA+84	BA+96				
1	Contract	\$37,075	\$38,175	\$39,275	\$40,375	\$41,475	\$42,575	\$43,675	\$44,775	\$45,875	\$46,975
	Prop 301	\$6,750	\$6,750	\$6,750	\$6,750	\$6,750	\$6,750	\$6,750	\$6,750	\$6,750	\$6,750
	TOTAL	\$43,825	\$44,925	\$46,025	\$47,125	\$48,225	\$49,325	\$50,425	\$51,525	\$52,625	\$53,725
2	Contract	\$39,075	\$40,175	\$41,275	\$42,375	\$43,475	\$44,575	\$45,675	\$46,775	\$47,875	\$48,975
	Prop 301	\$6,750	\$6,750	\$6,750	\$6,750	\$6,750	\$6,750	\$6,750	\$6,750	\$6,750	\$6,750
	TOTAL	\$45,825	\$46,925	\$48,025	\$49,125	\$50,225	\$51,325	\$52,425	\$53,525	\$54,625	\$55,725

KUSD's minimum and maximum new hire base pay ranges for teachers include the district's contracted salary – determined by years of experience and higher education – plus \$6,750 in state-funded Prop 301 money. The contracted salary in combination with the \$6,750 in 301 money creates the base wages for teachers, which are represented by the salary ranges. In addition to base pay, certified teaching staff are eligible for an additional \$3,750 in Prop 301 performance pay. The total Prop 301 money for teachers in 2024-25 is expected to be \$10,500. Prop 301 money is paid separately and not included in the employment contract.

Instructional Coach and Teacher on Assignment

July 8, 2024 – May 21, 2025 (151 contracted days)

Tier	Base Pay	BA	BA+12	BA+24	MA	MA+12	MA+24	MA+36	MA+48	MA+60	EdD
		BA+36	BA+48	BA+60	BA+72	BA+84	BA+96				
1	Contract	\$47,075	\$48,175	\$49,275	\$50,375	\$51,475	\$52,575	\$53,675	\$54,775	\$55,875	\$56,975
2	Contract	\$49,075	\$50,175	\$51,275	\$52,375	\$53,475	\$54,575	\$55,675	\$56,775	\$57,875	\$58,975

*Instructional coaches and teachers on assignment are not eligible for Prop 301 money.



Tier Placement and Progression - New Hires and Existing Certified Teaching Staff

Progression Through Tiers	
Tier 1	<ul style="list-style-type: none"> ● Newly hired employees, with up to four years of verified teaching experience, are placed in Tier 1 in the column that corresponds with their level of college education. Placement is based upon highest degree conferred plus any graduate-level credit hours earned which are relative to the employee’s teaching position and/or professional advancement. ● Employees will remain in this Tier for a minimum of two full school years and not more than four full school years. Following the second full school year AND upon receiving an evaluation label of “effective” or “highly effective” in the most recent evaluation, employee will move to Tier 2 at the beginning of the next fiscal year. ● Current employees, or new employees hired prior to the fourth quarter, will receive any increases to base pay approved by the Governing Board for the coming fiscal year. Employees hired anytime during the fourth quarter of the school year and offered a contract for the next fiscal year will continue to be paid the wage at which they were hired. ● Employees moving from Tier 1 to Tier 2 will receive a \$2,000 increase to their base pay.
Tier 2	<ul style="list-style-type: none"> ● Newly hired employees, with 4+ years of verified teaching experience, are placed in Tier 2 in the column that corresponds with their level of college education. Placement is based upon highest degree conferred plus any graduate-level credit hours earned relative to employee’s teaching position and/or professional advancement. ● Probationary teachers* must remain in this Tier until they receive continuing status. Once continuing status AND an evaluation label of “effective” or “highly effective” in the most recent evaluation is achieved, the employee will move to Tier 3 at the beginning of the next fiscal year. ● Continuing teachers* must be in this Tier for at least two full school years. Following the second full school year AND upon receiving an evaluation label of “effective” or “highly effective” in the most recent evaluation, the employee will move to Tier 3 at the beginning of the next fiscal year. ● Current employees, or new employees hired prior to the fourth quarter, will receive any increases to base pay approved by the Governing Board for the coming fiscal year. Employees hired anytime during the fourth quarter of the school year and offered a contract for the next fiscal year will continue to be paid the wage at which they were hired. ● Employees moving from Tier 2 to Tier 3 will receive a \$500 increase to their base pay.
Tier 3	<ul style="list-style-type: none"> ● No newly hired employee is placed in Tier 3.

*See Board Policy GCI for clarification of probationary and continuing status of professional staff



Lane Changes for Graduate Credit in Educational Program

Kingman Unified School District provides opportunities for salary advancement of certified staff (excluding administrators and coordinators). An increase in salary of \$1,100 occurs at each accumulation of 12 graduate-level credit hours of approved professional growth activities beyond the Bachelor's degree, ending at 96 credit hours. An additional increase of \$1,100 occurs once a doctorate is attained.

Employees achieving National Board Certification receive an additional one-time stipend of \$2,000 upon providing Human Resources with verification of certification. In addition, a one-time increase to base pay of \$500 will be applied the fiscal year following attainment of National Board Certification. The \$500 increase will remain part of an employee's base pay for as long as National Board Certification is maintained.

Important Notes about Lane Changes:

- Employees need a minimum of 12 graduate-level credit hours to be eligible for a lane change.
- Only graduate-level coursework will apply toward lane changes. The coursework must be through an accredited university program in educational curriculum taught by KUSD, and must lead to a degree, certificate, or endorsement.
- Special consideration will be given for courses in areas of critical shortages (i.e., math, science, and special education) that would benefit students, the employee's school, or the District.
- Certified staff seeking to use educational credits for growth on the salary scale are encouraged to obtain pre-approval by submitting the proper paperwork to the Human Resources Department. Courses not pre-approved may not count toward lane changes.
- Official transcripts of completed courses must be submitted to the Human Resources Department on or before October 1st to receive credit in the form of a lane change for the current school year. Staff who are eligible for a lane change but submit their transcripts after October 1st will receive a lane change the following fiscal year.
- Lane changes are limited to one per fiscal year.
- The following will not apply toward lane changes: Non-credit courses; recertification hours; and, graduate coursework in approved educationally accredited fields to benefit school district students where the employee has been reimbursed by the District.
- The Professional Growth Committee will review and hear appeals of denied coursework. The Professional Growth Committee will include the HR Director and Director of Federal Programs.