

**Heber-Overgaard USD #6  
FY 2122 CERTIFIED SALARY SCHEDULE**

Adopted: 6/29/2021  
Revised

Steps	Column \$600	BA	BA+12	BA+24	BA+36	BA+48 MA	BA+60 MA+12	BA+72 MA+24	BA+84 MA+36	
\$250	Step 1	\$42,500	\$43,100	\$43,700	\$44,300	\$44,900	\$45,500	\$46,100	\$46,700	
	Step 2	\$42,750	\$43,350	\$43,950	\$44,550	\$45,150	\$45,750	\$46,350	\$46,950	
	Step 3	\$43,000	\$43,600	\$44,200	\$44,800	\$45,400	\$46,000	\$46,600	\$47,200	
\$300	Step 4	\$43,300	\$43,900	\$44,500	\$45,100	\$45,700	\$46,300	\$46,900	\$47,500	
\$600	Step 5	\$43,900	\$44,500	\$45,100	\$45,700	\$46,300	\$46,900	\$47,500	\$48,100	
\$800	Step 6	\$44,700	\$45,300	\$45,900	\$46,500	\$47,100	\$47,700	\$48,300	\$48,900	
	Step 7		\$46,100	\$46,700	\$47,300	\$47,900	\$48,500	\$49,100	\$49,700	
	Step 8		\$46,900	\$47,500	\$48,100	\$48,700	\$49,300	\$49,900	\$50,500	
	Step 9			\$48,300	\$48,900	\$49,500	\$50,100	\$50,700	\$51,300	
	Step 10			\$49,100	\$49,700	\$50,300	\$50,900	\$51,500	\$52,100	
	\$900	Step 11			\$50,000	\$50,600	\$51,200	\$51,800	\$52,400	\$53,000
		Step 12				\$51,500	\$52,100	\$52,700	\$53,300	\$53,900
		Step 13				\$52,400	\$53,000	\$53,600	\$54,200	\$54,800
		Step 14				\$53,300	\$53,900	\$54,500	\$55,100	\$55,700
		Step 15				\$54,200	\$54,800	\$55,400	\$56,000	\$56,600
Step 16					\$55,100	\$55,700	\$56,300	\$56,900	\$57,500	
Step 17					\$56,000	\$56,600	\$57,200	\$57,800	\$58,400	
Step 18					\$56,900	\$57,500	\$58,100	\$58,700	\$59,300	
Step 19					\$57,800	\$58,400	\$59,000	\$59,600	\$60,200	
\$1,000		Step 20				\$58,800	\$59,400	\$60,000	\$60,600	\$61,200
	Step 21				\$59,800	\$60,400	\$61,000	\$61,600	\$62,200	
	Step 22				\$60,800	\$61,400	\$62,000	\$62,600	\$63,200	
	Step 23				\$61,800	\$62,400	\$63,000	\$63,600	\$64,200	
	Step 24				\$62,800	\$63,400	\$64,000	\$64,600	\$65,200	
	Step 25				\$63,800	\$64,400	\$65,000	\$65,600	\$66,200	
	Step 26				\$64,800	\$65,400	\$66,000	\$66,600	\$67,200	
	Step 27				\$65,800	\$66,400	\$67,000	\$67,600	\$68,200	
	Step 28				\$66,800	\$67,400	\$68,000	\$68,600	\$69,200	
	Step 29				\$67,800	\$68,400	\$69,000	\$69,600	\$70,200	
	Step 30				\$68,800	\$69,400	\$70,000	\$70,600	\$71,200	

Salary Schedule is supported by 301 monies

If the district does not receive Proposition 301 funding or state aid at the level anticipated, the district may be required to reduce teacher salary pro rata or take other steps as authorized by A.R.S. 15-544

When staff experience wage freeze the number of consecutive years of freeze will be deducted upon initial placement on the salary schedule. FY 1314; FY 1415;

FY 2122 - \$4640 salary schedule support by 301

Salary schedule adjusted and steps given

**Initial Placement on Salary Schedule:**

Maximum credit of seven (7) year, year for year (substantiated experience)

plus one (1) year for every two (2) years of experience thereafter.

\*CTE teachers hired on a provisional certificate will be placed on the appropriate column according to verified experience in that field for every 1200 hours above certificate requirements.

Prop. 301 and Forest Fee 306 (10 year History) - DISTRICT INFORMATION ONLY									
301	FY1314	FY1415	FY1516	FY1617	FY1718	FY1890	FY1920	FY2021	FY2122
011	\$990	\$1,290	\$1,640	\$1,640	\$1,640	\$1,640	\$1,640	\$1,782	\$4,640
012	\$2,375	\$2,225	\$2,600	\$2,600	\$2,825	\$3,340	\$3,620	\$3,500	\$3,640
013	\$2,000	\$1,700	\$1,700	\$1,032	\$497	\$600	\$500	\$400	
extra	\$500	\$400	\$525	\$668	\$500	\$1,000	\$520	\$520	
extra			\$875	\$875	\$750	\$750	\$520	\$520	\$900
extra					\$1,150	\$250	\$520	\$520	\$900
extra				\$500	\$350	\$1,000	\$520	\$520	
extra		\$375		\$500			\$520	\$520	
							\$520		
extra 349	\$1,352	\$2,313	1361/1352	1361/1352	\$1,418	\$1,418	\$1,191	\$964	\$737

**HEBER-OVERGAARD USD #6 FY2122  
EXTRA DUTY SALARY SCHEDULE**

Brd. Approve: 6/29/21

Revised:

\*\*\* The district will make adjustments to Salary Schedule to meet minimum wage requirements of the State and Federal labor laws and ratify the change at the next scheduled board meeting.

\$37,250

Column	1	2	3	4	5	6	7	8	9
Steps	9%	8%	7%	6%	5%	4%	3.50%	2%	1.50%
1	\$3,353	\$2,980	\$2,608	\$2,235	\$1,863	\$1,490	\$1,304	\$745	\$559
2	\$3,457	\$3,072	\$2,689	\$2,304	\$1,921	\$1,536	\$1,339	\$768	\$576
3	\$3,561	\$3,169	\$2,774	\$2,376	\$1,981	\$1,584	\$1,375	\$792	\$594
4	\$3,675	\$3,271	\$2,863	\$2,451	\$2,043	\$1,634	\$1,413	\$817	\$613
5	\$3,795	\$3,379	\$2,958	\$2,530	\$2,108	\$1,687	\$1,453	\$844	\$633
6	\$3,921	\$3,493	\$3,057	\$2,613	\$2,176	\$1,743	\$1,495	\$873	\$654
7	\$4,053	\$3,613	\$3,161	\$2,700	\$2,247	\$1,802	\$1,539	\$904	\$676
8	\$4,191	\$3,739	\$3,270	\$2,791	\$2,321	\$1,864	\$1,585	\$937	\$699
9	\$4,335	\$3,871	\$3,384	\$2,886	\$2,398	\$1,929	\$1,633	\$972	\$723
10	\$4,479	\$4,009	\$3,503	\$2,985	\$2,478	\$1,997	\$1,683	\$1,009	\$748
	HS Ftbll HS Bsktball HS AD	HS VB HS Wrest HS SB HS BB HS Track FCLA	HS Asst	JH AD JV Head/ HS Asst	JV Head Fresh. CH Cheer Robotics Choir	St. Council Aca Dec Gifted Coord Sp/Debate Drama	JH Head HS Music Pianist	JH Asst	JH Music

NOMINAL FEE SCHEDULE FOR VOLUNTEER COACH									
FEE SCHEDULE BASED ON MONTHLY									
Steps	1	2	3	4	5	6	7	7	8
	3 mth	3mth	3mth	3mth	3mth	10mth	2mth	10mth	2mth
1	\$1,101	\$977	\$853	\$728	\$604	\$181	\$627	\$126	\$348
2	\$1,136	\$1,007	\$880	\$751	\$624	\$187	\$645	\$129	\$359
3	\$1,170	\$1,040	\$908	\$775	\$644	\$193	\$663	\$133	\$371
4	\$1,208	\$1,074	\$938	\$800	\$664	\$199	\$682	\$137	\$384
5	\$1,248	\$1,110	\$969	\$827	\$686	\$206	\$702	\$141	\$397
6	\$1,290	\$1,148	\$1,002	\$854	\$709	\$213	\$723	\$145	\$412
7	\$1,334	\$1,188	\$1,037	\$883	\$732	\$220	\$745	\$149	\$427
	HS Ftbll HS Bsktbl	HS VB HS Wrest HS SB HS BB HS Track FCLA	HS Asst	JV Head/ HS Asst	JV Head Fresh. CH Cheer	Robotics Choir	JH Head	Pianist	JH Asst

HS Playoff Stipend per wk. ea.	\$175	1st Yr Class Sponsor	\$504
Summer Weight room	\$1200 (8wks) Certified; or \$15.00 ph	2nd Yr Class Sponsor	\$524
National Honor Society	\$300	3rd Yr Class Sponsor	\$545
Yearbook Advisor	\$880	4th Yr Class Sponsor	\$567
Piano Tuning	\$60 per piano		
Ticket Taker	\$12.25		
Clock Keeper	\$12.25		
Non-Certified Officials HS	\$35/game (MHS JV Sports)		
Lines VB	\$12.25		
Crowd Control	\$32/game		
Jr. High	\$25/game		

Salary schedule adjusted on hourly position

**HEBER-OVERGAARD USD #6  
FOREST FEE SALARY SCHEDULE  
FY2122**

0.39 per hour -

Salary parameters:

1. Forest fee salary schedule supplements the base salary schedule if funds are available.
2. The School Board will annually determine if funds are available to fund the salary schedule.
3. Forest fees are only available to Contracted Certified Teachers, Admin, Classified with Notice of Term of Appointment. PREO Bus Drivers.
4. Forest Fees will only be available to those employees hired and employed prior to June 30, 2019, and to continue to work after that date, with a teacher contract or Notice of Term of Appointment.
5. Classified will be compensated only according to regular hours worked as per their Notice of Term of Appointment.
6. Certified Teachers and Administration staff shall receive \$737 supplemental pay.
7. PREO employees are not eligible to Forest Fees additional wage as per salary schedule.
8. Forest Fee hourly rate will not be applied toward termination leave payoffs.

Adopted:

Revised:

Yearly rates after FY1819

Fiscal Year	Hrly Rate	12 mth & Teacher	Yearly Change
FY1819	0.75	\$1,418	
FY1920	0.63	\$1,191	\$227
FY2021	0.51	\$964	\$227
<b>FY2122</b>	<b>0.39</b>	<b>\$737</b>	<b>\$227</b>
FY2223	0.27	\$510	\$227
FY2324	0.15	\$284	\$226
FY2425	0.15	\$284	

# HEBER-OVERGAARD USD #6

## REVISED CLASSIFIED SALARY SCHEDULE

### FY21-22

Adopted: 29-Jun-21

Revised:

INCR	Step	COL1	COL 2	COL3	COL4	COL 5	COL6	COL 7	COL8	COL9
	1	\$12.75	\$13.00	\$13.25	\$13.50	\$13.75	\$14.25	\$14.75	\$16.00	\$16.25
0.15	2	\$12.90	\$13.15	\$13.40	\$13.65	\$13.90	\$14.40	\$14.90	\$16.15	\$16.40
0.15	3	\$13.05	\$13.30	\$13.55	\$13.80	\$14.05	\$14.55	\$15.05	\$16.30	\$16.55
0.15	4	\$13.20	\$13.45	\$13.70	\$13.95	\$14.20	\$14.70	\$15.20	\$16.45	\$16.70
0.2	5	\$13.40	\$13.65	\$13.90	\$14.15	\$14.40	\$14.90	\$15.40	\$16.65	\$16.90
0.2	6	\$13.60	\$13.85	\$14.10	\$14.35	\$14.60	\$15.10	\$15.60	\$16.85	\$17.10
0.2	7	\$13.80	\$14.05	\$14.30	\$14.55	\$14.80	\$15.30	\$15.80	\$17.05	\$17.30
0.2	8	\$14.00	\$14.25	\$14.50	\$14.75	\$15.00	\$15.50	\$16.00	\$17.25	\$17.50
0.25	9	\$14.25	\$14.50	\$14.75	\$15.00	\$15.25	\$15.75	\$16.25	\$17.50	\$17.75
0.25	10	\$14.50	\$14.75	\$15.00	\$15.25	\$15.50	\$16.00	\$16.50	\$17.75	\$18.00
0.25	11	\$14.75	\$15.00	\$15.25	\$15.50	\$15.75	\$16.25	\$16.75	\$18.00	\$18.25
0.25	12	\$15.00	\$15.25	\$15.50	\$15.75	\$16.00	\$16.50	\$17.00	\$18.25	\$18.50
0.25	13	\$15.25	\$15.50	\$15.75	\$16.00	\$16.25	\$16.75	\$17.25	\$18.50	\$18.75
0.35	14	\$15.60	\$15.85	\$16.10	\$16.35	\$16.60	\$17.10	\$17.60	\$18.85	\$19.10
0.35	15	\$15.95	\$16.20	\$16.45	\$16.70	\$16.95	\$17.45	\$17.95	\$19.20	\$19.45
0.35	16	\$16.30	\$16.55	\$16.80	\$17.05	\$17.30	\$17.80	\$18.30	\$19.55	\$19.80
0.35	17	\$16.65	\$16.90	\$17.15	\$17.40	\$17.65	\$18.15	\$18.65	\$19.90	\$20.15
0.35	18	\$17.00	\$17.25	\$17.50	\$17.75	\$18.00	\$18.50	\$19.00	\$20.25	\$20.50
0.35	19	\$17.35	\$17.60	\$17.85	\$18.10	\$18.35	\$18.85	\$19.35	\$20.60	\$20.85
0.35	20	\$17.70	\$17.95	\$18.20	\$18.45	\$18.70	\$19.20	\$19.70	\$20.95	\$21.20

Sp Ed I	Sp Ed II	Pre Sch LD	Bkstore/Cik	Custodian	Prim Sec	Maint II	Cust Supr	LPN/RN
Inst Aide	Driver-Reg	Library Mgr			Capps Sec	Mech II	Main Supr	Payroll Ck
K Tchr-Pre								Acct Payable
Sch Asst	ESL/ISS				Grounds	Comp Tech	Trans Supr	Clerk
Bus Monitor					Main I	HS Sec		Supt Sec
					Mech I	Bus Dr.		

Classified employees hired prior to July 1, 2018 were placed on the salary schedule according to their hourly rate approved by the board rounded to the nearest dollar. Once an employee reaches step 20, they will be bottomed out for 3 years. On the fourth year the board will make a determination to give a percent increase if budget allows.

Sub/Temp Pay Columns 1-7 - Minimum wage  
 Certified Nurse Sub - \$15.00  
 Unskilled Temp - Minimum Wage  
 Lead Custodian Stipend - \$1.00 per hour

Sub rates listed at day rate: Paid Half day or full day  
**Emergency Sub - \$96.75 (\$12.90)**  
**Substitute/Certified Tchr - \$107.25 (\$14.30)**  
**Long Term Sub - \$117 (15 days consecutive)( \$15.60)**  
**Long Term Cert. Tchr - \$137.25 (15 days consecutive)\$18.30**  
**Long Term Sub \$137.25(with work agreement)**

	Year 1	Year 2	Year 3	Year 4	Year 5
Sub Bus Dr	\$14.75	\$14.90	\$15.05	\$15.20	\$15.40

Sub Bus Driver must work a minimum of 200 hours a year to be given credit for one year service for job placement.

\*\*\* The district will make adjustments to Salary Schedule to meet minimum wage requirements of the State and Federal labor laws and ratify the change at the next scheduled board meeting.

Salary Scheudle adjusted .50 cents no steps given FY2122

**HEBER-OVERGAARD MANAGEMENT TEAM  
FY2122**

Brd Approved:6/29/21  
Revised

<b>\$1300 step</b>	
<b>K-3 PRINCIPAL</b>	
1	\$60,157
2	\$61,457
3	\$62,757
4	\$64,057
5	\$65,357
6	\$66,657
7	\$67,957
8	\$69,257
9	\$70,557
10	\$71,857
11	\$73,157
12	\$74,457

<b>\$1300 step</b>	
<b>K-6 PRINCIPAL</b>	
<b>4-8 PRINCIPAL</b>	
1	\$64,205
2	\$65,505
3	\$66,805
4	\$68,105
5	\$69,405
6	\$70,705
7	\$72,005
8	\$73,305
9	\$74,605
10	\$75,905
11	\$77,205
12	\$78,505

<b>\$1300 step</b>	
<b>7-12 PRINCIPAL</b>	
<b>9-12 PRINCIPAL</b>	
1	\$67,983
2	\$69,283
3	\$70,583
4	\$71,883
5	\$73,183
6	\$74,483
7	\$75,783
8	\$77,083
9	\$78,383
10	\$79,683
11	\$80,983
12	\$82,283

<b>\$1150 step</b>	
<b>BUSINESS MANAGER</b>	
1	\$57,458
2	\$58,608
3	\$59,758
4	\$60,908
5	\$62,058
6	\$63,208
7	\$64,358
8	\$65,508
9	\$66,658
10	\$67,808
11	\$68,958
12	\$70,108

<b>\$250 Step</b>	
<b>SPED ED DIRECTOR</b>	
1	\$6,640
2	\$6,890
3	\$7,140
4	\$7,390
5	\$7,640
6	\$7,890
7	\$8,140
8	\$8,390
9	\$8,640
10	\$8,890
11	\$9,140
12	\$9,390

<b>\$1700 step</b>	
<b>SUPERINTENDENT</b>	
1	\$83,096
2	\$84,796
3	\$86,496
4	\$88,196
5	\$89,896
6	\$91,596
7	\$93,296
8	\$94,996
9	\$96,696
10	\$98,396
11	\$100,096
12	\$101,796

Annual increases are based upon satisfactory job performance evaluations. Adjustments to the teacher salary schedule will be prorated for extended contract and passed on to administrators. Percentage increases will be based on MA12 Step 10 of the teacher salary schedule.

\$50,900

\*A travel allowance of \$625 per month will be paid for the Superintendent's position. The Superintendent may apply this money to salary or arrange for lump sum payments.

Business Manager will be paid \$4883 per year for Food Service Director from Forest Fees.

Principals will receive \$5000 additional pay per year payable bi-weekly from Forest Fees.

Salary Schedule Adjusted  
FY2122 Salary schedule was increased \$890