

### **New Hire Placement Guidelines**

Effective 2014/2015 School Year

<b><u>EXPERIENCE CALCULATION PLACEMENT</u></b>	<b>CURRENT</b>	<b>YEARS OF FULL TIME EXPERIENCE</b>
<b>Any accredited U.S. public school, US Military, or Certified teacher at U.S. Public Charter (Charter School must be public funded and open to the public.) - Must have held ADE Certification. Is based on Fulltime/Full years' work.</b>	\$33,700.00	0
<b>Cap at 10 full years @ \$350 per year. (\$3,500)</b>	\$34,050.00	1
<b>Partial years cannot be combined to equal a full year.</b>	\$34,400.00	2
<b>Experience must be verified with the institution.</b>	\$34,750.00	3
	\$35,100.00	4
	\$35,450.00	5
	\$35,800.00	6
	\$36,150.00	7
	\$36,500.00	8
	\$36,850.00	9
	\$37,200.00	10
<b><u>EDUCATION VERIFICATION PLACEMENT</u></b>	<b>EDUCATION PLACEMENT</b>	<b>AMOUNT</b>
<b>Based upon Official Transcripts</b>	BA Degree Credit	\$0
<b>Any US Dept . Ed. accredited institution</b>	MA Degree Credit	\$800
<b>Verified College Credits beyond 1st Degree (cap 120 credits/\$6,000)</b>	Universal Credit (BA/MA)	\$50
<b><u>SUPPLEMENTAL COMPENSATION FACTORS</u></b>	<b>SUPPLEMENTAL FACTORS</b>	
<b>Based upon Annual Approval</b>	Teach at Leupp	\$800
<b><u>EXAMPLES:</u></b>	<b>PLACEMENT</b>	
1. New Grad from NAU with no experience and just a BA degree: \$33,700	\$33,700.00	
2. New Grad with MA working at Leupp: \$33,700 + 800(MA) + 800 (Leupp)	\$35,300.00	
3. Teacher with 7 year's experience and BA (3 levels) \$33,700 + (350x7)	\$36,150.00	
4. 13 years' experience, MA + 10 credits = \$33,700 + 800 + 3500	\$38,500.00	
(250 x 10 years + 500 (10 credits x 50)		
*Note all amounts are reviewed on an annual basis and approved by the Board.		