

**CERTIFIED  
Salary Adjustments  
2018-19**

Salary adjustments for qualified Professional Development as defined in the Meet and Confer Agreement Section 3.5 Qualification for Salary Adjustments will be added to the Base Salary in an amount of \$1,272 for each 15 credits of professional growth on the placement schedule.

The placement schedule is for new hires to establish their Base Salary amount. After the employee's first year, salary adjustments will be determined the same as all others.

In addition to the Base Salary amount, teachers also receive \$1,100 from Classroom Site Fund 11 and \$1,600 from Classroom Site Fund 13.

2006-07 Fiscal Year and thereafter increase to the Base Salary will be made to all certified employees as a percent of their own Base Salary amount. The Governing Board may use two types of percentages: 1.) A Cost of Living Salary Increase that all certified would be eligible to receive and 2.) An additional percent "raise," which may vary, as determined through the Meet and Confer process. Percentage applied to the base will be rounded to the nearest one dollar and shall not cause a salary to exceed the maximum base salary amount.

Through the Meet and Confer process, the Meet and Confer Team recognizes and will monitor the relationship between the placement schedule and the employee's base salary amount.

All certified employees will receive the additional \$1,000 on the top of the schedule above the base salary amount. This amount is from Classroom Site Fund 13 and is not eligible for Cost of Living Salary Increase or percent raise adjustments.

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Classroom Site Fund that is included in the schedule is \$1,100 from fund 11 and \$1,600 from fund 13 for 2018-19.

COLA for 2018-19 Fiscal Year

- 2% lump sum COLA, will be paid as a separate check with the last payroll processed in November, 2018.
- For 2018-19, employees hired on or before 9/30/2018 will receive a 2% lump sum raise, paid in November 2018. Employees hired between 10/1/2018 and 1/30/2019 will receive a 1% raise paid in April 2019.
- 2% of the COLA shall be included in base salaries for 2019-20 for teachers with 10 or more years of service with Cartwright (does not apply to placement salary schedules). This increase for 2018-19 and 2019-20 is contingent upon actual receipt of anticipated funds by the District.

The salary set forth in this Schedule has been calculated based on anticipated legislative appropriations and revenue control limit adjustments that are required to be enacted pursuant to A.R.S. § 15-901.01. If, after issuance of the Contract, the District's total revenues or budget capacity are less than that set forth in the Preliminary 2018-19 Budget, Teacher's salary may be reduced pro rata with all certificated staff. If, after the issuance of the Contract, the District receives appropriations or revenue control limit adjustments in excess of the minimum required amounts set forth in A.R.S. § 15-901.01, the Governing Board reserves the right, in its discretion, to increase Teacher's salary.