



## 2023-2024 Initial Salary Placement Schedule Board Certified Behavior Analysts (BCBA)

*Adopted by Governing Board and Last Revised: May 11, 2023*

Degree	Min	Up to 10 years of experience
MA30	\$ 58,748.36	\$ 76,507.55
MA45	\$ 60,581.13	\$ 78,629.11
MA60	\$ 62,462.64	\$ 81,021.06
ERNDOC / MA75	\$ 64,187.66	\$ 83,478.08

- Salaries are based on 186-day contract.
- New hires are placed at the highest level of education completed at time of hire.
- Up to 10 years of experience may be granted above the minimum rate.
- Salary movement following initial placement will be available based on annual increases approved by the Governing Board.
- This position is eligible for Classroom Site Fund dollars. Classroom Site Funds are embedded in the initial salary amounts listed above. Initial Salary DOES NOT include Performance Pay. **\*\* (Board approved May 12, 2022).**
- This position is eligible for Performance Pay. **\*\* (Board approved May 12, 2022).** Performance pay is paid out in July for eligible employees who met the requirements for the previous year. These amounts vary each year based on funding. Employees could earn up to **\$2,800.**
- Employees who have retired with the Arizona State Retirement System and are returning to the District will be placed on the salary schedule at a level equal to a new hire with similar experience and education or at **90% of their last salary** from Peoria Unified (whichever is greater), less half of the Alternative Contribution Rate (ACR), as voted on by the Governing Board.

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