

**CAVIT School District**  
**2026-2027 Certified Salary Schedule**  
**(Teachers, Counselor, CTE Specialist, CTE Coordinator, Business Manager)**

**FY27 New Employees – Initial Placement**

Meets CTE Subject Matter Teaching or Guidance Counseling Certificate Requirement	\$65,000
Associate’s Degree or Technical School Completion in CTE Assigned Area	\$1,000
Bachelor’s Degree in CTE Assigned Area	\$1,500
Master’s Degree in CTE Assigned Area	\$2,000
PhD Degree in CTE Assigned Area	\$2,500
CTE Related Work, CTE Related Teaching, or High School Guidance Counseling Experience may be granted at \$500/year (up to 20 yrs. credit allowed)	\$10,000
New Hire Teacher Signing Incentive – Stipend for first year only	\$2,500

**FY27 Employed Certified Staff and Business Manager**

- A. 3% salary increase for FY27 based on FY26 salary base
- B. Longevity/Retention Pay for FY27\*
  - 1-5 years employed at CAVIT \$1,500
  - 6-10 years employed at CAVIT \$2,000
  - 11-15 years employed at CAVIT \$2,500
  - 16 or more years employed at CAVIT \$3,000

\*Eligible FY27 certified staff and business manager shall receive a longevity retention payment as specified above. This longevity payment shall be considered as an addition amount above the base salary and payments will be made in equal installments, consistent with the number of pay periods chosen by the employee.

**Additional Benefits Information**

- Paid Employee Medical/Dental/Vision Benefits – Available for all eligible employees working 30+ service hours per week on the first day of the month following 30 days of employment with CAVIT.
- State Retirement – Employees working at least 20 hours/20 weeks are automatically enrolled in the AZ Retirement System (ASRS). CAVIT matches the employee’s contribution to ASRS with each contributing 11.86%.
- Life Insurance - \$50,000 for employees working 30+ hours per week.
- Social Security/Medicare – Employee contribution 7.65%.
- Tax Sheltered Annuity 403(b) – Available at the employee’s expense.
- Long Term Disability Insurance – Provided by the State after 180 days of medical leave.

**Additional Salary Considerations**

- \$30/hr for professional development training, \$25/hr for program development or curriculum work, and \$30/hr for teaching students outside of contractual hours.

*Approved at November 4, 2025 Board Meeting.*