



## 2026 - 2027 AZACS Compensation for Classroom Positions

Position	Employment Status	Level I	Level II	Level III	Note
<b>1:1 Student Aide</b>	hourly, non-exempt	\$22.00 - \$22.50	\$22.51- \$23.00	\$23.50 - \$25.00	CNA certification needed for Level II or III compensation Level I: <i>Hiring Range</i> : 0-1 years of relevant classroom experience Level II: <i>Hiring Range</i> : Prior RBT certificate (expired), 1-2 years of autism classroom experience, or 1 to 2 years of AZACS completed experience. CNA Certificate required. Level III: <i>Growth Range (Internal Progress)</i> : 3+ years of AZACS completed experience, CNA certificate required.
<b>Behavior Paraprofessional</b>	hourly, non-exempt	17.50 - \$18.00	\$18.01 - \$18.99	N/A	Level I: 0-6 months of relevant classroom experience Level II: 6 months to 2 years of relevant classroom experience Level III: Not Applicable
<b>Behavior Specialist</b>	hourly, non-exempt	\$19.00 - \$21.49	\$21.50 - \$22.49	\$22.50 - \$24.45	Level I: <i>Hiring Range</i> : at least 2 years of relevant classroom experience Level II: <i>Hiring Range</i> : Prior RBT cert expired; 2+ years of relevant classroom experience (Cap for new hires) Level III: <i>Growth Range (Internal Progress)</i> : Active RBT cert, 3+ years of relevant classroom experience (Cap for existing AZACS Staff)
<b>Campus Behavior Response Team</b>	hourly, non-exempt	\$24.00 - \$24.50	\$24.51 - \$25.00	\$25.01 - \$27.80	Must maintain a valid RBT certificate Level I: <i>Hiring Range</i> : Intent to obtain RBT certification, within 3 months of hire Level II: <i>Hiring Range</i> : Active RBT Cert or Level I ABA Mgr requirements Level III: <i>Growth Range (Internal Progress)</i> : Active RBT cert (verified) with 2+ years as RBT at AZACS or other entity (if confirmed)
<b>Classroom Teacher (non-certified)</b>	salaried, exempt	\$40,000 - \$42,000	\$42,000- \$45,000	\$45,001 - \$52,000	Level I: Bachelor's degree in process Level II: Earned a bachelor's degree (in any subject) and confirmed in enrolling in a teacher prep program (year 1) Level III: Earned a bachelor's degree (in any subject), enrolled and actively participating in a teacher prep academy (year 2), and eligible for an alt cert
<b>Classroom Teacher, Certified</b>	salaried, exempt	\$52,000 - \$53,999	\$54,000 - \$58,000	\$58,001-\$63,000	Subject Area Teachers/Gen Ed certified only Level I: <i>Hiring Range</i> : 0-3 years of relevant experience, or 0-1 year of AZACS experience Level II: <i>Hiring Range</i> : 3-5 years of relevant experience, or 1-3 years of AZACS experience Level III: <i>Growth Range (Internal Progress)</i> : 5+ years of relevant experience, or 3+years of AZACS experience
<b>Classroom Teacher, SPED Certified (Alt Cert) AZACS Teacher Academy</b>	salaried, exempt	\$50,000.00	\$53,000.00	\$60,000.00	Level I: Alt Cert Issued Level II: Alt Cert with IEP Caseload Level III: Alt Cert with IEP Caseload and year 3 of teachers academy
<b>Classroom Teacher, SPED Certified</b>	salaried, exempt	\$58,000 - \$61,999	\$62,000 -\$66,000	\$66,001 - \$72,000	Level I: <i>Hiring Range</i> : Alt Cert with no caseload, 0-3 years of relevant experience, or 0-1 years of AZACS experience Level II: <i>Hiring Range</i> : Alt cert with caseload, 3-5 years of relevant experience, or 1-3 years of AZACS experience Level III: <i>Growth Range (Internal Progress)</i> : Fully certified SPED teacher, 5+ years of relevant experience, or 3+ years of AZACS experience

<b>Student Vocational Coach</b>	hourly, non-exempt	\$20.00 - \$21.50	\$20.00 - \$21.50	\$22.51 - \$24.75	Level I: <i>Hiring Range</i> : 1-2 years of relevant experience Level II: <i>Hiring Range</i> : 2-4 years of relevant experience, or 1-2 years of AZACS experience in this role. Level III: <i>Growth Range (Internal Progress)</i> : 5+ years of relevant experience, or 3+ years of prior AZACS experience
<b>Instruction &amp; Alignment Coach</b>	salaried, exempt	\$55,385 - \$58,000	\$58,001 - \$63,000	\$63,001 - \$74,000	Level I: <i>Hiring Range</i> : 1-2 years relevant experience Level II: <i>Hiring Range</i> : 2 - 4 years relevant experience Level III: <i>Growth Range (Internal Progress)</i> : 5+ years relevant experience with Master's Degree or higher, or 3+ years of prior AZACS Experience
<b>Campus SPED Teacher (Push In) IEP Writer/Developer</b>	salaried, exempt	\$55,500 - \$62,000	\$62,001 - \$65,000	\$65,001 - \$74,000	Level I: <i>Hiring Range</i> : 1-2 years relevant experience Level II: <i>Hiring Range</i> : 2 - 4 years relevant experience Level III: <i>Growth Range (Internal Progress)</i> : 5+ years relevant experience with Master's Degree or higher, or 3+ years of prior AZACS Experience
<b>**Level III is not part of the standard hiring range. Placement at this level is typically reserved for current employees who have gained extensive AZACS experience. In rare cases, external candidates may be considered for Level III with prior approval during the hiring process.**</b>					



## 2026 - 2027 AZACS Compensation for Related Services Positions

Position	Employment Status	Level I	Level II	Level III	Note
<b>Certified Occupational Therapist Assistant (COTA)</b>	salaried, non-exempt	\$40,000 - \$45,000	\$45,001 - \$52,000	\$52,001 - \$58,000	Level I: <i>Hiring Range</i> : New hires with 1-4 years of relevant experience, or current AZACS employee with 0-2 years of completed AZACS experience Level II: <i>Hiring Range</i> : New hires with 4-6 years of relevant experience, or current AZACS employee with 2-4 years of completed AZACS experience Level III: <i>Growth Range (Internal Progress)</i> : 5+ years of relevant experience, or 4+ years of completed AZACS experience
<b>Occupational Therapist</b>	salaried, exempt	\$74,000 - \$83,000	\$80,001 - \$92,000	\$92,001 - \$100,000	Higher amount if 12-month staff instead of 10-month Level I: <i>Hiring Range</i> : New hires with 1-4 years of relevant experience, or current AZACS employee with 0-2 years of completed AZACS experience Level II: <i>Hiring Range</i> : New hires with 4-6 years of relevant experience, or current AZACS employee with 2-4 years of completed AZACS experience Level III: <i>Growth Range (Internal Progress)</i> : 5+ years of relevant experience, or 4+ years of completed AZACS experience
<b>Physical Therapist</b>	salaried, exempt	\$78,000 - \$83,000	\$83,001 - \$86,000	\$86,001 - \$100,000	Higher amount if 12-month staff instead of 10-month Level I: <i>Hiring Range</i> : New hires with 1-4 years of relevant experience, or current AZACS employee with 0-2 years of completed AZACS experience Level II: <i>Hiring Range</i> : New hires with 4-6 years of relevant experience, or current AZACS employee with 2-4 years of completed AZACS experience Level III: <i>Growth Range (Internal Progress)</i> : 5+ years of relevant experience, or 4+ years of completed AZACS experience
<b>School Psychologist</b>	salaried, exempt	\$74,000 - \$83,000	\$83,001 - \$92,000	\$92,001 - \$106,000	Higher amount if 12-month staff instead of 10-month Level I: <i>Hiring Range</i> : New hires with 1-4 years of relevant experience, or current AZACS employee with 0-2 years of completed AZACS experience Level II: <i>Hiring Range</i> : New hires with 4-6 years of relevant experience, or current AZACS employee with 2-4 years of completed AZACS experience Level III: <i>Growth Range (Internal Progress)</i> : 5+ years of relevant experience, or 4+ years of completed AZACS experience Highest level includes "Lead" duties
<b>SLP</b>	salaried, exempt	\$74,000 - \$83,000	\$83,001 - \$92,000	\$92,001 - \$106,000	Higher amount if 12-month staff instead of 10-month Level I: <i>Hiring Range</i> : New hires with 1-4 years of relevant experience, or current AZACS employee with 0-2 years of completed AZACS experience Level II: <i>Hiring Range</i> : New hires with 4-6 years of relevant experience, or current AZACS employee with 2-4 years of completed AZACS experience Level III: <i>Growth Range (Internal Progress)</i> : 5+ years of relevant experience, or 4+ years of completed AZACS experience Highest level includes "Lead" duties
<b>SLPA</b>	salaried, non-exempt	\$42,000 - \$45,000	\$45,001 - \$52,000	\$52,001 - \$58,000	Level I: <i>Hiring Range</i> : New hires with 1-4 years of relevant experience, or current AZACS employee with 0-2 years of completed AZACS experience Level II: <i>Hiring Range</i> : New hires with 4-6 years of relevant experience, or current AZACS employee with 2-4 years of completed AZACS experience Level III: <i>Growth Range (Internal Progress)</i> : 5+ years of relevant experience, or 4+ years of completed AZACS experience

<b>** SLP, OT, PT and School Psychologists are eligible for up to \$1,000 total in non-taxable reimbursement for continuing education unit credits (CEU) and professional licensure fees in each school year.</b>						
<b>** SLPA and COTA positions are eligible for a maximum of \$500 in non-taxable reimbursement for continuing education unit (CEU) credits or licensing fees related to position per school year.</b>						