

Casa Grande Union High School District #82

2024-2025 Stepless JROTC Instructor



Position	Calendar	Entry Salary	Maximum Salary*
JROTC Instructor	260 days	MIP	\$108,000**

*A CGUHSD JROTC Instructor who is above MIP will only receive the IBN negotiated raise. A CGUHSD JROTC Instructor who is at MIP will receive, as agreed upon in the contract with the military, their MIP raise in the school year that the district is notified of that raise prorated based on military guidance. The prorated MIP raise would be received in a one-time lump sum payment upon the final month of contract term. For example, for an employee at MIP if the monthly MIP amount is raised by \$800 per month and effective January 1st of that school year then the JROTC Instructor would receive a \$4,800 payment in June of that school year (6-months at \$800). However, if a JROTC Instructor is above MIP the district is already compliant with the MIP increase and no June payment would be received. If at any time a JROTC instructor is granted an IBN raise because they are above MIP and their annual salary is above the maximum salary then this JROTC Instructor would receive a one-time payment for any excess amount beyond the maximum at the end of their contract term. An example follows:

A JROTC Instructor has a MIP of \$82,000 but has a District Salary of \$105,000. A MIP letter is received by the District increasing the MIP from \$82,000 annually to \$86,000 annually. This employee would already be making \$19,000 in excess of the required minimum military pay and therefore the MIP letter would already be satisfied. However, the IBN negotiation process results in 3% raise which would take this employee's salary to \$108,150. The employee would make \$108,000, the maximum for the year, with a \$150 one-time check in June of that school year.

CGUHSD **will not** give both a MIP raise and an IBN negotiated raise in any year. Also, if MIP is above the maximum amount CGUHSD is obligated by military to contract to pay that amount.

**If a JROTC Instructor's MIP is above \$108,000 they will be offered their MIP as per Marine Corps Contract.