

International Commerce Secondary Schools, Inc.

AVERAGE TEACHER SALARY (A.R.S. §15-189.05), as added by Laws 2018, Ch. 285, §3

1. Average salary of all teachers employed in budget year 2019	\$58,127
2. Average salary of all teachers employed in budget year 2018	\$52,843
3. Increase in average teacher salary from the prior year 2018	\$ 5,284
4. Percentage increase	10.0%

Performance based compensation is based on Graduation Rate, ACT WorkKeys, CLEP, and College and Career Ready + College Credit scores.

Humanities and Sciences Academy of the United States, Inc.

AVERAGE TEACHER SALARY (A.R.S. §15-189.05), as added by Laws 2018, Ch. 285, §3

1. Average salary of all teachers employed in budget year 2019	\$50,033
2. Average salary of all teachers employed in budget year 2018	\$45,485
3. Increase in average teacher salary from the prior year 2018	\$ 4,548
4. Percentage increase	10.0%

Performance based compensation is based on Graduation Rate, ACT WorkKeys, CLEP, and College and Career Ready + College Credit scores.