

Teacher Salary Ranges

Starting Salary Ranges 2016-2017		
Bachelor's degree	\$35,000 - \$36,212	186-188 Duty Days*
Bachelor's degree plus additional credits	\$35,040 - \$37,659	185-188 Duty Days*
Master's degree	\$37,109- \$38,624	186-188 Duty Days*
Master's degree plus additional credits	\$37,169 - \$42,242	186-188 Duty Days*
Ed.D. / Ph.D.	\$44,755 - \$48,037	186-188 Duty Days*
* Varies based on years of experience		
Initial Salary DOES NOT include Performance Base Pay of \$3,008 for 2016-17		

Available Addendum for Certified Staff:

- Eligible for Performance Based Pay
- Special Education Self-Contained Teachers: \$2,030
- National Board Certified Teachers (NBCT): \$1,575
- Hard-to-fill Positions: \$500 to \$5,000 (for first three years)

Hard-to-fill addendum are given to teachers qualified to fill these positions:

- 7-12 Math
- 7-12 Science
- 7-12 CTE
- Pre-K to 12 Special Education
- K-12 ESL
- Band/Strings
- K-12 World Language
- Gifted Specialist

Other Professionals

Starting Salaries for 2016-2017		
Speech Language Pathologist	\$54,788 (Masters) \$59,788 (ED/PHD)	186-188 Duty Days*
Psychologist	\$56,788 (Masters) \$62,788 (Doctorate)	196-198 Duty Days*
Occupational Therapist	\$54,788 (Masters) \$59,788 (ED/PHD)	186-188 Duty Days*
Physical Therapist	\$54,788 (Masters) \$59,788 (ED/PHD)	186-188 Duty Days*
BSN Nurse	\$36,788 (Bachelors) \$40,388 (Masters)	188 Duty Days**
RN	\$33,788 (Associates)	188 Duty Days**
Social Worker	\$36,788 (Bachelors) \$40,388 (Masters)	186-188 Duty Days*
* Varies based on years of experience		
Initial Salary DOES NOT include Performance Base Pay of \$3,008 for 2016-17		
**Nurses new to PVUSD		

Administrators

Principals' Starting Salary 2016-2017		
K-8 Assistant Principal	\$67,064	205 Duty Days
9-12 Assistant Principal	\$69,993	215 Duty Days
K-8 Principal	\$73,730	205 Duty Days
9-12 Principal	\$84,133	215 Duty Days
District Office Administrator Starting Salary 2016-2017		
Director	\$71,831	240 Duty Days
Assistant Director	\$58,459	240 Duty Days
Coordinator	\$50,298	240 Duty Days
Supervisor	\$46,814	240 Duty Days

Other

Ranges for other salaried positions are noted on job descriptions.

Paradise Valley Unified School District																		
ESP Salary Schedule																		
Hourly Rates for 2016-17																		
	STEPS																	
GRADE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
1	0.00	0.00	8.13	8.21	8.29	8.37	8.45	8.53	8.62	8.70	8.79	8.88	8.97	9.06	9.15	9.25	9.34	9.43
2	8.31	8.39	8.47	8.55	8.64	8.73	8.82	8.91	9.00	9.09	9.18	9.28	9.37	9.46	9.55	9.64	9.73	9.83
3	8.64	8.73	8.82	8.91	9.00	9.09	9.18	9.28	9.37	9.46	9.55	9.64	9.73	9.83	9.94	10.04	10.14	10.24
4	8.93	9.02	9.11	9.20	9.30	9.39	9.48	9.57	9.66	9.76	9.87	9.97	10.07	10.17	10.27	10.37	10.47	10.58
5	9.28	9.37	9.46	9.55	9.64	9.73	9.83	9.94	10.04	10.14	10.24	10.34	10.44	10.55	10.65	10.75	10.86	10.97
6	9.66	9.76	9.87	9.97	10.07	10.17	10.27	10.37	10.47	10.58	10.68	10.79	10.90	11.01	11.13	11.24	11.35	11.46
7	9.95	10.05	10.15	10.25	10.35	10.45	10.56	10.66	10.76	10.87	10.98	11.09	11.21	11.32	11.43	11.54	11.65	11.77
8	10.32	10.42	10.53	10.63	10.73	10.84	10.95	11.06	11.18	11.29	11.40	11.51	11.62	11.73	11.86	11.98	12.10	12.22
9	10.75	10.86	10.97	11.08	11.20	11.31	11.42	11.53	11.64	11.76	11.88	12.00	12.12	12.24	12.36	12.49	12.61	12.73
10	11.08	11.20	11.31	11.42	11.53	11.64	11.76	11.88	12.00	12.12	12.24	12.36	12.49	12.61	12.73	12.86	12.99	13.13
11	11.50	11.61	11.72	11.85	11.97	12.09	12.21	12.33	12.46	12.58	12.70	12.83	12.96	13.10	13.23	13.36	13.49	13.62
12	11.88	12.00	12.12	12.24	12.36	12.49	12.61	12.73	12.86	12.99	13.13	13.26	13.39	13.52	13.66	13.79	13.93	14.07
13	12.26	12.39	12.51	12.63	12.75	12.88	13.01	13.15	13.28	13.41	13.54	13.68	13.81	13.95	14.09	14.23	14.38	14.52
14	12.65	12.77	12.90	13.04	13.17	13.30	13.43	13.56	13.70	13.83	13.97	14.11	14.25	14.40	14.54	14.68	14.82	14.98
15	13.09	13.22	13.35	13.48	13.61	13.75	13.89	14.03	14.17	14.32	14.46	14.60	14.74	14.89	15.05	15.20	15.35	15.50
16	13.49	13.62	13.76	13.90	14.04	14.18	14.33	14.47	14.61	14.75	14.90	15.06	15.21	15.36	15.51	15.67	15.82	15.98
17	13.86	14.00	14.14	14.28	14.43	14.57	14.71	14.85	15.01	15.16	15.31	15.46	15.62	15.77	15.93	16.09	16.26	16.42
18	14.28	14.43	14.57	14.71	14.85	15.01	15.16	15.31	15.46	15.62	15.77	15.93	16.09	16.26	16.42	16.58	16.74	16.91
19	14.70	14.84	15.00	15.15	15.30	15.45	15.61	15.76	15.92	16.08	16.25	16.41	16.57	16.73	16.90	17.07	17.24	17.41
20	15.08	15.23	15.38	15.53	15.69	15.84	16.00	16.16	16.33	16.49	16.65	16.81	16.99	17.16	17.33	17.51	17.68	17.85
21	15.45	15.61	15.76	15.92	16.08	16.25	16.41	16.57	16.73	16.90	17.07	17.24	17.41	17.59	17.76	17.93	18.12	18.30
22	15.94	16.10	16.27	16.43	16.59	16.75	16.92	17.09	17.26	17.43	17.61	17.78	17.96	18.15	18.33	18.51	18.69	18.88
23	16.35	16.51	16.67	16.84	17.01	17.18	17.35	17.53	17.70	17.87	18.05	18.24	18.42	18.60	18.79	18.97	19.16	19.35
24	16.74	16.91	17.08	17.25	17.42	17.60	17.77	17.94	18.13	18.31	18.49	18.67	18.86	19.05	19.24	19.44	19.63	19.82
25	17.08	17.25	17.42	17.60	17.77	17.94	18.13	18.31	18.49	18.67	18.86	19.05	19.24	19.44	19.63	19.82	20.03	20.23
26	17.28	17.45	17.63	17.80	17.98	18.17	18.35	18.53	18.71	18.90	19.09	19.28	19.48	19.67	19.86	20.07	20.27	20.47
27	17.57	17.74	17.91	18.09	18.28	18.46	18.64	18.83	19.02	19.21	19.41	19.60	19.79	19.98	20.19	20.39	20.59	20.80
28	17.87	18.05	18.24	18.42	18.60	18.79	18.97	19.16	19.35	19.55	19.74	19.93	20.14	20.34	20.54	20.75	20.95	21.16
29	-	0.00	18.58	18.77	18.95	19.14	19.33	19.53	19.72	19.91	20.12	20.32	20.52	20.73	20.93	21.14	21.36	21.57
30	-	0.00	19.00	19.19	19.39	19.58	19.77	19.96	20.17	20.37	20.57	20.78	20.98	21.19	21.41	21.62	21.83	22.05
31	-	0.00	0.00	0.00	19.76	19.95	20.16	20.36	20.56	20.77	20.97	21.18	21.40	21.61	21.82	22.04	22.26	22.48
Steps do not equate to years of service.																		

Paradise Valley Unified School District																			
ESP Salary Schedule																			
Hourly Rates for 2016-17																			
	STEPS																		
GRADE	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37
1	9.52	9.61	9.70	9.80	9.91	10.01	10.11	10.21	10.31	10.41	10.52	10.62	10.72	10.83	10.94	11.05	11.17	11.28	11.39
2	9.94	10.04	10.14	10.24	10.34	10.44	10.55	10.65	10.75	10.86	10.97	11.08	11.20	11.31	11.42	11.53	11.64	11.76	11.88
3	10.34	10.44	10.55	10.65	10.75	10.86	10.97	11.08	11.20	11.31	11.42	11.53	11.64	11.76	11.88	12.00	12.12	12.24	12.36
4	10.68	10.79	10.90	11.01	11.13	11.24	11.35	11.46	11.57	11.68	11.81	11.93	12.05	12.17	12.29	12.42	12.54	12.66	12.78
5	11.08	11.20	11.31	11.42	11.53	11.64	11.76	11.88	12.00	12.12	12.24	12.36	12.49	12.61	12.73	12.86	12.99	13.13	13.26
6	11.57	11.68	11.81	11.93	12.05	12.17	12.29	12.42	12.54	12.66	12.78	12.91	13.05	13.18	13.31	13.44	13.57	13.71	13.84
7	11.89	12.01	12.13	12.25	12.37	12.50	12.62	12.74	12.87	13.00	13.14	13.27	13.40	13.53	13.67	13.80	13.94	14.08	14.22
8	12.34	12.47	12.59	12.71	12.84	12.97	13.11	13.24	13.37	13.50	13.63	13.77	13.91	14.05	14.19	14.34	14.48	14.62	14.76
9	12.86	12.99	13.13	13.26	13.39	13.52	13.66	13.79	13.93	14.07	14.21	14.36	14.50	14.64	14.78	14.94	15.09	15.24	15.39
10	13.26	13.39	13.52	13.66	13.79	13.93	14.07	14.21	14.36	14.50	14.64	14.78	14.94	15.09	15.24	15.39	15.54	15.70	15.85
11	13.76	13.90	14.04	14.18	14.33	14.47	14.61	14.75	14.90	15.06	15.21	15.36	15.51	15.67	15.82	15.98	16.14	16.31	16.47
12	14.21	14.36	14.50	14.64	14.78	14.94	15.09	15.24	15.39	15.54	15.70	15.85	16.01	16.17	16.34	16.50	16.66	16.82	17.00
13	14.66	14.80	14.96	15.11	15.26	15.41	15.57	15.72	15.87	16.03	16.20	16.36	16.52	16.68	16.85	17.02	17.19	17.36	17.54
14	15.13	15.28	15.43	15.59	15.74	15.89	16.05	16.22	16.38	16.54	16.70	16.87	17.04	17.21	17.38	17.56	17.73	17.90	18.08
15	15.66	15.81	15.97	16.13	16.30	16.46	16.62	16.78	16.96	17.13	17.30	17.48	17.65	17.82	18.00	18.19	18.37	18.55	18.74
16	16.14	16.31	16.47	16.63	16.79	16.97	17.14	17.31	17.49	17.66	17.83	18.01	18.20	18.38	18.56	18.75	18.93	19.12	19.31
17	16.58	16.74	16.91	17.08	17.25	17.42	17.60	17.77	17.94	18.13	18.31	18.49	18.67	18.86	19.05	19.24	19.44	19.63	19.82
18	17.08	17.25	17.42	17.60	17.77	17.94	18.13	18.31	18.49	18.67	18.86	19.05	19.24	19.44	19.63	19.82	20.03	20.23	20.43
19	17.59	17.76	17.93	18.12	18.30	18.48	18.66	18.85	19.04	19.23	19.43	19.62	19.81	20.02	20.22	20.42	20.62	20.83	21.04
20	18.03	18.22	18.40	18.58	18.77	18.95	19.14	19.33	19.53	19.72	19.91	20.12	20.32	20.52	20.73	20.93	21.14	21.36	21.57
21	18.48	18.66	18.85	19.04	19.23	19.43	19.62	19.81	20.02	20.22	20.42	20.62	20.83	21.04	21.25	21.47	21.68	21.89	22.12
22	19.07	19.26	19.46	19.65	19.84	20.05	20.25	20.45	20.66	20.86	21.07	21.29	21.50	21.71	21.93	22.15	22.37	22.60	22.82
23	19.55	19.74	19.93	20.14	20.34	20.54	20.75	20.95	21.16	21.38	21.59	21.80	22.02	22.24	22.46	22.69	22.91	23.14	23.38
24	20.03	20.23	20.43	20.63	20.84	21.05	21.26	21.48	21.69	21.90	22.13	22.35	22.58	22.80	23.02	23.26	23.49	23.72	23.96
25	20.43	20.63	20.84	21.05	21.26	21.48	21.69	21.90	22.13	22.35	22.58	22.80	23.02	23.26	23.49	23.72	23.96	24.20	24.44
26	20.68	20.88	21.09	21.31	21.52	21.73	21.95	22.17	22.39	22.62	22.84	23.06	23.30	23.53	23.76	24.00	24.24	24.49	24.73
27	21.00	21.21	21.43	21.64	21.85	22.08	22.30	22.52	22.75	22.97	23.21	23.44	23.67	23.91	24.15	24.39	24.64	24.88	25.13
28	21.38	21.59	21.80	22.02	22.24	22.46	22.69	22.91	23.14	23.38	23.61	23.85	24.08	24.32	24.57	24.81	25.05	25.31	25.56
29	21.78	22.00	22.22	22.44	22.67	22.89	23.12	23.36	23.59	23.83	24.06	24.30	24.55	24.79	25.03	25.29	25.54	25.80	26.05
30	22.27	22.49	22.72	22.94	23.17	23.41	23.64	23.88	24.12	24.36	24.61	24.85	25.10	25.35	25.60	25.86	26.11	26.38	26.64
31	22.71	22.93	23.16	23.40	23.63	23.87	24.10	24.34	24.59	24.83	25.07	25.33	25.58	25.84	26.09	26.36	26.62	26.88	27.15