

Teacher Salary Ranges

Starting Salary Ranges 2017-2018 (Does NOT Include Performance-Based Pay)		
Bachelor's degree	\$35,000 - \$36,212	186-188 Duty Days*
Bachelor's degree plus additional credits	\$35,202 - \$37,659	186-188 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		

Available Addendum for Certified Staff:

- Eligible for Performance Based Pay (included in salary range above)
- 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:

- 9-12 Upper Level Math
- 9-12 Chemistry
- CREST Engineering
- Pre-K to 12 Special Education
- 9-12 Physics
- CREST Computer Science
- Spanish Immersion
- Mandarin Immersion
- Mandarin

Other Professionals

Starting Salaries for 2017-2018		
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 – Performance Base Pay Not Included		
**Nurses new to PVUSD		

Administrator Salary Ranges





Principals' Starting Salary 2017-2018		
K-8 Assistant Principal	\$67,064	205 Duty Days
9-12 Assistant Principal	\$69,993	215 Duty Days
K-8 Principal	\$73,700	205 Duty Days
9-12 Principal	\$84,133	215 Duty Days
District Office Administrator Starting Salary 2017-2018		
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 2017-2018

		STEPS																		
HR	GRADE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	
F I S C A L Y B A R D A T D	1	0.00	0.00	10.50	10.50	10.50	10.50	10.50	10.50	10.50	10.50	10.50	10.50	10.50	10.50	10.50	10.50	10.50	10.50	
	2	10.00	10.50	10.00	10.50	10.00	10.50	10.00	10.50	10.00	10.50	10.00	10.50	10.00	10.50	10.00	10.50	10.00	10.50	10.00
	3	10.00	10.50	10.00	10.50	10.00	10.50	10.00	10.50	10.00	10.50	10.00	10.50	10.00	10.50	10.00	10.50	10.04	10.50	10.14
	4	10.00	10.50	10.00	10.50	10.00	10.50	10.00	10.50	10.00	10.50	10.00	10.50	10.00	10.50	10.07	10.50	10.17	10.50	10.27
	5	10.00	10.50	10.00	10.50	10.00	10.50	10.00	10.50	10.00	10.50	10.04	10.50	10.14	10.50	10.24	10.34	10.50	10.44	10.65
	6	10.00	10.50	10.00	10.50	10.00	10.50	10.07	10.50	10.17	10.50	10.37	10.50	10.47	10.50	10.69	10.79	10.90	11.00	11.12
	7	10.00	10.50	10.05	10.50	10.15	10.50	10.25	10.50	10.35	10.50	10.45	10.50	10.66	10.77	10.87	10.98	11.09	11.20	11.32
	8	10.32	10.50	10.42	10.50	10.63	10.74	10.84	10.95	11.06	11.17	11.29	11.40	11.51	11.63	11.74	11.85	11.98	12.10	12.26
	9	10.86	10.97	11.08	11.19	11.31	11.42	11.53	11.65	11.76	11.88	11.99	12.12	12.29	12.41	12.54	12.66	12.79	12.91	13.04
	10	11.19	11.31	11.42	11.54	11.65	11.75	11.88	12.00	12.12	12.29	12.41	12.53	12.67	12.79	12.91	13.04	13.17	13.31	13.45
	11	11.62	11.73	11.84	11.97	12.09	12.26	12.38	12.50	12.63	12.76	12.88	13.01	13.14	13.28	13.41	13.55	13.68	13.81	13.95
	12	12.00	12.12	12.29	12.41	12.54	12.66	12.79	12.91	13.04	13.17	13.31	13.45	13.58	13.71	13.85	13.98	14.12	14.26	14.40
	13	12.43	12.56	12.69	12.81	12.93	13.06	13.19	13.33	13.46	13.60	13.73	13.87	14.01	14.15	14.29	14.43	14.58	14.73	14.87
	14	12.83	12.95	13.08	13.22	13.35	13.49	13.62	13.75	13.89	14.02	14.16	14.31	14.45	14.60	14.75	14.89	15.03	15.19	15.33
	15	13.27	13.41	13.54	13.67	13.80	13.94	14.09	14.23	14.37	14.52	14.66	14.81	14.95	15.10	15.26	15.41	15.56	15.72	15.87
	16	13.68	13.82	13.95	14.09	14.23	14.38	14.53	14.67	14.82	14.96	15.11	15.27	15.42	15.58	15.73	15.89	16.04	16.20	16.35
	17	14.05	14.19	14.34	14.48	14.63	14.78	14.92	15.06	15.22	15.37	15.52	15.68	15.83	15.99	16.15	16.31	16.49	16.65	16.81
	18	14.48	14.63	14.78	14.92	15.06	15.22	15.37	15.52	15.68	15.83	15.99	16.15	16.31	16.49	16.65	16.81	16.98	17.15	17.31
19	14.91	15.05	15.21	15.36	15.51	15.67	15.82	15.98	16.14	16.30	16.48	16.64	16.81	16.96	17.13	17.31	17.49	17.65	17.81	
20	15.29	15.44	15.60	15.75	15.91	16.06	16.23	16.39	16.56	16.73	16.89	17.05	17.23	17.40	17.57	17.76	17.93	18.10	18.27	
21	15.67	15.83	15.98	16.14	16.30	16.48	16.64	16.81	16.97	17.14	17.31	17.48	17.66	17.83	18.01	18.18	18.38	18.56	18.73	
22	16.16	16.32	16.50	16.66	16.82	16.99	17.16	17.33	17.50	17.67	17.86	18.04	18.21	18.40	18.58	18.77	18.95	19.14	19.32	
23	16.58	16.74	16.91	17.07	17.25	17.42	17.59	17.78	17.95	18.12	18.30	18.49	18.68	18.86	19.05	19.24	19.43	19.62	19.81	
24	16.97	17.14	17.32	17.49	17.66	17.85	18.02	18.19	18.38	18.57	18.75	18.93	19.12	19.31	19.51	19.71	19.91	20.11	20.31	
25	17.32	17.49	17.67	17.84	18.02	18.20	18.39	18.57	18.75	18.94	19.13	19.32	19.51	19.71	19.90	20.10	20.31	20.51	20.71	
26	17.52	17.70	17.87	18.05	18.23	18.42	18.61	18.79	18.98	19.17	19.36	19.55	19.76	19.95	20.14	20.35	20.55	20.76	20.96	
27	17.82	17.99	18.16	18.34	18.53	18.72	18.90	19.10	19.29	19.48	19.69	19.88	20.07	20.26	20.47	20.68	20.88	21.09	21.29	
28	18.12	18.30	18.49	18.68	18.87	19.05	19.24	19.43	19.62	19.82	20.02	20.21	20.42	20.63	20.82	21.04	21.25	21.46	21.67	
29	0.00	0.00	18.84	19.03	19.21	19.41	19.60	19.81	20.00	20.19	20.40	20.60	20.81	21.02	21.23	21.44	21.65	21.87	22.08	
30	0.00	0.00	19.27	19.46	19.66	19.86	20.05	20.24	20.45	20.66	20.86	21.06	21.27	21.49	21.71	21.92	22.14	22.36	22.58	
31	0.00	0.00	0.00	0.00	20.04	20.23	20.44	20.64	20.85	21.06	21.26	21.48	21.70	21.91	22.13	22.35	22.57	22.80	23.02	

NOTES:

-  Salaries increased in FY17 by Prop 206
-  Salaries to be increased in FY18 Prop 206 in January 2018; no increase per Bargaining Agreement
-  FY17 Base Salaries increased by .01 per Bargaining Agreement
-  FY17 Base Salaries increased by .014 per Bargaining Agreement

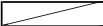
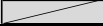


Steps do not equate to years of service.

Paradise Valley Unified School District ESP Salary Schedule

Hourly Rates for 2017-2018

STEPS

HR	GRADE	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	37A		
F	1	10.00	10.50	10.00	10.50	10.00	10.50	10.00	10.50	10.31	10.41	10.63	10.73	10.83	10.94	11.04	11.16	11.28	11.39	11.50	11.57		
	2	10.00	10.50	10.04	10.50	10.14	10.50	10.34	10.50	10.44	10.65	10.76	10.86	10.97	11.08	11.19	11.31	11.42	11.54	11.64	11.76	11.88	12.00
I	3	10.34	10.50	10.44	10.50	10.65	10.76	10.86	10.96	11.08	11.19	11.31	11.42	11.53	11.65	11.76	11.88	11.99	12.12	12.29	12.41	12.54	12.56
	4	10.79	10.90	11.01	11.12	11.24	11.35	11.46	11.58	11.69	11.80	11.93	12.04	12.22	12.34	12.46	12.59	12.72	12.84	12.96	13.09	13.23	13.36
S	5	11.19	11.31	11.42	11.54	11.65	11.76	11.88	12.00	12.12	12.29	12.41	12.53	12.66	12.78	12.91	13.04	13.17	13.31	13.44	13.52	13.66	13.79
	6	11.69	11.80	11.93	12.05	12.21	12.34	12.46	12.59	12.72	12.84	12.96	13.09	13.23	13.36	13.49	13.63	13.76	13.90	14.04	14.17	14.30	14.43
C	7	12.01	12.17	12.30	12.42	12.54	12.67	12.80	12.92	13.05	13.18	13.32	13.45	13.59	13.72	13.86	14.00	14.14	14.28	14.42	14.56	14.70	14.84
	8	12.51	12.64	12.77	12.89	13.02	13.15	13.29	13.43	13.56	13.69	13.82	13.96	14.11	14.25	14.39	14.54	14.69	14.83	14.97	15.12	15.26	15.41
A	9	13.04	13.17	13.31	13.44	13.58	13.71	13.85	13.98	14.12	14.26	14.41	14.56	14.70	14.85	14.99	15.14	15.30	15.45	15.60	15.75	15.90	16.05
	10	13.44	13.58	13.71	13.85	13.99	14.13	14.27	14.41	14.56	14.71	14.85	14.99	15.15	15.30	15.45	15.61	15.76	15.92	16.07	16.23	16.38	16.53
F	11	13.95	14.09	14.24	14.38	14.53	14.68	14.82	14.96	15.11	15.27	15.42	15.58	15.73	15.89	16.04	16.20	16.36	16.54	16.70	16.87	17.04	17.21
	12	14.41	14.56	14.70	14.84	14.99	15.14	15.30	15.46	15.60	15.76	15.92	16.07	16.23	16.39	16.57	16.73	16.89	17.05	17.23	17.41	17.59	17.77
Y	13	14.87	15.01	15.17	15.32	15.47	15.63	15.78	15.94	16.10	16.26	16.43	16.59	16.75	16.92	17.09	17.26	17.43	17.61	17.78	17.96	18.14	18.32
	14	15.34	15.49	15.65	15.80	15.96	16.12	16.28	16.45	16.61	16.77	16.93	17.10	17.27	17.45	17.62	17.81	17.98	18.15	18.33	18.51	18.69	18.87
B	15	15.88	16.03	16.19	16.36	16.53	16.69	16.85	17.02	17.19	17.37	17.54	17.72	17.90	18.07	18.25	18.45	18.63	18.81	19.01	19.20	19.39	19.58
	16	16.37	16.54	16.70	16.86	17.03	17.21	17.38	17.55	17.74	17.91	18.08	18.27	18.46	18.64	18.82	19.01	19.20	19.39	19.58	19.78	19.97	20.17
S	17	16.81	16.98	17.15	17.32	17.49	17.66	17.84	18.02	18.19	18.38	18.57	18.75	18.93	19.12	19.31	19.51	19.71	19.91	20.10	20.31	20.51	20.72
	18	17.32	17.49	17.67	17.84	18.02	18.19	18.38	18.57	18.75	18.93	19.12	19.31	19.51	19.71	19.91	20.10	20.31	20.51	20.72	20.92	21.13	21.34
E	19	17.84	18.01	18.18	18.37	18.56	18.74	18.92	19.11	19.30	19.50	19.70	19.90	20.09	20.30	20.50	20.71	20.91	21.13	21.34	21.55	21.77	21.99
	20	18.28	18.47	18.66	18.84	19.03	19.22	19.41	19.60	19.81	20.00	20.19	20.40	20.61	20.81	21.02	21.22	21.43	21.66	21.88	22.11	22.33	22.56
S	21	18.74	18.92	19.11	19.31	19.50	19.70	19.89	20.09	20.30	20.50	20.71	20.91	21.12	21.34	21.54	21.77	21.99	22.20	22.43	22.66	22.89	23.12
	22	19.34	19.53	19.73	19.93	20.12	20.33	20.53	20.74	20.95	21.16	21.37	21.59	21.80	22.02	22.24	22.46	22.68	22.92	23.14	23.39	23.63	23.87
A	23	19.82	20.02	20.21	20.42	20.63	20.83	21.04	21.24	21.45	21.68	21.89	22.10	22.33	22.55	22.77	23.01	23.23	23.46	23.71	23.96	24.21	24.46
	24	20.31	20.51	20.72	20.92	21.13	21.34	21.56	21.78	21.99	22.20	22.44	22.66	22.90	23.12	23.34	23.59	23.82	24.05	24.29	24.53	24.77	25.01
R	25	20.71	20.92	21.13	21.34	21.56	21.78	21.99	22.21	22.44	22.66	22.90	23.12	23.34	23.57	23.82	24.05	24.30	24.54	24.78	25.03	25.27	25.51
	26	20.97	21.17	21.39	21.61	21.82	22.04	22.26	22.48	22.70	22.94	23.16	23.38	23.63	23.86	24.09	24.33	24.58	24.83	25.07	25.32	25.57	25.81
D	27	21.30	21.51	21.73	21.94	22.15	22.39	22.61	22.84	23.06	23.30	23.54	23.77	24.00	24.25	24.49	24.73	24.98	25.23	25.48	25.73	25.98	26.23
	28	21.67	21.89	22.11	22.33	22.55	22.77	23.01	23.24	23.47	23.70	23.94	24.18	24.42	24.67	24.91	25.16	25.40	25.66	25.92	26.17	26.42	26.67
T	29	22.09	22.31	22.53	22.76	22.99	23.21	23.44	23.69	23.92	24.16	24.39	24.64	24.89	25.14	25.38	25.65	25.89	26.17	26.42	26.67	26.92	27.17
	30	22.59	22.80	23.04	23.26	23.50	23.74	23.97	24.21	24.46	24.70	24.95	25.20	25.45	25.71	25.95	26.22	26.47	26.75	27.01	27.27	27.53	27.79
A	31	23.02	23.25	23.49	23.73	23.96	24.21	24.44	24.69	24.93	25.18	25.43	25.69	25.94	26.20	26.46	26.73	27.00	27.26	27.53	27.80	28.07	28.34

- NOTES:
-  Salaries increased in FY17 by Prop 206
 -  Salaries to be increased in FY18 Prop 206 in January 2018; no increase per Bargaining Agreement
 -  FY17 Base Salaries increased by .01 per Bargaining Agreement
 -  FY17 Base Salaries increased by .014 per Bargaining Agreement
- Steps do not equate to years of service.