

Teacher Salary Ranges

Starting Salary Ranges 2018-19 (Does NOT Include Performance-Based Pay)		
Bachelor's degree	\$39,240 - \$40,655	186-190 Duty Days*
Bachelor's degree plus additional credits	\$39,521 - \$42,280	186-190 Duty Days*
Master's degree	\$41,662 - \$43,363	186-190 Duty Days*
Master's degree plus additional credit	\$41,730 - \$47,425	186-190 Duty Days*
Ed.D. / Ph.D.	\$50,246 - \$53,931	186-190 Duty Days*
* Varies based on years of experience		

Available Addendum for Certified Staff:

- Eligible for Performance Based Pay \$3,471
- Special Education Self-Contained Teachers: \$2,030
- National Board Certified Teachers (NBCT): \$1,766
- Hard-to-fill Positions: \$500-\$2,500

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

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

Other Professionals

Starting Salaries for 2018-19		
Speech Language Pathologist	\$61,510 (Masters) \$67,124 (ED/PHD)	186-190 Duty Days*
Psychologist	\$63,756 (Masters) \$70,492 (ED/PHD)	196-200 Duty Days*
Occupational Therapist	\$61,510 (Masters) \$67,124 (ED/PHD)	186-190 Duty Days*
Physical Therapist	\$61,510 (Masters) \$67,124 (ED/PHD)	186-190 Duty Days*
BSN Nurse	\$41,302 (Bachelors) \$45,344 (Masters)	190 Duty Days**
RN	\$37,934 (Associates)	190 Duty Days**
Social Worker	\$41,302 (Masters) \$45,344 (ED/PHD)	186-190 Duty Days*
* Varies based on years of experience - Performance Base Pay Not Included		
** Nurses new to PVUSD		

Administrator Salary Ranges

Principals' Starting Salary 2018-19		
K-8 Assistant Principal	\$73,943	206 Duty Days
9-12 Assistant Principal	\$74,491	215 Duty Days
K-8 Principal	\$78,467	206 Duty Days
9-12 Principal	\$95,000	215 Duty Days
District Office Administrator Starting Salary 2018-19		
Director	\$86,008	240 Duty Days
Assistant Director	\$82,864	240 Duty Days
Coordinator	\$58,430	240 Duty Days
Supervisor	\$52,046	240 Duty Days

Other: Ranges for other salaried positions are noted on job descriptions

Updated 06.19.18

Paradise Valley Unified School District ESP Salary Schedule
 Hourly Rates for 2018-2019

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HR	GRADE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19			
F I S C A L F Y 1 8 B A S E S A L A R Y D A T A	1	0.00	0.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00		
	2	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	
	3	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00
	4	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00
	5	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00
	6	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00
	7	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00
	8	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00
	9	11.74	11.86	11.98	12.09	12.23	12.35	12.47	12.60	12.71	12.90	13.03	13.16	13.35	13.48	13.61	13.75	13.89	14.02	14.16	14.30	14.46	
	10	12.10	12.23	12.35	12.47	12.59	12.71	12.90	13.03	13.16	13.34	13.48	13.61	13.75	13.89	14.02	14.16	14.30	14.46	14.60	14.74	14.88	
	11	12.56	12.68	12.86	13.00	13.13	13.31	13.44	13.58	13.72	13.86	13.99	14.13	14.27	14.42	14.56	14.71	14.86	15.00	15.15	15.30	15.45	
	12	13.03	13.16	13.34	13.48	13.61	13.75	13.89	14.02	14.16	14.30	14.46	14.60	14.75	14.88	15.04	15.18	15.34	15.49	15.64	15.79	15.94	
	13	13.50	13.64	13.78	13.91	14.04	14.18	14.32	14.48	14.62	14.77	14.91	15.06	15.21	15.36	15.51	15.67	15.83	15.99	16.15	16.30	16.46	
	14	13.93	14.06	14.20	14.36	14.50	14.65	14.79	14.93	15.08	15.23	15.38	15.53	15.69	15.85	16.01	16.17	16.32	16.49	16.66	16.81	16.97	
	15	14.41	14.56	14.70	14.84	14.99	15.14	15.30	15.45	15.60	15.77	15.93	16.08	16.23	16.39	16.57	16.73	16.90	17.07	17.24	17.41	17.58	
	16	14.85	15.00	15.15	15.30	15.46	15.61	15.78	15.93	16.09	16.24	16.41	16.58	16.75	16.92	17.08	17.26	17.42	17.60	17.77	17.94	18.11	
	17	15.26	15.41	15.57	15.72	15.89	16.05	16.20	16.35	16.52	16.69	16.86	17.03	17.20	17.36	17.54	17.71	17.90	18.08	18.26	18.44	18.62	
	18	15.72	15.89	16.05	16.20	16.35	16.52	16.69	16.86	17.03	17.20	17.37	17.54	17.72	17.90	18.08	18.26	18.44	18.62	18.81	18.99	19.17	
	19	16.19	16.34	16.51	16.68	16.85	17.01	17.18	17.36	17.53	17.71	17.89	18.07	18.25	18.42	18.60	18.80	18.99	19.17	19.37	19.56	19.75	
	20	16.61	16.77	16.94	17.10	17.27	17.45	17.62	17.80	17.98	18.16	18.34	18.51	18.71	18.89	19.08	19.28	19.47	19.66	19.85	20.05	20.24	
	21	17.01	17.19	17.36	17.53	17.71	17.89	18.07	18.25	18.43	18.61	18.80	18.98	19.17	19.37	19.56	19.75	19.95	20.15	20.35	20.55	20.75	
	22	17.55	17.73	17.91	18.09	18.27	18.45	18.63	18.82	19.01	19.19	19.39	19.59	19.77	19.98	20.18	20.38	20.58	20.79	21.00	21.21	21.41	
	23	18.00	18.18	18.36	18.54	18.73	18.91	19.10	19.30	19.49	19.68	19.87	20.08	20.28	20.49	20.69	20.89	21.10	21.31	21.52	21.73	21.94	
	24	18.43	18.62	18.80	18.99	19.18	19.38	19.57	19.76	19.96	20.16	20.36	20.56	20.77	20.97	21.18	21.41	21.62	21.84	22.06	22.28	22.50	
	25	18.81	19.00	19.19	19.38	19.57	19.76	19.97	20.17	20.36	20.56	20.77	20.98	21.19	21.41	21.61	21.82	22.05	22.27	22.49	22.71	22.93	
	26	19.03	19.22	19.41	19.60	19.80	20.01	20.21	20.40	20.61	20.81	21.02	21.23	21.45	21.66	21.87	22.10	22.32	22.54	22.77	23.00	23.22	
	27	19.35	19.53	19.72	19.92	20.13	20.33	20.52	20.74	20.95	21.16	21.38	21.59	21.79	22.00	22.23	22.45	22.67	22.91	23.13	23.36	23.58	
	28	19.68	19.87	20.08	20.28	20.49	20.69	20.89	21.10	21.31	21.52	21.74	21.95	22.18	22.40	22.61	22.85	23.07	23.30	23.54	23.77	24.00	
	29	0.00	0.00	20.46	20.67	20.86	21.07	21.28	21.51	21.71	21.92	22.15	22.37	22.60	22.82	23.05	23.28	23.52	23.75	23.99	24.22	24.45	
	30	0.00	0.00	20.92	21.13	21.35	21.56	21.77	21.98	22.21	22.43	22.65	22.87	23.10	23.33	23.58	23.81	24.04	24.28	24.53	24.76	25.00	
	31	0.00	0.00	0.00	0.00	21.76	21.97	22.20	22.42	22.64	22.87	23.09	23.32	23.56	23.80	24.03	24.27	24.51	24.76	25.00	25.25	25.50	

Paradise Valley Unified School District ESP Salary Schedule
 Hourly Rates for 2018-2019

Steps >>

HR	GRADE	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	37A		
F I S C A L F Y 1 8 B A S E S A L R Y D A T A	1	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00
	2	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00
	3	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00	10.50 11.00
	4	11.78	11.90	12.02	12.15	12.27	12.39	12.52	12.63	12.82	12.95	13.08	13.27	13.40	13.54	13.67	13.81	13.94	14.07	14.15	14.15	14.15
	5	12.23	12.35	12.47	12.59	12.77	12.90	13.03	13.16	13.34	13.48	13.61	13.75	13.88	14.02	14.16	14.30	14.45	14.60	14.68	14.68	14.68
	6	12.82	12.95	13.08	13.26	13.40	13.53	13.67	13.81	13.94	14.08	14.22	14.37	14.51	14.65	14.80	14.94	15.09	15.24	15.33	15.33	15.33
	7	13.22	13.35	13.49	13.62	13.76	13.90	14.03	14.17	14.31	14.47	14.61	14.76	14.90	15.05	15.20	15.35	15.50	15.66	15.74	15.74	15.74
	8	13.73	13.87	14.00	14.14	14.28	14.43	14.58	14.72	14.87	15.01	15.16	15.32	15.47	15.63	15.79	15.95	16.10	16.26	16.34	16.34	16.34
	9	14.30	14.45	14.60	14.74	14.89	15.04	15.19	15.34	15.49	15.65	15.81	15.97	16.12	16.28	16.45	16.61	16.78	16.94	17.04	17.04	17.04
	10	14.75	14.89	15.04	15.19	15.34	15.49	15.65	15.81	15.97	16.12	16.28	16.45	16.61	16.78	16.95	17.11	17.29	17.46	17.55	17.55	17.55
	11	15.30	15.46	15.62	15.78	15.94	16.09	16.25	16.41	16.58	16.75	16.91	17.08	17.25	17.42	17.59	17.77	17.96	18.14	18.23	18.23	18.23
	12	15.81	15.97	16.12	16.27	16.45	16.62	16.78	16.95	17.12	17.29	17.45	17.63	17.80	17.99	18.17	18.34	18.52	18.71	18.82	18.82	18.82
	13	16.30	16.47	16.64	16.80	16.97	17.14	17.31	17.48	17.65	17.84	18.02	18.19	18.37	18.56	18.74	18.93	19.12	19.31	19.41	19.41	19.41
	14	16.83	16.99	17.16	17.33	17.50	17.68	17.86	18.04	18.21	18.39	18.57	18.76	18.95	19.14	19.34	19.52	19.71	19.91	20.01	20.01	20.01
	15	17.41	17.59	17.76	17.95	18.13	18.30	18.48	18.67	18.86	19.05	19.25	19.44	19.63	19.82	20.03	20.23	20.43	20.64	20.75	20.75	20.75
	16	17.96	18.14	18.31	18.49	18.68	18.87	19.06	19.26	19.44	19.64	19.84	20.04	20.24	20.44	20.64	20.85	21.06	21.27	21.38	21.38	21.38
	17	18.43	18.62	18.80	18.99	19.18	19.37	19.57	19.76	19.96	20.16	20.37	20.56	20.77	20.97	21.18	21.41	21.62	21.83	21.95	21.95	21.95
	18	19.00	19.19	19.38	19.57	19.75	19.96	20.16	20.36	20.56	20.76	20.97	21.18	21.40	21.62	21.83	22.05	22.28	22.50	22.62	22.62	22.62
	19	19.56	19.75	19.95	20.15	20.35	20.55	20.75	20.96	21.17	21.39	21.61	21.82	22.04	22.26	22.49	22.70	22.94	23.17	23.30	23.30	23.30
	20	20.06	20.26	20.46	20.67	20.87	21.08	21.29	21.51	21.72	21.93	22.16	22.38	22.60	22.83	23.05	23.28	23.52	23.76	23.88	23.88	23.88
	21	20.55	20.76	20.96	21.17	21.40	21.60	21.82	22.05	22.27	22.49	22.71	22.93	23.17	23.40	23.64	23.88	24.11	24.36	24.49	24.49	24.49
	22	21.21	21.43	21.64	21.85	22.08	22.30	22.52	22.75	22.97	23.20	23.45	23.67	23.91	24.15	24.39	24.63	24.89	25.13	25.26	25.26	25.26
	23	21.74	21.95	22.18	22.40	22.62	22.85	23.07	23.29	23.54	23.78	24.00	24.24	24.49	24.73	24.99	25.23	25.48	25.75	25.89	25.89	25.89
	24	22.28	22.50	22.72	22.95	23.18	23.41	23.66	23.88	24.11	24.37	24.61	24.87	25.11	25.35	25.61	25.87	26.12	26.38	26.52	26.52	26.52
	25	22.72	22.95	23.18	23.41	23.65	23.88	24.12	24.37	24.61	24.87	25.10	25.34	25.60	25.87	26.12	26.38	26.65	26.91	27.06	27.06	27.06
	26	22.99	23.22	23.47	23.69	23.93	24.17	24.41	24.66	24.91	25.15	25.39	25.66	25.91	26.16	26.42	26.69	26.97	27.23	27.37	27.37	27.37
	27	23.36	23.59	23.83	24.06	24.31	24.55	24.80	25.05	25.30	25.56	25.81	26.06	26.33	26.59	26.86	27.13	27.40	27.67	27.82	27.82	27.82
	28	23.77	24.01	24.25	24.49	24.73	24.98	25.23	25.48	25.74	26.00	26.26	26.52	26.78	27.05	27.32	27.59	27.87	28.15	28.30	28.30	28.30
	29	24.23	24.47	24.72	24.96	25.20	25.45	25.72	25.98	26.24	26.49	26.76	27.03	27.30	27.56	27.85	28.12	28.42	28.69	28.84	28.84	28.84
	30	24.76	25.02	25.26	25.52	25.78	26.03	26.29	26.56	26.83	27.10	27.37	27.64	27.92	28.18	28.47	28.75	29.05	29.33	29.49	29.49	29.49
	31	25.25	25.51	25.77	26.02	26.29	26.54	26.81	27.08	27.35	27.61	27.90	28.17	28.46	28.73	29.03	29.32	29.60	29.90	30.06	30.06	30.06