



**PALO ALTO UNIFIED SCHOOL DISTRICT**  
**2010-2011 TEACHERS' SALARY SCHEDULE**

*Approved December 14, 2010*

Step	BA	15	30	45	60	75	90
1	51422	51422	51422	52586	55025	57355	59510
2	51422	51422	53649	56347	58969	61401	63599
3	51422	53738	56902	59796	62595	65113	67398
4	52768	56484	59850	62962	65941	68551	70935
5	55025	59015	62636	65886	69051	71762	74245
6	57083	61359	65203	68636	71988	74781	77313
7	59057	63559	68409	71580	74753	77924	81092
8	60934	65613	70779	73947	77116	80289	83464
9	62734	67628	73149	76317	79492	82661	85830
10	62734	67628	75516	78689	81860	85027	88202
11	62734	67628	75516	78689	84307	87543	90568
12	62734	67628	75516	78689	84307	87543	90568
CI-1	62734	67628	77882	81055	86673	89909	92934
CI-2	62734	67628	80248	83421	89039	92275	95300
CI-3	62734	67628	82614	85787	91405	94641	97666
CI-4	62734	67628	82614	85787	94490	97726	100751
CI-5	62734	67628	82614	85787	94490	97726	103836

**PLACEMENT ON SCHEDULE:**

1. Column placement is determined by number of semester units completed after receipt of bachelor's degree. Maximum of 90 units will be granted at time of hire. Only one column advancement may be made each year unless all of the units are earned while on authorized leave.
2. Step placement is determined by credited years of experience. A maximum credit of 11 years of experience within the last 15 years will be granted at time of hire.
3. Exceptions to this schedule are made by the Board of Education upon the recommendation of the Superintendent.
4. Career increments will be granted only to individuals who satisfactorily meet Palo Alto standards in evaluation when they begin their 13<sup>th</sup>, 16<sup>th</sup>, 20<sup>th</sup>, 25<sup>th</sup>, and 30<sup>th</sup> years of service. Career increments shall have a value of \$2,366 for the 13<sup>th</sup>, 16<sup>th</sup>, and 20<sup>th</sup> years of service and \$3,085 for the 25<sup>th</sup> and 30<sup>th</sup> years of service.

Masters Degree = Add \$1,982  
 2<sup>nd</sup> Masters Degree = Add \$1,982  
 Doctoral Degree = Add \$1,982  
 NBPTS/CCC Certification = Add \$2,571