



PALO ALTO UNIFIED SCHOOL DISTRICT
2016-2017 TEACHERS' SALARY SCHEDULE

Approved May 24, 2016

Step	0	15	30	45	60	75	90
1	63,197	63,197	63,197	64,627	67,624	70,487	73,136
2	63,197	63,197	65,932	69,247	72,472	75,460	78,161
3	63,197	66,042	69,931	73,487	76,927	80,021	82,830
4	64,849	69,417	73,554	77,378	81,040	84,246	87,176
5	67,624	72,526	76,978	80,972	84,862	88,193	91,244
6	70,153	75,408	80,131	84,352	88,471	91,904	95,014
7	72,578	78,112	84,072	87,967	91,868	95,764	99,659
8	74,884	80,635	86,985	90,878	94,771	98,672	102,574
9	77,097	83,112	89,897	93,791	97,692	101,588	105,481
10	77,097	83,112	92,805	96,705	100,603	104,495	108,397
11	77,097	83,112	92,805	96,705	103,610	107,587	111,304
12	77,097	83,112	92,805	96,705	103,610	107,587	111,304
13	77,097	83,112	95,696	99,596	106,501	110,478	114,195
14	77,097	83,112	95,696	99,596	106,501	110,478	114,195
15	77,097	83,112	95,696	99,596	106,501	110,478	114,195
16	77,097	83,112	98,587	102,487	109,392	113,369	117,086
17	77,097	83,112	98,587	102,487	109,392	113,369	117,086
18	77,097	83,112	98,587	102,487	109,392	113,369	117,086
19	77,097	83,112	98,587	102,487	109,392	113,369	117,086
20	77,097	83,112	101,478	105,378	112,283	116,260	119,977
21	77,097	83,112	101,478	105,378	112,283	116,260	119,977
22	77,097	83,112	101,478	105,378	112,283	116,260	119,977
23	77,097	83,112	101,478	105,378	112,283	116,260	119,977
24	77,097	83,112	101,478	105,378	112,283	116,260	119,977
25	77,097	83,112	101,478	105,378	116,053	120,030	123,747
26	77,097	83,112	101,478	105,378	116,053	120,030	123,747
27	77,097	83,112	101,478	105,378	116,053	120,030	123,747
28	77,097	83,112	101,478	105,378	116,053	120,030	123,747
29	77,097	83,112	101,478	105,378	116,053	120,030	123,747
30	77,097	83,112	101,478	105,378	116,053	120,030	127,517

PLACEMENT ON SCHEDULE:

- 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.
- 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.
- Exceptions to this schedule are made by the Board of Education upon the recommendation of the Superintendent.
- Career increments will be granted only to individuals who satisfactorily meet Palo Alto standards in evaluation when they begin their 13th, 16th, 20th, 25th, and 30th years of service. Career increments shall have a value of \$2,891 for the 13th, 16th, and 20th years of service and \$3,770 for the 25th and 30th years of service.

Masters Degree = Add \$2,423
 2nd Masters Degree = Add \$2,423
 Doctoral Degree = Add \$2,423
 NBPTS/CCC Certification = Add \$3,143