

Current PAUSD Teacher Salary Schedule (2014-15 School Year)

| # yrs experience | Post-Bachelor's degree semester credits earned | | | | | | |
|------------------|--|--------|--------|--------|---------|---------|---------|
| | 0 | 15 | 30 | 45 | 60 | 75 | 90 |
| 1 | 57,563 | 57,563 | 57,563 | 58,866 | 61,595 | 64,204 | 66,616 |
| 2 | 57,563 | 57,563 | 60,054 | 63,074 | 66,011 | 68,733 | 71,193 |
| 3 | 57,563 | 60,154 | 63,696 | 66,936 | 70,069 | 72,888 | 75,446 |
| 4 | 59,069 | 63,229 | 66,997 | 70,480 | 73,815 | 76,736 | 79,405 |
| 5 | 61,595 | 66,061 | 70,115 | 73,754 | 77,297 | 80,331 | 83,110 |
| 6 | 63,899 | 68,686 | 72,988 | 76,832 | 80,584 | 83,710 | 86,544 |
| 7 | 66,109 | 71,149 | 76,577 | 80,126 | 83,679 | 87,228 | 90,775 |
| 8 | 68,209 | 73,447 | 79,230 | 82,777 | 86,323 | 89,876 | 93,430 |
| 9 | 70,225 | 75,703 | 81,883 | 85,430 | 88,984 | 92,532 | 96,078 |
| 10 | 70,225 | 75,703 | 84,532 | 88,085 | 91,635 | 95,180 | 98,734 |
| 11 | 70,225 | 75,703 | 84,532 | 88,085 | 94,373 | 97,996 | 101,382 |
| 12 | 70,225 | 75,703 | 84,532 | 88,085 | 94,373 | 97,996 | 101,382 |
| 13 | 70,225 | 75,703 | 87,181 | 90,733 | 97,022 | 100,644 | 104,031 |
| 14 | 70,225 | 75,703 | 87,181 | 90,733 | 97,022 | 100,644 | 104,031 |
| 15 | 70,225 | 75,703 | 87,181 | 90,733 | 97,022 | 100,644 | 104,031 |
| 16 | 70,225 | 75,703 | 89,829 | 93,382 | 99,670 | 103,293 | 106,679 |
| 17 | 70,225 | 75,703 | 89,829 | 93,382 | 99,670 | 103,293 | 106,679 |
| 18 | 70,225 | 75,703 | 89,829 | 93,382 | 99,670 | 103,293 | 106,679 |
| 19 | 70,225 | 75,703 | 89,829 | 93,382 | 99,670 | 103,293 | 106,679 |
| 20 | 70,225 | 75,703 | 92,478 | 96,030 | 102,319 | 105,941 | 109,328 |
| 21 | 70,225 | 75,703 | 92,478 | 96,030 | 102,319 | 105,941 | 109,328 |
| 22 | 70,225 | 75,703 | 92,478 | 96,030 | 102,319 | 105,941 | 109,328 |
| 23 | 70,225 | 75,703 | 92,478 | 96,030 | 102,319 | 105,941 | 109,328 |
| 24 | 70,225 | 75,703 | 92,478 | 96,030 | 102,319 | 105,941 | 109,328 |
| 25 | 70,225 | 75,703 | 92,478 | 96,030 | 105,773 | 109,395 | 112,782 |
| 26 | 70,225 | 75,703 | 92,478 | 96,030 | 105,773 | 109,395 | 112,782 |
| 27 | 70,225 | 75,703 | 92,478 | 96,030 | 105,773 | 109,395 | 112,782 |
| 28 | 70,225 | 75,703 | 92,478 | 96,030 | 105,773 | 109,395 | 112,782 |
| 29 | 70,225 | 75,703 | 92,478 | 96,030 | 105,773 | 109,395 | 112,782 |
| 30 | 70,225 | 75,703 | 92,478 | 96,030 | 105,773 | 109,395 | 116,234 |

Teacher pay moves down the scale with each year of experience and across the scale for post-Bachelor's degree semester units completed. The numbers also reflect "career increment" raises of \$2,648 at the beginning of the 13th, 16th and 20th years of experience, and \$3,452 at the 25th and 30th year marks. In addition to the base salary amounts, for every advanced degree a teacher earns an extra \$2,219. Additional pay can also be earned by taking on additional duties, such as serving as a teacher adviser, instructional supervisor, etc.

Compensation is for 187 days work, or 8.6 months. To convert to full-year equivalent pay, multiply by 1.4. (A teacher making \$100,000 for 8.6 months work is equal to a 12-month compensation rate of \$140,000.) Highlighted area shows positions on the salary schedule exceeding \$100,000.

Source: Prepared from data provided by Palo Alto Unified School District