

PAUSD Proposed 2015-16 Teacher Salary Schedule (5% increase retro to July, 2015)

# yrs experience	Post-Bachelor's degree semester credits earned						
	0	15	30	45	60	75	90
1	60,441	60,441	60,441	61,809	64,675	67,414	69,947
2	60,441	60,441	63,057	66,228	69,312	72,170	74,753
3	60,441	63,162	66,881	70,283	73,572	76,532	79,218
4	62,022	66,390	70,347	74,004	77,506	80,573	83,375
5	64,675	69,364	73,621	77,442	81,162	84,348	87,266
6	67,094	72,120	76,637	80,674	84,613	87,896	90,871
7	69,414	74,706	80,406	84,132	87,863	91,589	95,314
8	71,619	77,119	83,192	86,916	90,639	94,370	98,102
9	73,736	79,488	85,977	89,702	93,433	97,159	100,882
10	73,736	79,488	88,759	92,489	96,217	99,939	103,671
11	73,736	79,488	88,759	92,489	99,092	102,896	106,451
12	73,736	79,488	88,759	92,489	99,092	102,896	106,451
13	73,736	79,488	91,540	95,270	101,873	105,676	109,233
14	73,736	79,488	91,540	95,270	101,873	105,676	109,233
15	73,736	79,488	91,540	95,270	101,873	105,676	109,233
16	73,736	79,488	94,320	98,051	104,654	108,458	112,013
17	73,736	79,488	94,320	98,051	104,654	108,458	112,013
18	73,736	79,488	94,320	98,051	104,654	108,458	112,013
19	73,736	79,488	94,320	98,051	104,654	108,458	112,013
20	73,736	79,488	97,102	100,832	107,435	111,238	114,794
21	73,736	79,488	97,102	100,832	107,435	111,238	114,794
22	73,736	79,488	97,102	100,832	107,435	111,238	114,794
23	73,736	79,488	97,102	100,832	107,435	111,238	114,794
24	73,736	79,488	97,102	100,832	107,435	111,238	114,794
25	73,736	79,488	97,102	100,832	111,062	114,865	118,421
26	73,736	79,488	97,102	100,832	111,062	114,865	118,421
27	73,736	79,488	97,102	100,832	111,062	114,865	118,421
28	73,736	79,488	97,102	100,832	111,062	114,865	118,421
29	73,736	79,488	97,102	100,832	111,062	114,865	118,421
30	73,736	79,488	97,102	100,832	111,062	114,865	122,046

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

PAUSD Proposed 2016-17 Teacher Salary Schedule (4% increase effective July, 2016)

# yrs experience	Post-Bachelor's degree semester credits earned						
	0	15	30	45	60	75	90
1	62,859	62,859	62,859	64,282	67,262	70,111	72,745
2	62,859	62,859	65,579	68,877	72,084	75,056	77,743
3	62,859	65,688	69,556	73,094	76,515	79,594	82,387
4	64,503	69,046	73,161	76,964	80,606	83,796	86,710
5	67,262	72,139	76,566	80,539	84,408	87,721	90,756
6	69,778	75,005	79,703	83,901	87,998	91,411	94,506
7	72,191	77,695	83,622	87,498	91,377	95,253	99,126
8	74,484	80,204	86,519	90,392	94,265	98,145	102,026
9	76,686	82,668	89,416	93,290	97,171	101,045	104,917
10	76,686	82,668	92,309	96,189	100,065	103,937	107,818
11	76,686	82,668	92,309	96,189	103,055	107,012	110,709
12	76,686	82,668	92,309	96,189	103,055	107,012	110,709
13	76,686	82,668	95,202	99,080	105,948	109,903	113,602
14	76,686	82,668	95,202	99,080	105,948	109,903	113,602
15	76,686	82,668	95,202	99,080	105,948	109,903	113,602
16	76,686	82,668	98,093	101,973	108,840	112,796	116,493
17	76,686	82,668	98,093	101,973	108,840	112,796	116,493
18	76,686	82,668	98,093	101,973	108,840	112,796	116,493
19	76,686	82,668	98,093	101,973	108,840	112,796	116,493
20	76,686	82,668	100,986	104,865	111,732	115,688	119,386
21	76,686	82,668	100,986	104,865	111,732	115,688	119,386
22	76,686	82,668	100,986	104,865	111,732	115,688	119,386
23	76,686	82,668	100,986	104,865	111,732	115,688	119,386
24	76,686	82,668	100,986	104,865	111,732	115,688	119,386
25	76,686	82,668	100,986	104,865	115,504	119,459	123,158
26	76,686	82,668	100,986	104,865	115,504	119,459	123,158
27	76,686	82,668	100,986	104,865	115,504	119,459	123,158
28	76,686	82,668	100,986	104,865	115,504	119,459	123,158
29	76,686	82,668	100,986	104,865	115,504	119,459	123,158
30	76,686	82,668	100,986	104,865	115,504	119,459	126,928

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

PAUSD Proposed 2016-17 Teacher Salaries (4% increase plus 1% bonus)

# yrs experience	Post-Bachelor's degree semester credits earned						
	0	15	30	45	60	75	90
1	63,487	63,487	63,487	64,924	67,934	70,812	73,472
2	63,487	63,487	66,235	69,566	72,805	75,807	78,520
3	63,487	66,345	70,252	73,825	77,281	80,390	83,211
4	65,148	69,737	73,892	77,734	81,412	84,634	87,577
5	67,934	72,860	77,331	81,345	85,252	88,599	91,664
6	70,475	75,755	80,500	84,740	88,878	92,325	95,451
7	72,913	78,472	84,458	88,373	92,291	96,206	100,118
8	75,229	81,006	87,384	91,296	95,207	99,126	103,046
9	77,453	83,494	90,310	94,222	98,142	102,055	105,966
10	77,453	83,494	93,232	97,151	101,066	104,976	108,896
11	77,453	83,494	93,232	97,151	104,086	108,082	111,816
12	77,453	83,494	93,232	97,151	104,086	108,082	111,816
13	77,453	83,494	96,154	100,071	107,008	111,002	114,738
14	77,453	83,494	96,154	100,071	107,008	111,002	114,738
15	77,453	83,494	96,154	100,071	107,008	111,002	114,738
16	77,453	83,494	99,074	102,993	109,928	113,924	117,658
17	77,453	83,494	99,074	102,993	109,928	113,924	117,658
18	77,453	83,494	99,074	102,993	109,928	113,924	117,658
19	77,453	83,494	99,074	102,993	109,928	113,924	117,658
20	77,453	83,494	101,996	105,913	112,850	116,844	120,580
21	77,453	83,494	101,996	105,913	112,850	116,844	120,580
22	77,453	83,494	101,996	105,913	112,850	116,844	120,580
23	77,453	83,494	101,996	105,913	112,850	116,844	120,580
24	77,453	83,494	101,996	105,913	112,850	116,844	120,580
25	77,453	83,494	101,996	105,913	116,659	120,654	124,390
26	77,453	83,494	101,996	105,913	116,659	120,654	124,390
27	77,453	83,494	101,996	105,913	116,659	120,654	124,390
28	77,453	83,494	101,996	105,913	116,659	120,654	124,390
29	77,453	83,494	101,996	105,913	116,659	120,654	124,390
30	77,453	83,494	101,996	105,913	116,659	120,654	128,197

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

PAUSD Proposed 2017-2018 Teacher Salary Schedule (3% increase effective July, 2017)

# yrs experience	Post-Bachelor's degree semester credits earned						
	0	15	30	45	60	75	90
1	64,745	64,745	64,745	66,210	69,280	72,214	74,927
2	64,745	64,745	67,546	70,943	74,247	77,308	80,075
3	64,745	67,659	71,643	75,287	78,811	81,982	84,859
4	66,438	71,117	75,356	79,273	83,024	86,310	89,312
5	69,280	74,303	78,863	82,956	86,941	90,353	93,479
6	71,871	77,255	82,094	86,418	90,638	94,154	97,341
7	74,357	80,026	86,131	90,123	94,119	98,111	102,100
8	76,719	82,610	89,115	93,104	97,093	101,089	105,086
9	78,986	85,148	92,099	96,088	100,086	104,076	108,065
10	78,986	85,148	95,078	99,074	103,067	107,055	111,052
11	78,986	85,148	95,078	99,074	106,147	110,222	114,030
12	78,986	85,148	95,078	99,074	106,147	110,222	114,030
13	78,986	85,148	98,058	102,053	109,126	113,200	117,010
14	78,986	85,148	98,058	102,053	109,126	113,200	117,010
15	78,986	85,148	98,058	102,053	109,126	113,200	117,010
16	78,986	85,148	101,036	105,032	112,105	116,180	119,988
17	78,986	85,148	101,036	105,032	112,105	116,180	119,988
18	78,986	85,148	101,036	105,032	112,105	116,180	119,988
19	78,986	85,148	101,036	105,032	112,105	116,180	119,988
20	78,986	85,148	104,016	108,011	115,084	119,158	122,968
21	78,986	85,148	104,016	108,011	115,084	119,158	122,968
22	78,986	85,148	104,016	108,011	115,084	119,158	122,968
23	78,986	85,148	104,016	108,011	115,084	119,158	122,968
24	78,986	85,148	104,016	108,011	115,084	119,158	122,968
25	78,986	85,148	104,016	108,011	118,969	123,043	126,853
26	78,986	85,148	104,016	108,011	118,969	123,043	126,853
27	78,986	85,148	104,016	108,011	118,969	123,043	126,853
28	78,986	85,148	104,016	108,011	118,969	123,043	126,853
29	78,986	85,148	104,016	108,011	118,969	123,043	126,853
30	78,986	85,148	104,016	108,011	118,969	123,043	130,735

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

PAUSD Proposed 2017-18 Teacher Salary Schedule (3% increase plus 1% bonus)

# yrs experience	Post-Bachelor's degree semester credits earned						
	0	15	30	45	60	75	90
1	65,392	65,392	65,392	66,872	69,972	72,936	75,676
2	65,392	65,392	68,222	71,653	74,989	78,081	80,876
3	65,392	68,335	72,359	76,040	79,599	82,801	85,707
4	67,103	71,829	76,109	80,066	83,854	87,173	90,205
5	69,972	75,046	79,651	83,785	87,810	91,257	94,414
6	72,590	78,028	82,915	87,282	91,544	95,095	98,315
7	75,100	80,826	86,992	91,024	95,060	99,092	103,121
8	77,486	83,436	90,006	94,035	98,064	102,100	106,137
9	79,776	85,999	93,020	97,049	101,087	105,117	109,145
10	79,776	85,999	96,029	100,065	104,098	108,125	112,163
11	79,776	85,999	96,029	100,065	107,208	111,324	115,171
12	79,776	85,999	96,029	100,065	107,208	111,324	115,171
13	79,776	85,999	99,038	103,073	110,218	114,332	118,180
14	79,776	85,999	99,038	103,073	110,218	114,332	118,180
15	79,776	85,999	99,038	103,073	110,218	114,332	118,180
16	79,776	85,999	102,046	106,083	113,226	117,342	121,188
17	79,776	85,999	102,046	106,083	113,226	117,342	121,188
18	79,776	85,999	102,046	106,083	113,226	117,342	121,188
19	79,776	85,999	102,046	106,083	113,226	117,342	121,188
20	79,776	85,999	105,056	109,091	116,235	120,350	124,197
21	79,776	85,999	105,056	109,091	116,235	120,350	124,197
22	79,776	85,999	105,056	109,091	116,235	120,350	124,197
23	79,776	85,999	105,056	109,091	116,235	120,350	124,197
24	79,776	85,999	105,056	109,091	116,235	120,350	124,197
25	79,776	85,999	105,056	109,091	120,159	124,274	128,121
26	79,776	85,999	105,056	109,091	120,159	124,274	128,121
27	79,776	85,999	105,056	109,091	120,159	124,274	128,121
28	79,776	85,999	105,056	109,091	120,159	124,274	128,121
29	79,776	85,999	105,056	109,091	120,159	124,274	128,121
30	79,776	85,999	105,056	109,091	120,159	124,274	132,043

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.

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