DEER VALLEY Unified School District

Certified Hiring Guidelines & Salary	2025-2026

	Certified Employees
*	**Beginning salary starts at $51,000**
*	**Compensation may be granted for education above a Bachelor's Degree.**
*	**Up to ten years of educational experience may be granted.**
*	**The first ten years of experience are paid at $700 per year.**
*	**Additional compensation may be awarded for hard to fill positions. (Reference the "Hard to Fill" link on the DVUSD website, www.dvusd.org).**
*	**There is no salary cap on the DVUSD schedule.**
*	**Performance Pay (301) is awarded to all certified staff that successfully complete established goals. This is in addition to the base salary amount.**
*	**Full Time employees receive benefits including health, dental, life, and short term disability insurance.**
	Additional Financial Opportunities for Certified Employees
*	**Professional growth opportunities are available through district offered classes and university programs.**
*	**Professional Growth hours submitted by January 31st of any given year will be paid at the rate of $50 per credit hour and will be included in the base salary. The maximum number of credits accepted is 90 above the highest degree.**
*	**Addenda positions are available such as: National Board Certification, coaching, summer school, tutoring, and Extended School Year, etc.**

Adopted: May 13, 2025

New Hires who have retired with the Arizona State Retirement System and are returning to work for the District will receive a reduction of 10% of the published amount for their initial placement on the hiring schedule.