



Certified Hiring Guidelines & Salary

2026-2027

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. [*Click here for Hard to Fill Guidelines.](#)
- * There is no salary cap on the DVUSD schedule.
- * Performance Pay (Classroom Site Fund) 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.