

Palo Alto Unified School District TEACHERS' 2026-27 SALARY SCHEDULE

Step	30	45	60	75	90
1	101,314	106,466	111,448	115,932	119,998
2	101,314	106,466	111,448	115,932	119,998
3	101,314	106,466	111,448	115,932	119,998
4	107,628	113,222	118,579	123,273	127,557
5	112,638	118,481	124,173	129,049	133,512
6	117,251	123,428	129,454	134,478	139,027
7	123,018	128,717	134,424	140,127	145,826
8	127,280	132,978	138,673	144,382	150,090
9	131,540	137,238	142,948	148,648	154,344
10	135,796	141,503	147,205	152,902	158,611
11	135,796	141,503	151,605	157,425	162,863
12	135,796	141,503	151,605	157,425	162,863
13	140,026	145,733	155,836	161,656	167,094
14	140,026	145,733	155,836	161,656	167,094
15	140,026	145,733	155,836	161,656	167,094
16	144,257	149,963	160,067	165,885	171,323
17	144,257	149,963	160,067	165,885	171,323
18	144,257	149,963	160,067	165,885	171,323
19	148,486	154,193	164,295	170,116	175,554
20	148,486	154,193	164,295	170,116	175,554
21	148,486	154,193	164,295	170,116	175,554
22	148,486	154,193	164,295	170,116	175,554
23	148,486	154,193	169,812	175,632	181,072
24	148,486	154,193	169,812	175,632	181,072
25	148,486	154,193	169,812	175,632	181,072
26	148,486	154,193	169,812	175,632	181,072
27	148,486	154,193	169,812	175,632	186,588

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.
- Teachers' contract is a total of 187 work days. Counselors have a total of 191 work days and Teachers on Special Assignments have a total of 200 work days. Any work days above the 187 day contract are compensated by a per diem rate which is in addition to their base salary.

Masters Degree = Add \$3,510
2nd Masters Degree = Add \$3,510
Doctoral Degree = Add \$3,510
NBPTS/CCC Certification = Add \$4,554
Athletic Director = Add \$11,568