

Palo Alto Unified School District TEACHERS' 2025-26 SALARY SCHEDULE

Step	30	45	60	75	90
1	96,123	101,011	105,738	109,992	113,850
2	96,123	101,011	105,738	109,992	113,850
3	96,123	101,011	105,738	109,992	113,850
4	102,114	107,421	112,504	116,957	121,022
5	106,867	112,411	117,811	122,437	126,672
6	111,244	117,104	122,822	127,588	131,904
7	116,715	122,122	127,537	132,948	138,355
8	120,759	126,165	131,568	136,985	142,400
9	124,801	130,207	135,624	141,032	146,436
10	128,839	134,253	139,663	145,068	150,485
11	128,839	134,253	143,838	149,360	154,519
12	128,839	134,253	143,838	149,360	154,519
13	132,852	138,267	147,852	153,374	158,533
14	132,852	138,267	147,852	153,374	158,533
15	132,852	138,267	147,852	153,374	158,533
16	136,866	142,280	151,866	157,386	162,546
17	136,866	142,280	151,866	157,386	162,546
18	136,866	142,280	151,866	157,386	162,546
19	140,879	146,293	155,878	161,400	166,560
20	140,879	146,293	155,878	161,400	166,560
21	140,879	146,293	155,878	161,400	166,560
22	140,879	146,293	155,878	161,400	166,560
23	140,879	146,293	161,112	166,634	171,795
24	140,879	146,293	161,112	166,634	171,795
25	140,879	146,293	161,112	166,634	171,795
26	140,879	146,293	161,112	166,634	171,795
27	140,879	146,293	161,112	166,634	177,028

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 \$3,330
2nd Masters Degree = Add \$3,330
Doctoral Degree = Add \$3,330
NBPTS/CCC Certification = Add \$4,321
Athletic Director = Add \$10,975