DEER VALLEY Unified School District

Exempt Hiring Schedule (Page 1 of 2) — 2026-2027

Pay Range	Position Titles	Starting		Pay Range	Position Titles	Starting
4	Communications Specialist Continuous Improvement Specialist Digital Content Manager District Supervisor • Community Education • Preschool • Transportation – Fleet Maintenance Software Engineer II Software Systems Analyst II Student Support Services Operations Specialist	$65,211		6 Manager I	Client & Endpoint Support Data Analysis & Organizational Improvement Gifted Services Marketing & Partnerships Network & Infrastructure Operations/Craft Print Services Private Placement & Legal Issues Public Day Program (EDP) Software Engineer IV Software Systems Analyst IV Special Transportation Bond Projects Transportation Utility	$74,361
5 Coordinators	Accounting CNT Lead Supervisor Early Childhood Special Education Executive Assistant Food and Nutrition HR (Employee Relations) HR (Personnel Development) HR (Teacher Prep Program) TPP Instructional Supports and Inclusive Practices Internal Auditor International Baccalaureate (IB) IS&T Payroll/Employee Benefits Preventive Maintenance/Training School Operations Specialist Software Engineer III Software Systems Analyst III Software Project Imp/Int. Systems Support Transition (Student Support Services) Warehouse	$66,393		7 Manager II	Administrative Leadership & Services Administrative Leadership & Services-Activities & Athletics Aspire and Alternative Learning Initiatives Career &Technical Education Data Analysis & Accountability Early Childhood Federal Programs & Cont. Imp. Human Resources-Certified Instructional Technology IS&T Software Engineering Software Support Student Support Services	$87,642

Adopted: April 28, 2026

Professional Growth – All hours submitted by January 31st will be paid at the rate of $50 per credit hour and will be included in the base salary on the following year's contract.

The maximum number of credits accepted is 90 credits above highest degree earned.

The above positions are 12-month positions, with the exception of the ones that are marked accordingly and are not subject to overtime or compensatory time. **Vacation** accrual for Ranges 4-5 for 12-month employees is 10 days per year for the first 5 years of employment. After 5 years of continuous employment, vacation accrual is 15 days per year. After 10 years of employment, an additional day per year will be earned, to maximum of 20 days. Vacation accrual for Ranges 6-9 is 21 days per year and for Range 10 is 25 days per year. Range 10 will also receive the following benefits: $5,000 Vehicle Allowance, $3,100.00 Tax Shelter Annuity and an additional 2% Tax Shelter Annuity.

NOTE: Retiree daily rate is based on the first step of each range.

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.

DEER VALLEY Unified School District

Exempt Hiring Schedule (Page 2 of 2) — 2026-2027

Pay Range	Position Titles	Starting		Pay Range	Position Titles	Starting
8 Director I	Academics & Assessment Admin. Leadership & Services Communications & Community Engagement Community Education Facilities Finance Food & Nutrition Human Resources – Classified Payroll/Employee Benefits Purchasing Transportation Student Support Services	$96,143		10 Deputy Superintendent	Admin. Leadership & Services Curriculum, Instruction & Assessment Fiscal & Business Services Human Resources - Certified	$115,268
9 Director II	Data Analysis Chief Information Officer Organizational Improvement Student Support Services	$104,643				

Adopted: April 28, 2026

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