## Certified Employees

- Beginning salary starts at $40,250
- Compensation may be granted for education above a Bachelor’s Degree.
- Up to five years of educational experience may be granted.
- The first five 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, AIMS Academy, tutoring, and Extended School Year, etc.

Adopted: May 14, 2019

Employees who have retired with the Arizona State Retirement System and are returning to work for the District will receive a reduction of 10.41% in order for the District to recoup the costs associated with paying an alternative contribution rate paid to ASRS pursuant to A.R.S. Section 38-766.02.