

TEACHERS

Salary Placement

1. Add 1 level for the 2025-26 School Level
2. Identify the educator's "Education Enhancement" Increment Level Below:
3. Educators who have retired with the Utah Retirement System (URS) may receive up to fifteen (15) Increment Levels for experience.
4. Additional levels will be added upon verification of previous contracted licensed work experience from an accredited school, up to fifteen years.

Education Enhancement

To determine the educator's "Education Enhancement" Increment Level:
Identify the educator's degree attainment from an accredited university

<u>DEGREE TYPE:</u>	<u>INCREMENT LEVEL:</u>
Bachelor's Degree	Starts at Level 1
Bachelor's + 20 Semester Hours	(+) 1 Level
Bachelor's + 40 Semester Hours	(+) 1 Level
Bachelor's + 60 Semester Hours	(+) 1 Level
Master's Degree	Starts at Level 6
Master's Degree + 20 Semester Hours	(+) 1 Level
Master's Degree + 40 Semester Hours	(+) 1 Level
Master's Degree + 60 Semester Hours	(+) 1 Level
Doctorate Degree	Starts at Level 12

Example: A newly hired educator with a Master's Degree +20 semester hours and four years of experience would be placed on Increment Level twelve (12), contingent upon verification of education and experience.

A minimum of a Bachelor's Degree +20 semester hours is required for educators to advance beyond Increment Level 20
The Base Contract is prorated based upon the number of days remaining in the contract
Educators with current National Board Certification will be paid a stipend of \$1,000 in addition to their Base Contract

FULL TIME ESS

1. Add 1 level for the 2025-26 School Level
2. Identify the Support Staff's "**Education Enhancement**" Increment Level Below:
3. Add previous years experience **in the same position,** up to 15 years.

<u>DISTRICT LEVEL ESP</u>	<u>Calendar</u>	<u>Start Date</u>	<u>End Date</u>
Food Service Director:	195 Day Calendar / 40 hr.	7/31/2025	6/2/2026
Coach/Coordinator 1 & 2:	195 Day Calendar / 40 hr.	7/31/2025	6/2/2026
Admin. Assistant IV:	240 Day Calendar / 40 hr.	7/1/2025	6/30/2026
 		<u>Start Date</u>	<u>End Date</u>
<u>SCHOOL LEVEL ESP</u>			
Counselors:	195 Day Calendar / 40 hr.	7/31/2025	6/2/2026
Custodians:	230 Day Calendar / 40 hr.	7/07/2025	6/26/2026
Coordinator II (Cert. / Min. Master Degree):	195 Day Calendar / 40 hr.	7/31/2025	6/2/2026
Instructional Coaches:	195 Day Calendar / 40 hr.	7/31/2025	6/2/2026
Admin. Assistant I:	195 Day Calendar / 40 hr.	7/31/2025	6/2/2026
Admin Assistant II & III:	240 Day Calendar / 40 hr.	7/1/2025	6/30/2026
Food Service Manager:	195 Day Calendar / 40 hr.	7/31/2025	6/2/2026
Specialist II: (Full Time Para)	185 Day Calendar / 40 hr.	8/7/2025	5/22/2026

Certificated Education Enhancement

To determine the support staff's "Education Enhancement" Increment Level:
Identify the educator's degree attainment from an accredited university

<u>DEGREE TYPE:</u>	<u>INCREMENT LEVEL:</u>
Bachelor's Degree or Less	Starts at Level 1
Master's Degree	Starts at Level 6
Doctorate Degree	Starts at Level 12

Instructional Staff Education Enhancement

Instructional Staff must have completed, or in the process of completing, one of the following requirements:

1. Obtained an associates degree (or higher) or completed a minimum of **48** semester hours from an accredited institution of higher education.
2. Met a rigorous standard of quality and can demonstrate, through a formal state or local academic Praxis assessment, knowledge of, and the ability to, assist in instructing reading, writing, and mathematics.

<u>ENHANCEMENT TYPE:</u>	<u>INCREMENT LEVEL:</u>
Associates Degree or Less	Starts at Level 1
Bachelor's Degree or Higher	(+) 6 Levels



Administrative / Dept. Director (FT) Salary Schedule (2025-2026)

Administrative
July 1, 2025 - June 30, 2026
240 Days - Full Time (8 Hours Per Day)

Dept. Director
July 31, 2025-June 2, 2026
195 Days - Full Time (8 Hours Per Day)

SALARY ADJUSTMENTS

1. Doctorate Degree = \$4,200
2. Masters + 30 Semester Hours = \$2,100
3. K-6 School Administrator - Activities Differential = 1.0% of base contract
4. 7-9 School Administrator - Activities Differential = 3.0% of base contract

Notes:

Base Salary prorated according to # of days remaining in agreement.

All Administrators/Dept. Directors are expected to be available to supervisors and work associates, via cell phone/mobile device, at all times.

	PRINCIPAL K-8	ASSISTANT PRINCIPAL	DEPT. DIRECTOR
Level	Base Salary	Base Salary	Base Salary
1	\$116,668	\$108,011	\$89,622.71
2	\$118,365	\$109,580	\$91,451.64
3	\$120,086	\$111,168	\$93,318.00
4	\$121,834	\$112,781	\$95,184.36
5	\$123,605	\$114,419	\$97,088.05
6	\$125,408	\$116,081	\$99,029.80
7	\$127,230	\$117,767	\$101,010.40
8	\$129,083	\$119,477	\$103,030.61
9	\$130,969	\$121,219	\$105,091.23
10	\$132,879	\$122,925	\$107,193.05
11	\$134,516	\$124,472	\$109,336.91
12	\$136,316	\$126,132	\$111,523.65
13	\$138,117	\$127,791	\$113,754.12
14	\$139,918	\$129,450	\$116,029.20
15	\$141,719	\$131,111	\$118,349.79
16			\$120,716.78
17			\$123,131.12
18			\$125,593.74
19			\$128,105.61
20			\$130,667.73
21			\$133,281.08
22			\$135,946.70
23			\$138,665.63
24			\$141,438.95
25			\$144,267.73

July 31, 2025 - June 2, 2026
195 Days - Full Time (8 Hours Per Day)

Salary Placement for:

Counselors
Coordinator II (Certified / Min. Master's Degree)
Instructional Coaches

To determine an educator's initial salary placement:

- Add 1 level for the 2025-26 School Year
- Identify the educator's "Education Enhancement" Increment Level
- Add previous contracted licensed work experience from an accredited school system, up to fifteen years, each year equating to an Increment Level
 - Educators who have retired with the Utah Retirement System (URS) may receive up to fifteen (15) Increment Levels for experience

Education Enhancement

To determine the educator's "Education Enhancement" Increment Level:

- Identify the educator's degree attainment from an accredited university

DEGREE TYPE:

Bachelor's Degree

Bachelor's + 20 Semester Hours
Bachelor's + 40 Semester Hours
Bachelor's + 60 Semester Hours

INCREMENT LEVEL:

Starts at Level 1

+ 1 Level
+ 1 Level
+ 1 Level

Master's Degree

Master's Degree + 20 Semester Hours
Master's Degree + 40 Semester Hours
Master's Degree + 60 Semester Hours

Starts at Level 6

+ 1 Level
+ 1 Level
+ 1 Level

Doctorate Degree

Starts at Level 12

Example: A newly hired educator with a Master's Degree +20 semester hours and four years of experience would be placed on Increment Level twelve (12), contingent upon verification of education and experience.

Increment Levels	Base Contract
1	\$59,538.55
2	\$60,534.52
3	\$61,530.49
4	\$62,526.46
5	\$63,522.43
6	\$64,518.40
7	\$65,514.37
8	\$66,510.33
9	\$67,506.30
10	\$68,502.27
11	\$69,498.24
12	\$70,494.21
13	\$71,490.18
14	\$72,486.15
15	\$73,482.12
16	\$74,478.08
17	\$75,474.05
18	\$76,470.02
19	\$77,465.99
20	\$78,461.96
21	\$79,457.93
22	\$80,453.90
23	\$81,449.87
24	\$82,445.84
25	\$83,441.80
26	\$84,437.77
27	\$85,433.74
28	\$86,429.71
29	\$87,425.68
30	\$88,421.65
31	\$89,417.62
32	\$90,413.59
33	\$91,409.55
34	\$92,405.52
35	\$93,401.49

New Teachers begin July 31, 2025 (190 Days)

August 7, 2025 - May 22, 2026
185 Days - Full Time (8 Hours Per Day)

Salary Placement

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- Identify the educator's "Education Enhancement" Increment Level
- Add previous contracted licensed work experience from an accredited school system, up to fifteen years, each year equating to an Increment Level
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INCREMENT LEVEL:

Starts at Level 1

+ 1 Level
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+ 1 Level

Master's Degree

Master's Degree + 20 Semester Hours
Master's Degree + 40 Semester Hours
Master's Degree + 60 Semester Hours

Starts at Level 6

+ 1 Level
+ 1 Level
+ 1 Level

Doctorate Degree

Starts at Level 12

Example: A newly hired educator with a Master's Degree +20 semester hours and four years of experience would be placed on Increment Level twelve (12), contingent upon verification of education and experience.

Please Note:

Certified employees will receive an additional legislative award based on their FTE in the amount of \$4,200 as well as a employee stipend based on their FTE in the amount of \$10,200. These amounts are not included in the "Base Contract".

Increment Levels	Base Contract
1	\$56,485.51
2	\$57,431.05
3	\$58,376.59
4	\$59,322.13
5	\$60,267.67
6	\$61,213.21
7	\$62,158.75
8	\$63,104.29
9	\$64,049.83
10	\$64,995.37
11	\$65,940.91
12	\$66,886.45
13	\$67,831.99
14	\$68,777.53
15	\$69,723.07
16	\$70,668.61
17	\$71,614.15
18	\$72,559.69
19	\$73,505.23
20	\$74,450.77
21	\$75,396.31
22	\$76,341.85
23	\$77,287.39
24	\$78,232.93
25	\$79,178.47
26	\$80,124.01
27	\$81,069.55
28	\$82,015.09
29	\$82,960.63
30	\$83,906.17
31	\$84,851.71
32	\$85,797.25
33	\$86,742.79
34	\$87,688.33
35	\$88,633.87

	FOOD SERVICE DIRECTOR	ADMIN ASSISTANT IV	COORDINATOR I
Level	Base Salary	Base Salary	Base Salary
1	\$61,034.61	\$62,618.91	\$56,610.53
2	\$61,980.15	\$63,564.45	\$57,556.07
3	\$62,925.69	\$64,509.99	\$58,501.61
4	\$63,871.23	\$65,455.53	\$59,447.15
5	\$64,816.77	\$66,401.07	\$60,392.69
6	\$66,707.85	\$68,292.15	\$62,283.77
7	\$67,653.39	\$69,237.69	\$63,229.31
8	\$68,598.93	\$70,183.23	\$64,174.85
9	\$69,544.47	\$71,128.77	\$65,120.39
10	\$70,490.01	\$72,074.31	\$66,065.93
11	\$71,435.55	\$73,019.85	\$67,011.47
12	\$72,381.09	\$73,965.39	\$67,957.01
13	\$73,326.63	\$74,910.93	\$68,902.55
14	\$74,272.17	\$75,856.47	\$69,848.09
15	\$75,217.71	\$76,802.01	\$70,793.63
16	\$76,163.25	\$77,747.55	\$71,739.17
17	\$77,108.79	\$78,693.09	\$72,684.71
18	\$78,054.33	\$79,638.63	\$73,630.25
19	\$78,999.87	\$80,584.17	\$74,575.79
20	\$79,945.41	\$81,529.71	\$75,521.33
21	\$80,890.95	\$82,475.25	\$76,466.87
22	\$81,836.49	\$83,420.79	\$77,412.41
23	\$82,782.03	\$84,366.33	\$78,357.95
24	\$83,727.57	\$85,311.87	\$79,303.49
25	\$83,727.57		
26	\$81,069.55		
27	\$82,015.09		
28	\$82,960.63		
29	\$83,906.17		
30	\$84,851.71		
31	\$85,797.25		
32	\$86,742.79		
33	\$87,688.33		
34	\$88,633.87		

DISTRICT LEVEL ESP - BASE SALARY:

Food Service Director:	205 Day Calendar / 40 hr.
Coach/Coordinator 1 & 2:	195 Day Calendar / 40 hr.
Admin. Assistant IV:	240 Day Calendar / 40 hr.



ESS - School Level (FT) Salary Schedule (2025-2026)

Level	OFFICE ASSISTANT - 195	OFFICE MANAGER / HEAD SECRETARY - 240	CUSTODIAL SERVICES - 230	FOOD SERVICE MANAGER - 195	SPECIALIST II - 185		
	Base Salary	Base Salary	Base Salary	Base Salary	Title I Para	Para Specialist	SPED Para
1	\$24,939.00	\$55,386.00	\$29,972.03	\$31,395.60	\$22,644.00	\$24,908.40	\$25,663.20
2	\$25,857.00	\$56,304.00	\$30,929.95	\$32,313.60	\$23,562.00	\$25,826.40	\$26,581.20
3	\$26,775.00	\$57,222.00	\$31,887.59	\$33,231.60	\$24,480.00	\$26,744.40	\$27,499.20
4	\$27,693.00	\$58,140.00	\$32,845.77	\$34,149.60	\$25,398.00	\$27,662.40	\$28,417.20
5	\$28,611.00	\$59,058.00	\$33,803.69	\$35,067.60	\$26,316.00	\$28,580.40	\$29,335.20
6	\$29,529.00	\$59,976.00	\$34,761.60	\$35,985.60	\$27,234.00	\$29,498.40	\$30,253.20
7	\$30,447.00	\$60,894.00	\$35,719.51	\$36,903.60	\$28,152.00	\$30,416.40	\$31,171.20
8	\$31,365.00	\$61,812.00	\$36,677.43	\$37,821.60	\$29,070.00	\$31,334.40	\$32,089.20
9	\$32,283.00	\$62,730.00	\$37,635.34	\$38,739.60	\$29,988.00	\$32,252.40	\$33,007.20
10	\$33,201.00	\$63,648.00	\$38,593.25	\$39,657.60	\$30,906.00	\$33,170.40	\$33,925.20
11	\$34,119.00	\$64,566.00	\$39,551.17	\$40,575.60	\$31,824.00	\$34,088.40	\$34,843.20
12	\$35,037.00	\$65,484.00	\$40,509.08	\$41,493.60	\$32,742.00	\$35,006.40	\$35,761.20
13	\$35,955.00	\$66,402.00	\$41,467.00	\$42,411.60	\$33,660.00	\$35,924.40	\$36,679.20
14	\$36,873.00	\$67,320.00	\$42,424.90	\$43,329.60	\$34,578.00	\$36,842.40	\$37,597.20
15	\$37,791.00	\$68,238.00	\$43,382.82	\$44,247.60	\$35,496.00	\$37,760.40	\$38,515.20
16	\$38,709.00	\$69,156.00	\$44,340.73	\$45,165.60	\$36,414.00	\$38,678.40	\$39,433.20
17	\$39,627.00	\$70,074.00	\$45,298.64	\$46,083.60	\$37,332.00	\$39,596.40	\$40,351.20
18	\$40,545.00	\$70,992.00	\$46,256.56	\$47,001.60	\$38,250.00	\$40,514.40	\$41,269.20
19	\$41,463.00	\$71,910.00	\$47,214.47	\$47,919.60	\$39,168.00	\$41,432.40	\$42,187.20
20	\$42,381.00	\$72,828.00	\$48,172.38	\$48,837.60	\$40,086.00	\$42,350.40	\$43,105.20
21	\$43,299.00	\$73,746.00	\$47,083.20	\$49,755.60	\$41,004.00	\$43,268.40	\$44,023.20
22	\$44,217.00	\$74,664.00	\$48,001.20	\$50,673.60	\$41,922.00	\$44,186.40	\$44,941.20
23	\$45,135.00	\$75,582.00	\$48,919.20	\$51,591.60	\$42,840.00	\$45,104.40	\$45,859.20
24	\$46,053.00	\$76,500.00	\$49,837.20	\$52,509.60	\$43,758.00	\$46,022.40	\$46,777.20
25	\$46,971.00	\$77,418.00	\$50,755.20	\$53,427.60	\$44,676.00	\$46,940.40	\$47,695.20

SCHOOL LEVEL ESS - BASE SALARY

Salaries are based on an 8.0 hr. Day. The Base salary will be adjusted based on FTE

Admin. Assistant I	195 Days / 40 hr.
Admin Assistant II & III	240 Days / 40 hr.
Custodial Services	230 Days / 40 hr.
Food Service Manager	195 Days / 40 hr.
Specialist II	185 Days / 40 hr.

	GENERAL ED. Para	SPECIALIST Hourly	SPED Para	Custodial - Night Sweeper	FOOD SERVICE	
Level	Base Salary	Base Salary	Base Salary	Base Salary	Kitchen Lead Assist.	Kitchen Assist.
1	\$17.12	\$18.17	\$19.22	\$10.82	\$19.22	\$17.12
2	\$18.19	\$19.24	\$20.29	\$11.03	\$20.29	\$18.19
3	\$19.26	\$20.31	\$21.36	\$11.25	\$21.36	\$19.26
4	\$20.33	\$21.38	\$22.43	\$11.47	\$22.43	\$20.33
5	\$21.40	\$22.45	\$23.50	\$11.71	\$23.50	\$21.40
6	\$22.47	\$23.52	\$24.57	\$11.94	\$24.57	\$22.47
7	\$23.54	\$24.59	\$25.64	\$12.17	\$25.64	\$23.54
8	\$24.61	\$25.66	\$26.71	\$12.42	\$26.71	\$24.61
9	\$25.68	\$26.73	\$27.78	\$12.67	\$27.78	\$25.68
10	\$26.75	\$27.80	\$28.85	\$12.93	\$28.85	\$26.75
11	\$27.83	\$28.88	\$29.93	\$13.18	\$29.93	\$27.83
12	\$28.90	\$29.95	\$31.00	\$13.45	\$31.00	\$28.90
13	\$29.97	\$31.02	\$32.07	\$13.72	\$32.07	\$29.97
14	\$31.04	\$32.09	\$33.14	\$13.99	\$33.14	\$31.04
15	\$32.11	\$33.16	\$34.21	\$14.27	\$34.21	\$32.11
16	\$33.18	\$34.23	\$35.28	\$14.55	\$35.28	\$33.18
17	\$34.25	\$35.30	\$36.35	\$14.84	\$36.35	\$34.25
18	\$35.32	\$36.37	\$37.42	\$15.14	\$37.42	\$35.32
19	\$36.39	\$37.44	\$38.49	\$15.45	\$38.49	\$36.39
20	\$37.46	\$38.51	\$39.56	\$15.76	\$39.56	\$37.46
21	\$38.54	\$39.59	\$40.64	\$16.05	\$40.64	\$38.54
22	\$39.61	\$40.66	\$41.71	\$16.35	\$41.71	\$39.61
23	\$40.68	\$41.73	\$42.78	\$16.64	\$42.78	\$40.68
24	\$41.75	\$42.80	\$43.85	\$16.94	\$43.85	\$41.75

SALARY PLACEMENT

1. Add 1 level for the 2025-26 School Level
2. Identify the Support Staff's "Education Enhancement" Increment Level Below:
3. Add previous years experience in the same position, up to 15 years.

Instructional Staff Education Enhancement

Instructional Staff must have completed, or in the process of completing, one of the following requirements:

1. Obtained an associates degree (or higher) or completed a minimum of 48 semester hours from an accredited institution of higher education.
2. Met a rigorous standard of quality and can demonstrate, through a formal state or local academic Praxis assessment, knowledge of, and the ability to, assist in instructing reading, writing, and mathematics.

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INCREMENT LEVEL:

Starts at Level 1
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