

TEACHERS

Salary Placement

1. Identify the educator's "Education Enhancement" Increment Level Below
2. Educators who have retired with the Utah Retirement System (URS) may receive up to fifteen (15) Increment Levels for experience
3. 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

DEGREE TYPE:

INCREMENT LEVEL:

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. Identify the Support Staff's "**Education Enhancement**" Increment Level Below:
2. 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.	8/5/2026	6/7/2027
Coach/Coordinator 1 & 2:	195 Day Calendar / 40 hr.	8/5/2026	6/7/2027
Admin. Assistant IV:	240 Day Calendar / 40 hr.	7/1/2026	6/30/2027

<u>SCHOOL LEVEL ESP</u>	<u>Start Date</u>	<u>End Date</u>
Counselors:	195 Day Calendar / 40 hr.	8/5/2026 6/7/2027
Coordinator II (Cert. / Min. Master Degree):	195 Day Calendar / 40 hr.	8/5/2026 6/7/2027
Instructional Coaches:	195 Day Calendar / 40 hr.	8/5/2026 6/7/2027
Admin. Assistant I:	195 Day Calendar / 40 hr.	8/5/2026 6/7/2027
Admin Assistant II & III:	240 Day Calendar / 40 hr.	7/1/2026 6/30/2027
Food Service Manager:	195 Day Calendar / 40 hr.	8/5/2026 6/7/2027
Specialist II:	185 Day Calendar / 40 hr.	8/12/2026 5/28/2027

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	(+) 3 Levels

Administrative
July 1, 2026 - June 30, 2027
240 Days - Full Time (8 Hours Per Day)

Dept. Director
August 5, 2026-June 7, 2027
195 Days - Full Time (8 Hours Per Day)

SALARY ADJUSTMENTS

1. Doctorate Degree = \$4,200
2. Masters + 30 Semester Hours = \$2,100

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	\$121,335	\$112,331.44	\$93,207.62
2	\$123,100	\$113,963.20	\$95,109.71
3	\$124,889	\$115,614.72	\$97,050.72
4	\$126,707	\$117,292.24	\$98,991.73
5	\$128,549	\$118,995.76	\$100,971.57
6	\$130,424	\$120,724.24	\$102,990.99
7	\$132,319	\$122,477.68	\$105,050.82
8	\$134,246	\$124,256.08	\$107,151.83
9	\$136,208	\$126,067.76	\$109,294.88
10	\$138,194	\$127,842.00	\$111,480.77
11	\$139,897	\$129,450.88	\$113,710.39
12	\$141,769	\$131,177.28	\$115,984.60
13	\$143,642	\$132,902.64	\$118,304.28
14	\$145,515	\$134,628.00	\$120,670.37
15	\$147,388	\$136,355.44	\$123,083.78
16			\$125,545.45
17			\$128,056.36
18			\$130,617.49
19			\$133,229.83
20			\$135,894.44
21			\$138,612.32
22			\$141,384.57
23			\$144,212.26
24			\$147,096.51
25			\$150,038.44

August 5, 2026- June 7, 2027
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:

- Identify the educator's "Education Enhancement" Increment Level
- Add previous contracted licensed work experience recorded in CACTUS, 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	\$61,920.09
2	\$62,955.90
3	\$63,991.71
4	\$65,027.52
5	\$66,063.33
6	\$67,099.14
7	\$68,134.94
8	\$69,170.74
9	\$70,206.55
10	\$71,242.36
11	\$72,278.17
12	\$73,313.98
13	\$74,349.79
14	\$75,385.60
15	\$76,421.40
16	\$77,457.20
17	\$78,493.01
18	\$79,528.82
19	\$80,564.63
20	\$81,600.44
21	\$82,636.25
22	\$83,672.06
23	\$84,707.86
24	\$85,743.67
25	\$86,779.47
26	\$87,815.28
27	\$88,851.09
28	\$89,886.90
29	\$90,922.71
30	\$91,958.52
31	\$92,994.32
32	\$94,030.13
33	\$95,065.93
34	\$96,101.74
35	\$97,137.55

New Teachers begin August 5, 2026 (190 Days)

August 12, 2026 - May 28, 2027
185 Days - Full Time (8 Hours Per Day)

Salary Placement

To determine an educator's initial salary placement:

- 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:

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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.

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	\$58,744.93
2	\$59,728.29
3	\$60,711.65
4	\$61,695.02
5	\$62,678.38
6	\$63,661.74
7	\$64,645.10
8	\$65,628.46
9	\$66,611.82
10	\$67,595.18
11	\$68,578.55
12	\$69,561.91
13	\$70,545.27
14	\$71,528.63
15	\$72,511.99
16	\$73,495.35
17	\$74,478.72
18	\$75,462.08
19	\$76,445.44
20	\$77,428.80
21	\$78,412.16
22	\$79,395.52
23	\$80,378.89
24	\$81,362.25
25	\$82,345.61
26	\$83,328.97
27	\$84,312.33
28	\$85,295.69
29	\$86,279.06
30	\$87,262.42
31	\$88,245.78
32	\$89,229.14
33	\$90,212.50
34	\$91,195.86
35	\$92,179.22

	FOOD SERVICE DIRECTOR	ADMIN ASSISTANT IV	COORDINATOR I
Level	Base Salary	Base Salary	Base Salary
1	\$63,475.99	\$65,123.67	\$58,874.95
2	\$64,459.36	\$66,107.03	\$59,858.31
3	\$65,442.72	\$67,090.39	\$60,841.67
4	\$66,426.08	\$68,073.75	\$61,825.04
5	\$67,409.44	\$69,057.11	\$62,808.40
6	\$69,376.16	\$71,023.84	\$64,775.12
7	\$70,359.53	\$72,007.20	\$65,758.48
8	\$71,342.89	\$72,990.56	\$66,741.84
9	\$72,326.25	\$73,973.92	\$67,725.21
10	\$73,309.61	\$74,957.28	\$68,708.57
11	\$74,292.97	\$75,940.64	\$69,691.93
12	\$75,276.33	\$76,924.01	\$70,675.29
13	\$76,259.70	\$77,907.37	\$71,658.65
14	\$77,243.06	\$78,890.73	\$72,642.01
15	\$78,226.42	\$79,874.09	\$73,625.38
16	\$79,209.78	\$80,857.45	\$74,608.74
17	\$80,193.14	\$81,840.81	\$75,592.10
18	\$81,176.50	\$82,824.18	\$76,575.46
19	\$82,159.86	\$83,807.54	\$77,558.82
20	\$83,143.23	\$84,790.90	\$78,542.18
21	\$84,126.59	\$85,774.26	\$79,525.54
22	\$85,109.95	\$86,757.62	\$80,508.91
23	\$86,093.31	\$87,740.98	\$81,492.27
24	\$87,076.67	\$88,724.34	\$82,475.63
25	\$87,076.67	\$89,707.70	\$83,458.99
26	\$84,312.33	\$90,691.06	\$84,442.35
27	\$85,295.69	\$91,674.42	\$85,425.71
28	\$86,279.06	\$92,657.78	\$86,409.08
29	\$87,262.42	\$93,641.14	\$87,392.44
30	\$88,245.78	\$94,624.50	\$88,375.80
31	\$89,229.14	\$95,607.86	\$89,359.16
32	\$90,212.50	\$96,591.22	\$90,342.52
33	\$91,195.86	\$97,574.58	\$91,325.88
34	\$92,179.22	\$98,557.94	\$92,309.24

DISTRICT LEVEL ESP - BASE SALARY:

Food Service Director:
Coach/Coordinator 1 & 2:
Admin. Assistant IV:

205 Day Calendar / 40 hr.
195 Day Calendar / 40 hr.
240 Day Calendar / 40 hr.

	OFFICE ASSISTANT - 195	OFFICE MANAGER / HEAD SECRETARY - 240	CUSTODIAL SERVICES - 220	FOOD SERVICE MANAGER - 195	FULL TIME PARAPROFESSIONAL -185	
Level	Base Salary	Base Salary	Base Salary	Base Salary	Para - General	SPED Para
1	\$26,714.66	\$59,329.48	\$32,106.05	\$33,630.97	\$29,357.33	\$31,054.30
2	\$27,698.02	\$60,312.84	\$33,132.16	\$34,614.33	\$30,359.78	\$32,056.75
3	\$28,681.38	\$61,296.21	\$34,158.28	\$35,597.69	\$31,362.24	\$33,059.21
4	\$29,664.74	\$62,279.57	\$35,184.40	\$36,581.05	\$32,364.70	\$34,061.66
5	\$30,648.10	\$63,262.93	\$36,210.51	\$37,564.42	\$33,367.15	\$35,064.12
6	\$31,631.46	\$64,246.29	\$37,236.63	\$38,547.78	\$34,369.61	\$36,066.58
7	\$32,614.83	\$65,229.65	\$38,262.74	\$39,531.14	\$35,372.06	\$37,069.03
8	\$33,598.19	\$66,213.01	\$39,288.86	\$40,514.50	\$36,374.52	\$38,071.49
9	\$34,581.55	\$67,196.38	\$40,314.98	\$41,497.86	\$37,376.98	\$39,073.94
10	\$35,564.91	\$68,179.74	\$41,341.09	\$42,481.22	\$38,379.43	\$40,076.40
11	\$36,548.27	\$69,163.10	\$42,367.21	\$43,464.58	\$39,381.89	\$41,078.86
12	\$37,531.63	\$70,146.46	\$43,393.32	\$44,447.95	\$40,384.34	\$42,081.31
13	\$38,515.00	\$71,129.82	\$44,419.45	\$45,431.31	\$41,386.80	\$43,083.77
14	\$39,498.36	\$72,113.18	\$45,445.57	\$46,414.67	\$42,389.26	\$44,086.22
15	\$40,481.72	\$73,096.55	\$46,471.68	\$47,398.03	\$43,391.71	\$45,088.68
16	\$41,465.08	\$74,079.91	\$47,497.80	\$48,381.39	\$44,394.17	\$46,091.14
17	\$42,448.44	\$75,063.27	\$48,523.91	\$49,364.75	\$45,396.62	\$47,093.59
18	\$43,431.80	\$76,046.63	\$49,550.03	\$50,348.12	\$46,399.08	\$48,096.05
19	\$44,415.17	\$77,029.99	\$50,576.15	\$51,331.48	\$47,401.54	\$49,098.50
20	\$45,398.53	\$78,013.35	\$51,602.26	\$52,314.84	\$48,403.99	\$50,100.96
21	\$46,381.89	\$78,996.72	\$52,628.38	\$53,298.20	\$49,406.45	\$51,103.42
22	\$47,365.25	\$79,980.08	\$53,654.49	\$54,281.56	\$50,408.90	\$52,105.87
23	\$48,348.61	\$80,963.44	\$54,680.61	\$55,264.92	\$51,411.36	\$53,108.33
24	\$49,331.97	\$81,946.80	\$55,706.73	\$56,248.29	\$52,413.82	\$54,110.78
25	\$50,315.34	\$82,930.16	\$56,732.84	\$57,231.65	\$53,416.27	\$55,113.24

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 Hrly	SPED Para	Custodial - Night Sweeper	FOOD SERVICE	
Level	Base Salary	Base Salary	Base Salary	Base Salary	Kitchen Lead Assist.	Kitchen Assist.
1	\$17.80	\$18.90	\$19.99	\$11.25	\$19.99	\$17.80
2	\$18.51	\$19.65	\$20.78	\$11.47	\$20.78	\$18.51
3	\$19.25	\$20.44	\$21.61	\$11.70	\$21.61	\$19.25
4	\$20.02	\$21.26	\$22.47	\$11.93	\$22.47	\$20.02
5	\$20.82	\$22.11	\$23.37	\$12.18	\$23.37	\$20.82
6	\$21.65	\$22.99	\$24.30	\$12.42	\$24.30	\$21.65
7	\$22.52	\$23.90	\$25.27	\$12.66	\$25.27	\$22.52
8	\$23.42	\$24.86	\$26.28	\$12.92	\$26.28	\$23.42
9	\$24.36	\$25.85	\$27.33	\$13.18	\$27.33	\$24.36
10	\$25.33	\$26.88	\$28.42	\$13.45	\$28.42	\$25.33
11	\$26.34	\$27.96	\$29.56	\$13.71	\$29.56	\$26.34
12	\$27.39	\$29.08	\$30.74	\$13.99	\$30.74	\$27.39
13	\$28.49	\$30.24	\$31.97	\$14.27	\$31.97	\$28.49
14	\$29.63	\$31.45	\$33.25	\$14.55	\$33.25	\$29.63
15	\$30.82	\$32.71	\$34.58	\$14.84	\$34.58	\$30.82
16	\$32.05	\$34.02	\$35.96	\$15.13	\$35.96	\$32.05
17	\$33.33	\$35.38	\$37.40	\$15.43	\$37.40	\$33.33
18	\$34.66	\$36.80	\$38.90	\$15.75	\$38.90	\$34.66
19	\$36.05	\$38.27	\$40.46	\$16.07	\$40.46	\$36.05
20	\$37.49	\$39.80	\$42.08	\$16.39	\$42.08	\$37.49
21	\$38.99	\$41.40	\$43.76	\$16.69	\$43.76	\$38.99
22	\$40.55	\$43.05	\$45.51	\$17.00	\$45.51	\$40.55
23	\$42.17	\$44.77	\$47.33	\$17.31	\$47.33	\$42.17
24	\$43.86	\$46.56	\$49.22	\$17.62	\$49.22	\$43.86

SALARY PLACEMENT

1. Identify the Support Staff's "Education Enhancement" Increment Level Below:
2. 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.

ENHANCEMENT TYPE:

Associates Degree or Less
Bachelor's Degree or Higher

INCREMENT LEVEL:

Starts at Level 1
(+) 3 Levels