



Licensed Salary Schedule-L188

(2018-2019)

August 17, 2018 - June 6, 2019

188 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
 - Two half years, with at least one of the years being a minimum of 92 days, will be added together to equal one year/Increment Level
 - Educator's experience in Canyons District receives full credit
 - 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

Bachelor's Degree	n/a
Bachelor's Degree + 20 semester hours	+1 Increment Level
Bachelor's Degree + 40 semester hours	+1 Increment Level
Bachelor's Degree + 60 semester hours	+1 Increment Level
Master's Degree (Total of 6 Increment Levels)	+3 Increment Levels
Master's Degree + 20 semester hours	+1 Increment Level
Master's Degree + 40 semester hours	+1 Increment Level
Master's Degree + 60 semester hours	+1 Increment Level
Doctorate Degree (Total of 12 Increment Levels)	+3 Increment Levels

Example: A newly hired educator with a Master's Degree +20 semester hours and four years of experience would be placed on Increment Level eleven (11), contingent upon verification of education and experience.

Salary Schedule Information

- ◆ Cost of Living Adjustment (COLA) is calculated on the mid-point of the salary schedule, Increment Level 20. The dollar difference between Increment Levels will remain \$900
- ◆ A minimum of a Bachelor's Degree +20 semester hours is required for educators to advance beyond Increment Level 20
- ◆ An Educator Salary Adjustment (ESA) of \$4,200 is included as part of the Base Contract and is dependent upon continued legislative funding
- ◆ 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

Increment Levels	Base Contract
1	\$41,835
2	\$42,735
3	\$43,635
4	\$44,535
5	\$45,435
6	\$46,335
7	\$47,235
8	\$48,135
9	\$49,035
10	\$49,935
11	\$50,835
12	\$51,735
13	\$52,635
14	\$53,535
15	\$54,435
16	\$55,335
17	\$56,235
18	\$57,135
19	\$58,035
20	\$58,935
21	\$59,835
22	\$60,735
23	\$61,635
24	\$62,535
25	\$63,435
26	\$64,335
27	\$65,235
28	\$66,135
29	\$67,035
30	\$67,935
31	\$68,835
32	\$69,735
33	\$70,635
34	\$71,535
35	\$72,435
36	\$73,335
37	\$74,235
38	\$75,135
39	\$76,035
40	\$76,935

Licensed full-time benefit eligible employees, employed as of October 15, 2018, will receive a **one-time \$500 bonus** on their November 15, 2018, check.

- ◆ Licensed benefit eligible employees working less than full-time, employed as of October 15, 2018, will receive a one-time prorated bonus according to their FTE status in SKYWARD on their November 15, 2018, check.

- ◆ Licensed hourly employees, employed as of October 15, 2018, will receive a one-time \$100 bonus on their November 15, 2018, check.

Licensed employees with a continuous service date prior to July 1, 1998, will receive a **one-time \$500 bonus** on their November 15, 2018, check.