



Licensed Salary Schedule-L196

(2023-2024)

August 3, 2023 - June 4, 2024

196 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
- ♦ Add one (1) Increment Level

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
Master's Degree	+6 Increment Levels
Doctorate Degree	+6 Increment Levels
- ♦ Identify semester hours awarded after July 1, 2017, not used for the degree(s) identified above, and which are relevant to education and/or the educator's assignment. Note: Educators with multiple degrees are also placed using the same/following criteria.

20 semester hours	+1 Increment Level
40 semester hours	+1 Increment Level
60 semester hours	+1 Increment Level
80 semester hours	+1 Increment Level

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

Salary Schedule Information

- ♦ An Educator Salary Adjustment (ESA) of \$8,400 and a Teacher and Student Success Act (TSSA) of \$900 are included as part of the Base Contract.

Thirty-two (32) additional hours of pay are available to CACTUS licensed employees for personal professional development at the in-service rate of \$39.89, i.e., \$1,276.48. All are dependent upon continued legislative funding.
- ♦ Cost of Living Adjustment (COLA) is calculated on the mid-point of the salary schedule, Increment Level 20, minus ESA and TSSA funds. The dollar difference between Increment Levels is approximately \$1,001.
- ♦ The Base Contract is prorated based upon the number of days remaining in the contract
- ♦ Educators with current National Board Certification for teaching will be paid a stipend of \$2,000 in addition to their Base Contract. Other approved National Board Certifications will be paid a stipend of \$1,000.

Increment Levels	Base Contract
1	\$62,041
2	\$63,042
3	\$64,043
4	\$65,044
5	\$66,045
6	\$67,046
7	\$68,047
8	\$69,048
9	\$70,049
10	\$71,051
11	\$72,052
12	\$73,053
13	\$74,054
14	\$75,055
15	\$76,056
16	\$77,057
17	\$78,058
18	\$79,059
19	\$80,060
20	\$81,061
21	\$82,062
22	\$83,063
23	\$84,065
24	\$85,066
25	\$86,067
26	\$87,068
27	\$88,069
28	\$89,070
29	\$90,071
30	\$91,072
31	\$92,073
32	\$93,074
33	\$94,075
34	\$95,076
35	\$96,077
36	\$97,078
37	\$98,080
38	\$99,081
39	\$100,082
40	\$101,083

Note: Increment Levels continue beyond what is shown on the printed salary schedule.