



Licensed Salary Schedule-Hourly Rate

(2024-2025)

Inservice Rate is Increment Level 1

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 \$8,904 and a Teacher and Student Success Act (TSSA) of \$1,020 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 educator's Hourly Rate. 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 \$950.
- ♦ 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	Hourly Rate
1	\$41.40
2	\$42.04
3	\$42.68
4	\$43.32
5	\$43.96
6	\$44.60
7	\$45.24
8	\$45.87
9	\$46.51
10	\$47.15
11	\$47.79
12	\$48.43
13	\$49.07
14	\$49.70
15	\$50.34
16	\$50.98
17	\$51.62
18	\$52.26
19	\$52.90
20	\$53.53
21	\$54.17
22	\$54.81
23	\$55.45
24	\$56.09
25	\$56.73
26	\$57.37
27	\$58.00
28	\$58.64
29	\$59.28
30	\$59.92
31	\$60.56
32	\$61.20
33	\$61.83
34	\$62.47
35	\$63.11
36	\$63.75
37	\$64.39
38	\$65.03
39	\$65.67
40	\$66.30

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