



Licensed Salary Schedule-L196

(2024-2025)

August 1, 2024 - June 4, 2025

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 \$8,904 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 **L186** 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	\$64,389
2	\$65,390
3	\$66,391
4	\$67,392
5	\$68,393
6	\$69,394
7	\$70,395
8	\$71,396
9	\$72,397
10	\$73,398
11	\$74,400
12	\$75,401
13	\$76,402
14	\$77,403
15	\$78,404
16	\$79,405
17	\$80,406
18	\$81,407
19	\$82,408
20	\$83,409
21	\$84,410
22	\$85,411
23	\$86,412
24	\$87,414
25	\$88,415
26	\$89,416
27	\$90,417
28	\$91,418
29	\$92,419
30	\$93,420
31	\$94,421
32	\$95,422
33	\$96,423
34	\$97,424
35	\$98,425
36	\$99,426
37	\$100,428
38	\$101,429
39	\$102,430
40	\$103,431

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