

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 \$10,350 and a Teacher and Student Success Act (TSSA) of \$1,110 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	\$43.15
2	\$43.78
3	\$44.42
4	\$45.06
5	\$45.70
6	\$46.34
7	\$46.98
8	\$47.61
9	\$48.25
10	\$48.89
11	\$49.53
12	\$50.17
13	\$50.81
14	\$51.44
15	\$52.08
16	\$52.72
17	\$53.36
18	\$54.00
19	\$54.64
20	\$55.28
21	\$55.91
22	\$56.55
23	\$57.19
24	\$57.83
25	\$58.47
26	\$59.11
27	\$59.74
28	\$60.38
29	\$61.02
30	\$61.66
31	\$62.30
32	\$62.94
33	\$63.58
34	\$64.21
35	\$64.85
36	\$65.49
37	\$66.13
38	\$66.77
39	\$67.41
40	\$68.04