



# Licensed Salary Schedule-L196

(2025-2026)

July 31, 2025 - June 3, 2026

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 **\$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 **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	\$67,035
2	\$68,037
3	\$69,038
4	\$70,039
5	\$71,040
6	\$72,041
7	\$73,042
8	\$74,043
9	\$75,044
10	\$76,045
11	\$77,046
12	\$78,047
13	\$79,048
14	\$80,049
15	\$81,051
16	\$82,052
17	\$83,053
18	\$84,054
19	\$85,055
20	\$86,056
21	\$87,057
22	\$88,058
23	\$89,059
24	\$90,060
25	\$91,061
26	\$92,062
27	\$93,063
28	\$94,065
29	\$95,066
30	\$96,067
31	\$97,068
32	\$98,069
33	\$99,070
34	\$100,071
35	\$101,072
36	\$102,073
37	\$103,074
38	\$104,075
39	\$105,076
40	\$106,077

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

Revised 2025.04.18