



# Licensed Salary Schedule-L186

(2025-2026)

August 11, 2025 - May 29, 2026

186 Days - Full Time 8 Hours Per Day

(16 hours of preparation time, outside of contracted days, are included in the base contract.)

## 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 | Base Contract |
|------------------|---------------|
| 1                | \$64,200      |
| 2                | \$65,150      |
| 3                | \$66,100      |
| 4                | \$67,050      |
| 5                | \$68,000      |
| 6                | \$68,950      |
| 7                | \$69,900      |
| 8                | \$70,850      |
| 9                | \$71,800      |
| 10               | \$72,750      |
| 11               | \$73,700      |
| 12               | \$74,650      |
| 13               | \$75,600      |
| 14               | \$76,550      |
| 15               | \$77,500      |
| 16               | \$78,450      |
| 17               | \$79,400      |
| 18               | \$80,350      |
| 19               | \$81,300      |
| 20               | \$82,250      |
| 21               | \$83,200      |
| 22               | \$84,150      |
| 23               | \$85,100      |
| 24               | \$86,050      |
| 25               | \$87,000      |
| 26               | \$87,950      |
| 27               | \$88,900      |
| 28               | \$89,850      |
| 29               | \$90,800      |
| 30               | \$91,750      |
| 31               | \$92,700      |
| 32               | \$93,650      |
| 33               | \$94,600      |
| 34               | \$95,550      |
| 35               | \$96,500      |
| 36               | \$97,450      |
| 37               | \$98,400      |
| 38               | \$99,350      |
| 39               | \$100,300     |
| 40               | \$101,250     |

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

Revised 2025.04.18