



Licensed Salary Schedule-Hourly Rate

(2026-2027)

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 **\$10,661** 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	\$43.88
2	\$44.52
3	\$45.15
4	\$45.79
5	\$46.43
6	\$47.07
7	\$47.71
8	\$48.35
9	\$48.99
10	\$49.62
11	\$50.26
12	\$50.90
13	\$51.54
14	\$52.18
15	\$52.82
16	\$53.45
17	\$54.09
18	\$54.73
19	\$55.37
20	\$56.01
21	\$56.65
22	\$57.28
23	\$57.92
24	\$58.56
25	\$59.20
26	\$59.84
27	\$60.48
28	\$61.12
29	\$61.75
30	\$62.39
31	\$63.03
32	\$63.67
33	\$64.31
34	\$64.95
35	\$65.58
36	\$66.22
37	\$66.86
38	\$67.50
39	\$68.14
40	\$68.78

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