



Licensed Salary Schedule-L186 (2026-2027)

August 10, 2026 - May 27, 2027

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 **\$10,661** 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	Base Contract
1	\$65,290
2	\$66,240
3	\$67,190
4	\$68,140
5	\$69,090
6	\$70,040
7	\$70,990
8	\$71,940
9	\$72,890
10	\$73,840
11	\$74,790
12	\$75,740
13	\$76,690
14	\$77,640
15	\$78,590
16	\$79,540
17	\$80,490
18	\$81,440
19	\$82,390
20	\$83,340
21	\$84,290
22	\$85,240
23	\$86,190
24	\$87,140
25	\$88,090
26	\$89,040
27	\$89,990
28	\$90,940
29	\$91,890
30	\$92,840
31	\$93,790
32	\$94,740
33	\$95,690
34	\$96,640
35	\$97,590
36	\$98,540
37	\$99,490
38	\$100,440
39	\$101,390
40	\$102,340

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