



Licensed Salary Schedule-L196 (2026-2027)

July 30, 2026 - June 2, 2027

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 **\$10,661** 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 **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	\$68,731
2	\$69,732
3	\$70,733
4	\$71,734
5	\$72,735
6	\$73,737
7	\$74,738
8	\$75,739
9	\$76,740
10	\$77,741
11	\$78,742
12	\$79,743
13	\$80,744
14	\$81,745
15	\$82,746
16	\$83,747
17	\$84,748
18	\$85,749
19	\$86,750
20	\$87,752
21	\$88,753
22	\$89,754
23	\$90,755
24	\$91,756
25	\$92,757
26	\$93,758
27	\$94,759
28	\$95,760
29	\$96,761
30	\$97,762
31	\$98,763
32	\$99,764
33	\$100,766
34	\$101,767
35	\$102,768
36	\$103,769
37	\$104,770
38	\$105,771
39	\$106,772
40	\$107,773

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

1.856% Revised 2026.08.05