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 $8,400 and a Teacher and Student Success Act (TSSA) of $900 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 in-service rate of $39.89, i.e., $1,276.48. 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 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.

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

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