



Licensed Salary Schedule-Hourly Rate (2023-2024)

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 \$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 \$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	\$39.89
2	\$40.52
3	\$41.16
4	\$41.80
5	\$42.44
6	\$43.08
7	\$43.72
8	\$44.35
9	\$44.99
10	\$45.63
11	\$46.27
12	\$46.91
13	\$47.55
14	\$48.19
15	\$48.82
16	\$49.46
17	\$50.10
18	\$50.74
19	\$51.38
20	\$52.02
21	\$52.65
22	\$53.29
23	\$53.93
24	\$54.57
25	\$55.21
26	\$55.85
27	\$56.49
28	\$57.12
29	\$57.76
30	\$58.40
31	\$59.04
32	\$59.68
33	\$60.32
34	\$60.95
35	\$61.59
36	\$62.23
37	\$62.87
38	\$63.51
39	\$64.15
40	\$64.78

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