

TEACHERS

Salary Placement

1. Add 1 level for the 2023-24 School Level
2. Identify the educator's "Education Enhancement" Increment Level Below:
3. Educators who have retired with the Utah Retirement System (URS) may receive up to fifteen (15) Increment Levels for experience.
4. Additional levels will be added upon verification of previous contracted licensed work experience from an accredited school, up to fifteen years.

Education Enhancement

To determine the educator's "Education Enhancement" Increment Level:
Identify the educator's degree attainment from an accredited university

<u>DEGREE TYPE:</u>	<u>INCREMENT LEVEL:</u>
Bachelor's Degree	Starts at Level 1
Bachelor's + 20 Semester Hours	(+) 1 Level
Bachelor's + 40 Semester Hours	(+) 1 Level
Bachelor's + 60 Semester Hours	(+) 1 Level
Master's Degree	Starts at Level 6
Master's Degree + 20 Semester Hours	(+) 1 Level
Master's Degree + 40 Semester Hours	(+) 1 Level
Master's Degree + 60 Semester Hours	(+) 1 Level

Doctorate Degree **Starts at Level 12**

Example: A newly hired educator with a Master's Degree +20 semester hours and four years of experience would be placed on Increment Level twelve (12), contingent upon verification of education and experience.

Salary Schedule Information

Cost of Living Adjustment (COLA) will not exceed \$948.00 annually

A minimum of a Bachelor's Degree +20 semester hours is required for educators to advance beyond Increment Level 20

The Base Contract is prorated based upon the number of days remaining in the contract

Educators with current National Board Certification will be paid a stipend of \$1,000 in addition to their Base Contract

FULL TIME ESS

1. Add 1 level for the 2023-24 School Level
2. Identify the Support Staff's "**Education Enhancement**" Increment Level Below:
3. Add previous years experience **in the same position,** up to 15 years.

<u>DISTRICT LEVEL ESP</u>	<u>Calendar</u>	<u>Start Date</u>	<u>End Date</u>
Food Service Director:	195 Day Calendar / 40 hr.	8/2/2023	6/3/2024
Coach/Coordinator 1 & 2:	195 Day Calendar / 40 hr.	8/2/2023	6/3/2024
Admin. Assistant IV:	240 Day Calendar / 40 hr.	7/1/2023	6/30/2024

<u>SCHOOL LEVEL ESP</u>		<u>Start Date</u>	<u>End Date</u>
Counselors:	195 Day Calendar / 40 hr.	8/2/2023	6/3/2024
Coordinator II (Cert. / Min. Master Degree):	195 Day Calendar / 40 hr.	8/2/2023	6/3/2024
Instructional Coaches:	195 Day Calendar / 40 hr.	8/2/2023	6/3/2024
Admin. Assistant I:	195 Day Calendar / 40 hr.	8/2/2023	6/3/2024
Admin Assistant II & III:	240 Day Calendar / 40 hr.	7/1/2023	6/30/2024
Food Service Manager:	195 Day Calendar / 40 hr.	8/2/2023	6/3/2024
Specialist II:	185 Day Calendar / 40 hr.	8/9/2023	5/24/2024

Certificated Education Enhancement

To determine the support staff's "Education Enhancement" Increment Level:
Identify the educator's degree attainment from an accredited university

<u>DEGREE TYPE:</u>	<u>INCREMENT LEVEL:</u>
Bachelor's Degree or Less	Starts at Level 1
Master's Degree	Starts at Level 6
Doctorate Degree	Starts at Level 12

Instructional Staff Education Enhancement

Instructional Staff must have completed, or in the process of completing, one of the following requirements:

1. Obtained an associates degree (or higher) or completed a minimum of **48** semester hours from an accredited institution of higher education.
2. Met a rigorous standard of quality and can demonstrate, through a formal state or local academic Praxis assessment, knowledge of, and the ability to, assist in instructing reading, writing, and mathematics.

<u>ENHANCEMENT TYPE:</u>	<u>INCREMENT LEVEL:</u>
Associates Degree or Less	Starts at Level 1
Bachelor's Degree or Higher	(+) 6 Levels

Salary Schedule Information

Cost of Living Adjustment (COLA) will not exceed \$900.00 annually



Administrative / Dept. Director (FT) Salary Schedule (2023-2024)

Administrative
July 1, 2023 - June 30, 2024
240 Days - Full Time (8 Hours Per Day)

Dept. Director
August 2, 2023-June 3, 2024
195 Days - Full Time (8 Hours Per Day)

SALARY ADJUSTMENTS

1. Doctorate Degree = \$4,200
2. Masters + 30 Semester Hours = \$2,100
3. K-6 School Administrator - Activities Differential = 1.0% of base contract
4. 7-9 School Administrator - Activities Differential = 3.0% of base contract

Notes:

Base Salary prorated according to # of days remaining in agreement.

All Administrators/Dept. Directors are expected to be available to supervisors and work associates, via cell phone/mobile device, at all times.

	PRINCIPAL K-8	ASSISTANT PRINCIPAL	DEPT. DIRECTOR
Level	Base Salary	Base Salary	Base Salary
1	\$111,049	\$102,809	\$73,900.00
2	\$112,664	\$104,302	\$74,800.00
3	\$114,302	\$105,814	\$75,700.00
4	\$115,966	\$107,349	\$76,600.00
5	\$117,652	\$108,908	\$77,500.00
6	\$119,368	\$110,490	\$78,400.00
7	\$121,102	\$112,095	\$79,300.00
8	\$122,866	\$113,723	\$80,200.00
9	\$124,661	\$115,380	\$81,100.00
10	\$126,479	\$117,005	\$82,000.00
11	\$128,037	\$118,477	\$82,900.00
12	\$129,751	\$120,057	\$83,800.00
13	\$131,465	\$121,636	\$84,700.00
14	\$133,179	\$123,216	\$85,600.00
15	\$134,893	\$124,796	\$86,500.00
16			\$87,400.00
17			\$88,300.00
18			\$89,200.00
19			\$90,100.00
20			\$91,000.00
21			\$91,900.00
22			\$92,800.00
23			\$93,700.00
24			\$94,600.00
25			\$95,500.00

August 2, 2023 - June 3, 2024
195 Days - Full Time (8 Hours Per Day)

Salary Placement for:

Counselors
Coordinator II (Certified / Min. Master's Degree)
Instructional Coaches

To determine an educator's initial salary placement:

- Add 1 level for the 2023-24 School Year
- 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
 - Educators who have retired with the Utah Retirement System (URS) may receive up to fifteen (15) Increment Levels for experience

Education Enhancement

To determine the educator's "Education Enhancement" Increment Level:

- Identify the educator's degree attainment from an accredited university

DEGREE TYPE:

Bachelor's Degree

Bachelor's + 20 Semester Hours
Bachelor's + 40 Semester Hours
Bachelor's + 60 Semester Hours

INCREMENT LEVEL:

Starts at Level 1

+ 1 Level
+ 1 Level
+ 1 Level

Master's Degree

Master's Degree + 20 Semester Hours
Master's Degree + 40 Semester Hours
Master's Degree + 60 Semester Hours

Starts at Level 6

+ 1 Level
+ 1 Level
+ 1 Level

Doctorate Degree

Starts at Level 12

Example: A newly hired educator with a Master's Degree +20 semester hours and four years of experience would be placed on Increment Level twelve (12), contingent upon verification of education and experience.

Salary Schedule Information

- Cost of Living Adjustment (COLA) will not exceed \$948.00 annually
- A minimum of a Bachelor's Degree +20 semester hours is required for educators to advance beyond Increment Level 20
- The Base Contract is prorated based upon the number of days remaining in the contract
- Educators with current National Board Certification will be paid a stipend of \$1,000 in addition to their Base Contract

Increment Levels	Base Contract
1	\$56,671.00
2	\$57,619.00
3	\$58,567.00
4	\$59,515.00
5	\$60,463.00
6	\$61,411.00
7	\$62,359.00
8	\$63,307.00
9	\$64,255.00
10	\$65,203.00
11	\$66,151.00
12	\$67,099.00
13	\$68,047.00
14	\$68,995.00
15	\$69,943.00
16	\$70,891.00
17	\$71,839.00
18	\$72,787.00
19	\$73,735.00
20	\$74,683.00
21	\$75,631.00
22	\$76,579.00
23	\$77,527.00
24	\$78,475.00
25	\$79,423.00
26	\$80,371.00
27	\$81,319.00
28	\$82,267.00
29	\$83,215.00
30	\$84,163.00
31	\$85,111.00
32	\$86,059.00
33	\$87,007.00
34	\$87,955.00
35	\$88,903.00

Salary Placement

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- Identify the educator's "Education Enhancement" Increment Level
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Bachelor's + 40 Semester Hours
Bachelor's + 60 Semester Hours

INCREMENT LEVEL:

Starts at Level 1

+ 1 Level
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Master's Degree

Master's Degree + 20 Semester Hours
Master's Degree + 40 Semester Hours
Master's Degree + 60 Semester Hours

Starts at Level 6

+ 1 Level
+ 1 Level
+ 1 Level

Doctorate Degree

Starts at Level 12

Example: A newly hired educator with a Master's Degree +20 semester hours and four years of experience would be placed on Increment Level twelve (12), contingent upon verification of education and experience.

Please Note:

Certified employees will receive an additional legislative award based on their FTE in the amount of \$4,200 as well as a employee stipend based on their FTE in the amount of \$10,200. These amounts are not included in the "Base Contract".

Increment Levels	Base Contract
1	\$53,765.00
2	\$54,665.00
3	\$55,565.00
4	\$56,465.00
5	\$57,365.00
6	\$58,265.00
7	\$59,165.00
8	\$60,065.00
9	\$60,965.00
10	\$61,865.00
11	\$62,765.00
12	\$63,665.00
13	\$64,565.00
14	\$65,465.00
15	\$66,365.00
16	\$67,265.00
17	\$68,165.00
18	\$69,065.00
19	\$69,965.00
20	\$70,865.00
21	\$71,765.00
22	\$72,665.00
23	\$73,565.00
24	\$74,465.00
25	\$75,365.00
26	\$76,265.00
27	\$77,165.00
28	\$78,065.00
29	\$78,965.00
30	\$79,865.00
31	\$80,765.00
32	\$81,665.00
33	\$82,565.00
34	\$83,465.00
35	\$84,365.00

Salary Schedule Information

- Cost of Living Adjustment (COLA) will not exceed \$900.00 annually
- Bachelor's Degree +20 semester hours is required for educators to advance beyond Increment Level 20
- The Base Contract is prorated based upon the number of days remaining in the contract
- Educators with a current National Board Certification will be paid a stipend of \$1,000 in addition to their Base Contract

EDUCATIONAL SUPPORT STAFF - DISTRICT LEVEL (FULL TIME - ESP)			
	FOOD SERVICE DIRECTOR	ADMIN ASSISTANT IV	COORDINATOR I
Level	Base Salary	Base Salary	Base Salary
1	\$58,095.00	\$59,603.00	\$53,884.00
2	\$58,995.00	\$60,503.00	\$54,784.00
3	\$59,895.00	\$61,403.00	\$55,684.00
4	\$60,795.00	\$62,303.00	\$56,584.00
5	\$61,695.00	\$63,203.00	\$57,484.00
6	\$62,595.00	\$64,103.00	\$58,384.00
7	\$63,495.00	\$65,003.00	\$59,284.00
8	\$64,395.00	\$65,903.00	\$60,184.00
9	\$65,295.00	\$66,803.00	\$61,084.00
10	\$66,195.00	\$67,703.00	\$61,984.00
11	\$67,095.00	\$68,603.00	\$62,884.00
12	\$67,995.00	\$69,503.00	\$63,784.00
13	\$68,895.00	\$70,403.00	\$64,684.00
14	\$69,795.00	\$71,303.00	\$65,584.00
15	\$70,695.00	\$72,203.00	\$66,484.00
16	\$71,595.00	\$73,103.00	\$67,384.00
17	\$72,495.00	\$74,003.00	\$68,284.00
18	\$73,395.00	\$74,903.00	\$69,184.00
19	\$74,295.00	\$75,803.00	\$70,084.00
20	\$75,195.00	\$76,703.00	\$70,984.00
21	\$76,095.00	\$77,603.00	\$71,884.00
22	\$76,995.00	\$78,503.00	\$72,784.00
23	\$77,895.00	\$79,403.00	\$73,684.00
24	\$78,795.00	\$80,303.00	\$74,584.00
25	\$79,695.00	\$81,203.00	\$75,484.00

DISTRICT LEVEL ESP - BASE SALARY:

Each increment level does not exceed \$900

Food Service Director:	205 Day Calendar / 40 hr.
Coach/Coordinator 1 & 2:	195 Day Calendar / 40 hr.
Admin. Assistant IV:	240 Day Calendar / 40 hr.

EDUCATIONAL SUPPORT STAFF - SCHOOL LEVEL (FULL TIME - ESP)						
	ADMIN. ASSISTANT I - Office Assistant	ADMIN. ASSISTANT II - Registrar	ADMIN ASSISTANT III - Office Manager / Head Secretary	CUSTODIAL SERVICES	FOOD SERVICE MANAGER	SPECIALIST II
Level	Base Salary	Base Salary	Base Salary	Base Salary	Base Salary	Base Salary
1	\$24,450.00	\$51,485.29	\$55,200.00	\$40,172.00	\$30,780.00	\$25,560.00
2	\$25,350.00	\$52,385.29	\$56,100.00	\$41,072.00	\$31,680.00	\$26,460.00
3	\$26,250.00	\$53,285.29	\$57,000.00	\$41,972.00	\$32,580.00	\$27,360.00
4	\$27,150.00	\$54,185.29	\$57,900.00	\$42,872.00	\$33,480.00	\$28,260.00
5	\$28,050.00	\$55,085.29	\$58,800.00	\$43,772.00	\$34,380.00	\$29,160.00
6	\$28,950.00	\$55,985.29	\$59,700.00	\$44,672.00	\$35,280.00	\$30,060.00
7	\$29,850.00	\$56,885.29	\$60,600.00	\$45,572.00	\$36,180.00	\$30,960.00
8	\$30,750.00	\$57,785.29	\$61,500.00	\$46,472.00	\$37,080.00	\$31,860.00
9	\$31,650.00	\$58,685.29	\$62,400.00	\$47,372.00	\$37,980.00	\$32,760.00
10	\$32,550.00	\$59,585.29	\$63,300.00	\$48,272.00	\$38,880.00	\$33,660.00
11	\$33,450.00	\$60,485.29	\$64,200.00	\$49,172.00	\$39,780.00	\$34,560.00
12	\$34,350.00	\$61,385.29	\$65,100.00	\$50,072.00	\$40,680.00	\$35,460.00
13	\$35,250.00	\$62,285.29	\$66,000.00	\$50,972.00	\$41,580.00	\$36,360.00
14	\$36,150.00	\$63,185.29	\$66,900.00	\$51,872.00	\$42,480.00	\$37,260.00
15	\$37,050.00	\$64,085.29	\$67,800.00	\$52,772.00	\$43,380.00	\$38,160.00
16	\$37,950.00	\$64,985.29	\$68,700.00	\$53,672.00	\$44,280.00	\$39,060.00
17	\$38,850.00	\$65,885.29	\$69,600.00	\$54,572.00	\$45,180.00	\$39,960.00
18	\$39,750.00	\$66,785.29	\$70,500.00	\$55,472.00	\$46,080.00	\$40,860.00
19	\$40,650.00	\$67,685.29	\$71,400.00	\$56,372.00	\$46,980.00	\$41,760.00
20	\$41,550.00	\$68,585.29	\$72,300.00	\$57,272.00	\$47,880.00	\$42,660.00
21	\$42,450.00	\$69,485.29	\$73,200.00	\$58,172.00	\$48,780.00	\$43,560.00
22	\$43,350.00	\$70,385.29	\$74,100.00	\$59,072.00	\$49,680.00	\$44,460.00
23	\$44,250.00	\$71,285.29	\$75,000.00	\$59,972.00	\$50,580.00	\$45,360.00
24	\$45,150.00	\$72,185.29	\$75,900.00	\$60,872.00	\$51,480.00	\$46,260.00
25	\$46,050.00	\$73,085.29	\$76,800.00	\$61,772.00	\$52,380.00	\$47,160.00

SCHOOL LEVEL ESS - BASE SALARY

Each increment level does not exceed \$900 - Add 6 Levels for a Bachelor's Degree or Higher.

Admin. Assistant I	195 Days / 40 hr.
Admin Assistant II & III	240 Days / 40 hr.
Custodial Services	220 Days / 40 hr.
Food Service Manager	185 Days / 40 hr.
Specialist II	185 Days / 40 hr.

EDUCATION SUPPORT STAFF (HOURLY - ESP)

Level	GENERAL - TA	SPECIALIST I	SPED - TA	CUSTODIAL - NIGHT SWEEPER	FOOD SERVICE	
	Base Salary	Base Salary	Base Salary	Base Salary	Kitchen Lead Assist.	Kitchen Assist.
1	\$15.00	\$16.00	\$17.00	\$15.00	\$16.00	\$15.00
2	\$15.43	\$16.43	\$17.43	\$15.43	\$16.43	\$15.43
3	\$15.86	\$16.86	\$17.86	\$15.86	\$16.86	\$15.86
4	\$16.29	\$17.29	\$18.29	\$16.29	\$17.29	\$16.29
5	\$16.72	\$17.72	\$18.72	\$16.72	\$17.72	\$16.72
6	\$17.15	\$18.15	\$19.15	\$17.15	\$18.15	\$17.15
7	\$17.58	\$18.58	\$19.58	\$17.58	\$18.58	\$17.58
8	\$18.01	\$19.01	\$20.01	\$18.01	\$19.01	\$18.01
9	\$18.44	\$19.44	\$20.44	\$18.44	\$19.44	\$18.44
10	\$18.87	\$19.87	\$20.87	\$18.87	\$19.87	\$18.87
11	\$19.30	\$20.30	\$21.30	\$19.30	\$20.30	\$19.30
12	\$19.73	\$20.73	\$21.73	\$19.73	\$20.73	\$19.73
13	\$20.16	\$21.16	\$22.16	\$20.16	\$21.16	\$20.16
14	\$20.59	\$21.59	\$22.59	\$20.59	\$21.59	\$20.59
15	\$21.02	\$22.02	\$23.02	\$21.02	\$22.02	\$21.02
16	\$21.45	\$22.45	\$23.45	\$21.45	\$22.45	\$21.45
17	\$21.88	\$22.88	\$23.88	\$21.88	\$22.88	\$21.88
18	\$22.31	\$23.31	\$24.31	\$22.31	\$23.31	\$22.31
19	\$22.74	\$23.74	\$24.74	\$22.74	\$23.74	\$22.74
20	\$23.17	\$24.17	\$25.17	\$23.17	\$24.17	\$23.17

SALARY PLACEMENT

1. Add 1 level for the 2023-24 School Level
2. Identify the Support Staff's "Education Enhancement" Increment Level Below:
3. Add previous years experience in the same position, up to 15 years.

Instructional Staff Education Enhancement

Instructional Staff must have completed, or in the process of completing, one of the following requirements:

1. Obtained an associates degree (or higher) or completed a minimum of 48 semester hours from an accredited institution of higher education.
2. Met a rigorous standard of quality and can demonstrate, through a formal state or local academic Praxis assessment, knowledge of, and the ability to, assist in instructing reading, writing, and mathematics.

ENHANCEMENT TYPE:

Associates Degree or Less
Bachelor's Degree or Higher

INCREMENT LEVEL:

Starts at Level 1
(+) 3 Levels