

**Davis School District**  
**Educator Salary Schedule - School Year 2019-20**

**New Hire Placement**

Bachelor's Degree	Level A
Master's Degree	Level F
Doctorate Degree	Level J

For educators with previous experience and/or additional education, additional salary levels may be given. To determine your placement on the salary schedule, identify your degree level then add previous experience and/or education enhancements. For example, a newly hired educator with a Master's Degree plus 30 semester credits and four previous years of experience would be placed at Level L (given appropriate submission of verification and education documentation).

Endorsements identified as critical to the functioning of the District receive one additional salary level per eligible endorsed area at initial placement. Current endorsements qualifying for this advancement are as follows: English as a Second Language (ESL), Reading, and Math Levels 2 & 3.

**Salary Schedule Information**

1. Cost of Living Adjustments are calculated based on the mid-point of the salary schedule (Salary Level U). The dollar difference between steps remains at \$875.
2. Newly hired educators are eligible to receive credit for the first ten years of qualified teaching experience outside the District and for all teaching experience in the District (with the exception of rehired retirees). **Submit an "Official Verification of Professional Service" form to the Human Resources Department for consideration of experience salary levels.** District retirees receive credit for a maximum ten years of experience.
3. Educators may qualify for salary level advancement for additional education - - refer to the current Educators' Agreement for detail on qualifying coursework. **Complete a "Salary Level Change" form and submit it to the Human Resources Department for consideration of additional salary levels as indicated below.**

Bachelor's Degree + 20 Semester Credits	Add 2 salary levels
Bachelor's Degree + 40 Semester Credits	Add 2 salary levels
Master's Degree (after initial hire) or BS + 50 Credits	Add 1 salary level
Master's Degree + 30 Semester Credits	Add 2 salary levels
Doctorate Degree	Add 2 salary levels

Educators whose assignments require specialist certification necessitating a Master's Degree of at least 53 semester or 80 quarter credits beyond a Bachelor's Degree add one salary level.

4. A Bachelor's + 20 Semester Credits is required for educators to advance beyond Salary Level L.
5. Educators with a current National Board Certification will be paid an additional stipend of \$1000 per year in additional to their regular salary.
6. An educator salary adjustment of \$4,200 is included as part of this schedule and is dependent upon continued legislative funding. Employees must receive a satisfactory or higher job performance rating evaluation to qualify per Utah Code 53F-2-405.

7. TSSA (2019 S.B. 149 Teacher and Student Success Act) pay is dependent upon continued legislative funding.

<b>SALARY SCHEDULE</b>			
Salary Level	185 Days	TSSA <sup>7</sup>	Total
A	43,448	350	43,798
B	44,323	350	44,673
C	45,198	350	45,548
D	46,073	350	46,423
E	46,948	350	47,298
F	47,823	350	48,173
G	48,698	825	49,523
H	49,573	825	50,398
I	50,448	825	51,273
J	51,323	825	52,148
K	52,198	825	53,023
L	53,073	825	53,898
M	53,948	825	54,773
N	54,823	825	55,648
O	55,698	825	56,523
P	56,573	825	57,398
Q	57,448	825	58,273
R	58,323	825	59,148
S	59,198	825	60,023
T	60,073	825	60,898
U	60,948	825	61,773
V	61,823	825	62,648
W	62,698	825	63,523
X	63,573	825	64,398
Y	64,448	825	65,273
Z	65,323	350	65,673
AA	66,198	350	66,548
AB	67,073	350	67,423
AC	67,948	350	68,298
AD	68,823	350	69,173
AE	69,698	350	70,048
AF	70,573	350	70,923
AG	71,448	350	71,798
AH	72,323	350	72,673
AI	73,198	350	73,548
AJ	74,073	350	74,423
AK	74,948	350	75,298
AL	75,823	350	76,173
AM	76,698	350	77,048
AN	77,573	350	77,923