

Davis School District
Educator Salary Schedule - School Year 2021-22

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. Educators whose assignments require specialist certification and earn an education specialist (EdS) degree are eligible for two additional salary levels on the Educator Salary Schedule, or one additional salary level if previously awarded one salary level under 3.2.8[c](3). Educators requesting the additional levels must provide written documentation verifying their EDS degree.

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.

| SALARY SCHEDULE | | | |
|------------------------|----------|-------------------|--------|
| Salary Level | 185 Days | TSSA ⁷ | Total |
| A | 47,616 | 519 | 48,135 |
| B | 48,491 | 519 | 49,010 |
| C | 49,366 | 519 | 49,885 |
| D | 51,741 | 519 | 52,260 |
| E | 52,616 | 519 | 53,135 |
| F | 53,491 | 519 | 54,010 |
| G | 54,366 | 994 | 55,360 |
| H | 55,241 | 994 | 56,235 |
| I | 56,116 | 994 | 57,110 |
| J | 56,991 | 994 | 57,985 |
| K | 57,866 | 994 | 58,860 |
| L | 58,741 | 994 | 59,735 |
| M | 59,616 | 994 | 60,610 |
| N | 60,491 | 994 | 61,485 |
| O | 61,366 | 994 | 62,360 |
| P | 62,241 | 994 | 63,235 |
| Q | 63,116 | 994 | 64,110 |
| R | 63,991 | 994 | 64,985 |
| S | 64,866 | 994 | 65,860 |
| T | 65,741 | 994 | 66,735 |
| U | 66,616 | 994 | 67,610 |
| V | 67,491 | 994 | 68,485 |
| W | 68,366 | 994 | 69,360 |
| X | 69,241 | 994 | 70,235 |
| Y | 70,116 | 994 | 71,110 |
| Z | 70,991 | 519 | 71,510 |
| AA | 71,866 | 519 | 72,385 |
| AB | 72,741 | 519 | 73,260 |
| AC | 73,616 | 519 | 74,135 |
| AD | 74,491 | 519 | 75,010 |
| AE | 75,366 | 519 | 75,885 |
| AF | 76,241 | 519 | 76,760 |
| AG | 77,116 | 519 | 77,635 |
| AH | 77,991 | 519 | 78,510 |
| AI | 78,866 | 519 | 79,385 |
| AJ | 79,741 | 519 | 80,260 |
| AK | 80,616 | 519 | 81,135 |
| AL | 81,491 | 519 | 82,010 |
| AM | 82,366 | 519 | 82,885 |
| AN | 83,241 | 519 | 83,760 |