

**Davis School District
Educator Salary Schedule - School Year 2020-21**

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.

SALARY SCHEDULE			
Salary Level	185 Days	TSSA ⁷	Total
A	44,515	401	44,916
B	45,390	401	45,791
C	46,265	401	46,666
D	47,140	401	47,541
E	48,015	401	48,416
F	48,890	401	49,291
G	49,765	876	50,641
H	50,640	876	51,516
I	51,515	876	52,391
J	52,390	876	53,266
K	53,265	876	54,141
L	54,140	876	55,016
M	55,015	876	55,891
N	55,890	876	56,766
O	56,765	876	57,641
P	57,640	876	58,516
Q	58,515	876	59,391
R	59,390	876	60,266
S	60,265	876	61,141
T	61,140	876	62,016
U	62,015	876	62,891
V	62,890	876	63,766
W	63,765	876	64,641
X	64,640	876	65,516
Y	65,515	876	66,391
Z	66,390	401	66,791
AA	67,265	401	67,666
AB	68,140	401	68,541
AC	69,015	401	69,416
AD	69,890	401	70,291
AE	70,765	401	71,166
AF	71,640	401	72,041
AG	72,515	401	72,916
AH	73,390	401	73,791
AI	74,265	401	74,666
AJ	75,140	401	75,541
AK	76,015	401	76,416
AL	76,890	401	77,291
AM	77,765	401	78,166
AN	78,640	401	79,041