

2019-20
Proposed Salary Schedules
Administrators

Salary Schedule #8
Salt Lake City School District
2019-20
Administrators - Educational / Business

	I	II	III	IV	V	VI	VII	VIII	IX
STEP	10 Months	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months
5	101,485	106,250	108,486	110,769	113,101	115,480	117,911	120,392	125,111
4	98,182	102,792	104,955	107,163	109,418	111,721	114,072	116,473	121,003
3	95,003	99,464	101,556	103,693	105,876	108,104	110,378	112,702	117,007
2	91,954	96,271	98,297	100,365	102,478	104,634	106,836	109,084	113,133
1	89,054	93,236	95,197	97,200	99,246	101,334	103,468	105,644	109,400

1. In addition to the salary shown above, administrators also receive the following:

Master's Degree +20 semester hours	\$1,464
Master's Degree +40 semester hours	\$2,903
Doctorate Degree	\$5,039
Administrative Longevity Pay 15 or more years	\$491
Administrative Longevity Pay 30 or more years	\$813

Additional salary shall be paid in equal installments with regular payroll, and is subject to Cost of Living Adjustments.

2. The following listed administrators are paid on the above schedule:

Lane I	Elementary Assistant Principal
Lane II	Middle School Assistant Principals; Coordinators
Lane III	Assistant High School Principals
Lane IV	Elementary Principals, Supervisors
Lane V	Middle School Principal, K-8 Principal, Director III
Lane VI	Director II
Lane VII	Open
Lane VIII	Director I
Lane IX	High School Principals, Senior Director

3. This schedule includes dental insurance.

4. Other administrative placements on this salary schedule will be recommended by the Superintendent's staff to the Board of Education.

5. High School Principals and Assistant Principals at traditional high schools will receive a \$5,000 stipend for after school UHSAA supervision.

6. 12 month administrators are contracted to work 223 days per fiscal year. 10 month administrators are contracted to work 213 days per fiscal year.

7. Administrators on this schedule are part of the Wellness Incentive Program and will receive the following based on June 30 sick leave balance:

Step 4 Incentive (2,184 sick leave hours)	4% of base wage
Step 3 Incentive (1,768 sick leave hours)	3% of base wage
Step 2 Incentive (1,352 sick leave hours)	2% of base wage
Step 1 Incentive (936 sick leave hours)	1% of base wage

8. Administrators with 10 consecutive years in the District AND 25 years in the Utah State Retirement System OR Administrators with 10 consecutive years in the District AND have reached 55 years of age will receive longevity pay which shall be 2% of the salary schedule only.

9. Step increases on this schedule may be awarded annually depending on available funding and Board approval.

**Salary Schedule #4
Salt Lake City School District
2019-20**

Direct Reports to Employees Reporting to the Board

Note: Placement on this salary schedule is reviewed annually and may change based on appropriate performance evaluations. When the Board of Education hires a new superintendent, the new superintendent may reorganize the administration and reassign any current member of the Superintendency.

Step	Associate Superintendent	Executive Director	Chief Officer/ Finance Director
Mastery	164,638	125,111	120,392
Standard	158,291	117,007	112,702
Provisional	152,205	109,400	105,644

1. In addition to the salary shown above, administrators paid from this schedule also receive the following:

Master's Degree +20 semester hours	\$1,464
Master's Degree + 40 semester hours	\$2,903
Doctorate Degree	\$5,039
Administrative Pay less than 15 years	\$18,128
Administrative Pay 15 or more years	\$18,662
Administrative Pay 30 years or more	\$19,013

Additional salary shall be paid in equal installments with regular payroll, and is subject to Cost of Living Adjustments.

2. This schedule includes dental insurance.

3. Placements on this salary schedule will be recommended by the Superintendent to the Board of Education.

4. Administrators on this schedule are contracted to work 223 days per fiscal year with an option of 10 additional days if authorized by the Superintendent.

5. Administrators on this schedule are part of the Wellness Incentive Program and will receive the following:

Step 4 Incentive (2,184 sick leave hours)	4% of base wage
Step 3 Incentive (1,768 sick leave hours)	3% of base wage
Step 2 Incentive (1,352 sick leave hours)	2% of base wage
Step 1 Incentive (936 sick leave hours)	1% of base wage

6. Administrators with 10 consecutive years in the District AND 25 years in the Utah State Retirement System OR Administrators with 10 consecutive years in the District AND have reached 55 years of age will receive longevity pay which shall be 2% of the salary schedule only.

7. It is anticipated that administrators paid on this schedule will be paid on their current step for at least 2 years before a step increase is considered. Step increases on this schedule may be awarded depending on available funding and Board approval.

2019-20
Proposed Salary Schedules
Certified Employees

**Salary Schedules #17, #18, & #19
Salt Lake City School District
2019-20
Certified Teachers - 185 Days**

Step	Bachelors & Certificate	Bachelors +20 & Certificate	Bachelors +40 & Certificate	Masters & Certificate	Masters +20 & Certificate	Masters +40 (Ed S) & Certificate	D PhD
13					78,555	80,980	83,181
12				73,666	75,062	77,371	
11			70,311	70,311	72,571	74,836	
10		65,610	67,122	67,988	70,190	72,391	
9	61,959	62,536	64,863	65,764	67,919	70,070	
8	58,856	60,343	62,703	63,598	65,693	67,785	
7	56,690	58,238	60,567	61,499	63,557	65,617	
6	54,556	56,234	58,582	59,490	61,488	63,477	
5	52,511	54,283	56,605	57,563	59,506	61,437	
4	50,564	52,423	54,749	55,678	57,589	59,493	
3	48,683	50,656	52,957	53,881	55,739	57,603	
2	46,846	48,900	51,189	52,116	53,918		
1	46,846	48,900	51,189	52,116	53,918		

1. Payment for a graduate degree will be awarded upon verification of the degree and a teaching certificate.
2. Master's Lane Equivalency: Teachers being paid on the B+40 lane shall be granted payment on the master's lane upon completion of an individual program of study which includes 15 quarter hours or 10 semester hours of study and a project. Master's lane equivalency applications are processed by the Professional Development Department.
3. Payment for PhD/EdD will be awarded upon verification of the degree and a teaching certificate to teachers who have reached the 13th step of the salary schedule.
4. For teachers who are contracted to work less than full time or less than 9 months per year, the District agrees to pay the cost of their insurance premiums in the same proportion that the fraction of their contract relates to full time.
5. Teachers who pass the National Certification Boards will receive 50% reimbursement of paid fee. These teachers will also receive an annual stipend equal to the Ph.D. stipend.
6. Longevity pay - 2 percent of the employee's base salary added to regular pay. Employees must have completed 26 full years in the District to be eligible.
7. In addition, teachers who are currently on the top step of the 2018-19 salary scheduled will receive the additional COLA listed below.

Bachelors	2,535	Masters	3,664
Bachelors+20	2,838	Masters+20	4,232
Bachelors+40	3,280	Masters+40	4,510
		Doctorate	4,767
8. Extended contract assignment (1.042 to 1.167) see Article 17.10
9. Step increases on this schedule may be awarded annually depending on available funding and Board approval.

2019-20
Proposed Salary Schedules
Classified Employees

Salary Schedule #77
Salt Lake City School District
2019-20
Bus Operators (Contract)

Step	A Bus Driver	B Bus Driver Trainer	C School Bus Mechanic
6	16,989	51,045	43,360
5	16,187	48,612	41,287
4	15,774	47,304	40,138
3	15,107	45,321	38,402
2	14,668	43,991	37,231
1	14,238	42,684	36,104

1. Lane A is based on 4 hours per day for 182 contract days.
 Lane B is based on 8 hours per day for 243 contract days.
 Lane C is based on 8 hours per day for 243 contract days.
2. Every bus operator is required to arrive at the bus yard at least 15 minutes prior to scheduled departure.
3. Any hours worked in addition to the contracted hours will be compensated at the applicable hourly rates.
4. The District will provide long term disability coverage and waiver of premium for health and accident insurance while disabled.
5. This schedule participates in the Wellness Incentive Program
6. Step increases on this schedule may be awarded annually depending on available funding and Board approval.

Salary Schedule #55
Salt Lake City School District
2019-20
Child Nutrition (Contract)
180 Day

180 Days - 8 hours a day contract

	A	B	C
STEP	High School Nutrition Manager III	Middle/ Elementary Nutrition Manager II	Nutrition Assistant Manager
5	32,419	31,300	27,490
4	31,435	30,348	26,668
3	30,599	29,510	25,971
2	29,818	28,806	25,310
1	29,094	28,063	24,703

180 Days - 7 hours a day contract

	A	B	C
STEP	High School Nutrition Manager III	Middle/ Elementary Nutrition Manager II	Nutrition Assistant Manager
5	28,367	27,388	24,053
4	27,505	26,555	23,334
3	26,774	25,822	22,725
2	26,091	25,205	22,147
1	25,457	24,556	21,615

180 Days - 6 hours a day contract

	A	B	C
STEP	High School Nutrition Manager III	Middle/ Elementary Nutrition Manager II	Nutrition Assistant Manager
5	24,315	23,475	20,617
4	23,576	22,761	20,001
3	22,949	22,133	19,479
2	22,364	21,604	18,983
1	21,820	21,048	18,527

1. Employees paid on this schedule work 9 Month Contracts.
2. Employees will be assigned to specific schools to the extent possible to fulfill their schedule. However, they will be required to work at other schools as needed when their regular assignment (due to specialized school calendaring) does not allow them to fulfill their required hours.
3. The below certification levels are added to the base wage (amounts are not combined).
 \$.25 per hour will be added for professional School Nutrition Association Level I certification.
 \$.50 per hour will be added for professional School Nutrition Association Level III certification.
 \$.70 per hour will be added for professional School Nutrition Association Level IV certification.
4. The district will provide long term disability coverage and waiver of premium health and accident insurance while disabled.
5. This schedule participates in the Wellness Incentive Program.
6. This schedule includes medical, dental and life insurance.
7. Step increases on this schedule may be awarded annually depending on available funding and Board approval.

Salary Schedule #63
Salt Lake City School District
2019-20
Child Nutrition - Office Personnel
243 Day

STEP	D Program Specialists
5	46,512
4	44,709
3	43,177
2	41,769
1	40,435

1. Employees paid on this schedule work 12 month contracts (243 Days).
2. Employees on this schedule participate in the Child Nutrition Sick Leave Incentive Program.
3. Employees on this schedule contracted to work less than 12 months may accumulate personal leave (no deduction) to a maximum of four days.
4. \$.25 per hour will be added for professional School Nutrition Association Level I certification.
\$.50 per hour will be added for professional School Nutrition Association Level II certification.
\$.70 per hour will be added for professional School Nutrition Association Level III certification.
5. The district will provide long term disability coverage and waiver of premium for health and accident insurance while disabled.
6. This schedule participates in the Wellness Incentive Program.
7. This schedule includes medical, dental and life insurance.
8. Step increases on this schedule may be awarded annually depending on available funding and Board approval.

**Salary Schedule #40
Salt Lake City School District
2019-20
Comprehensive Non-Exempt**

12 Months - 243 Days

Step	H	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
5	78,811	74,281	72,140	70,021	68,016	65,965	64,072	62,246	60,376	58,663	56,928	55,282	53,682	52,105	50,572	49,107	47,642	46,313
4	73,086	68,940	66,866	64,951	63,080	61,187	59,452	57,716	56,049	54,403	52,826	51,271	49,783	48,341	46,899	45,569	44,239	42,955
3	67,835	63,936	62,066	60,240	58,528	56,837	55,147	53,547	51,992	50,459	48,995	47,552	46,223	44,848	43,518	42,301	41,017	39,845
2	62,900	59,316	57,604	55,936	54,291	52,736	51,181	49,648	48,228	46,809	45,479	44,127	42,842	41,603	40,386	39,214	38,064	36,960
1	58,392	55,034	53,412	51,902	50,369	48,882	47,462	46,087	44,758	43,428	42,189	40,927	39,755	38,583	37,456	36,352	35,315	34,278

10 Months - 201 Days

Step	H	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
5	65,189	61,442	59,671	57,919	56,260	54,563	52,998	51,488	49,940	48,524	47,088	45,727	44,404	43,099	41,831	40,620	39,408	38,308
4	60,454	57,024	55,309	53,725	52,177	50,611	49,176	47,741	46,361	45,000	43,695	42,409	41,179	39,986	38,793	37,693	36,593	35,531
3	56,111	52,886	51,338	49,828	48,412	47,014	45,616	44,292	43,006	41,738	40,526	39,333	38,234	37,096	35,997	34,990	33,927	32,958
2	52,028	49,064	47,647	46,268	44,907	43,621	42,335	41,067	39,893	38,718	37,618	36,500	35,437	34,412	33,405	32,436	31,485	30,572
1	48,300	45,522	44,180	42,931	41,664	40,433	39,259	38,122	37,022	35,922	34,897	33,853	32,883	31,914	30,982	30,069	29,211	28,354

1. Employees working the 12 month, 243 contract will be granted vacation time according to District policy.
All schedules less than 12 months are not granted vacation time.
2. The steps on this salary schedule are not automatically given for each year in service.
3. This schedule includes medical, dental and life insurance.
4. This schedule participates in the Wellness Incentive Program.
5. Step increases on this schedule may be awarded annually depending on available funding and Board approval.

**Salary Schedule #71
Salt Lake City School District
2019-20
Custodial/Operations**

	C	CR	D	E	F	G
Step	Custodian	Associate Custodian	Assistant Custodian Middle School, Assistant Head Custodian (Floater)	Head Custodian Elementary/ Head Night Custodian High School	Head Custodian Middle School,	Asst. Custodial Supervisor, Head Custodian High School
10	35,090		45,051	51,113	54,696	57,987
9	34,098		44,577	50,707	53,051	56,342
8	33,106		44,307	49,243	52,555	
7	32,115		43,180	47,800		
6	31,213		41,918	46,403		
5	30,267		40,724			
4	29,410	41,760	40,341			
3	28,554	39,349	38,357			
2	27,720	38,064	37,253			
1	26,909	36,757	36,171			

1. Merit increments (STEPS) are awarded upon evaluation and recommendation by Department Director.
2. The District will provide long term disability coverage and waiver of premium for health and accident insurance while disabled.
3. This schedule includes medical, dental and life insurance.
4. This schedule participated in the Wellness Incentive Program
5. Step increases on this schedule may be awarded annually depending on available funding and Board approval.

Salary Schedule #72
Salt Lake City School District
2019-20
Distribution Services 9 Month - 8 hour

Step	A Drivers
5	25,005
4	24,130
3	23,305
2	22,404
1	21,142

1. Merit increments (STEPS) are awarded upon evaluation and recommendation by the Department Director.
2. The District will provide long term disability coverage and waiver of premium for health and accident insurance while disabled.
3. This schedule includes medical, dental and life insurance.
4. This schedule participates in the Wellness Incentive Program
5. Step increases on this schedule may be awarded annually depending on available funding and Board approval.

**Salary Schedule #68
Salt Lake City School District
2019-20
Maintenance**

	D	E	F	G	H
Step		Maintenance Worker Grounds Worker Driver	Maintenance Technician Groundskeeper Asst. Warehouse Tech	Journeyman, Warehouse Tech #2	Supervisor IV, Warehouse Tech #1
5	32,881	45,704	52,240	56,522	59,226
4	30,650	43,901	50,234	54,268	
3	28,374	42,459	48,228		
2	26,142	40,904	46,673		
1	23,934	39,552	45,028		

1. Merit increments (STEPS) are awarded upon evaluation and recommendation by the Department Director.
2. The District will provide long term disability coverage and waiver of premium for health and accident insurance while disabled.
3. This schedule includes medical, dental and life insurance.
4. Lane F step 5 is for individuals who have completed a formal apprenticeship.
5. This schedule participates in the Wellness Incentive Program
6. Step increases on this schedule may be awarded annually depending on available funding and Board approval.

Salary Schedule #48
Salt Lake City School District
2019-20
Office Personnel

12 Months - 243 Days

Step	A	B	C	F	H	I	J	K	M	S
5	49,482	48,767	48,053	45,939	44,599	43,914	43,289	42,634	41,413	37,841
4	47,279	46,564	45,909	43,884	42,604	41,979	41,384	40,729	39,538	36,144
3	45,195	44,510	43,855	41,920	40,699	40,103	39,508	38,942	37,781	34,566
2	43,170	42,515	41,890	40,044	38,913	38,347	37,751	37,215	36,084	33,018
1	41,265	40,639	40,014	38,287	37,126	36,620	36,054	35,548	34,476	31,529

10 Months - 201 Days

Step	A	B	C	F	H	I	J	K	M	S
5	40,929	40,338	39,747	37,999	36,891	36,324	35,807	35,265	34,256	31,300
4	39,107	38,516	37,974	36,300	35,241	34,723	34,231	33,689	32,704	29,897
3	37,383	36,817	36,275	34,674	33,664	33,172	32,679	32,212	31,251	28,591
2	35,708	35,167	34,650	33,123	32,187	31,719	31,226	30,783	29,847	27,311
1	34,132	33,615	33,098	31,670	30,709	30,291	29,823	29,404	28,518	26,080

9 Months - 181 Days

Step	A	B	C	F	H	I	J	K	M	S
5	36,857	36,325	35,792	34,218	33,220	32,710	32,244	31,756	30,847	28,186
4	35,216	34,683	34,196	32,688	31,734	31,268	30,825	30,337	29,450	26,922
3	33,663	33,153	32,665	31,224	30,315	29,871	29,428	29,006	28,142	25,747
2	32,155	31,668	31,202	29,827	28,984	28,563	28,119	27,720	26,877	24,593
1	30,736	30,270	29,805	28,519	27,654	27,277	26,855	26,478	25,680	23,485

1. Employees working the 12 month, 243 contract will be granted vacation time according to District policy.
All schedules less than 12 months are not granted vacation time.
2. The steps on this salary schedule are not automatically given for each year in service.
3. The district will provide long term disability coverage and waiver of premium for health and accident insurance while disabled.
4. This schedule includes medical, dental and life insurance.
5. This schedule participates in the Wellness Incentive Program.
6. Step increases on this schedule may be awarded annually depending on available funding and Board approval.

Salary Schedule #74
Salt Lake City School District
2019-20
Technical Support - Non Exempt

Step	A Electronic Technician Apprentice	B Electronics Technician Class II Technology Support Technician	C Electronics Technician Class I
8	50,099	56,454	62,765
7	47,958	54,065	60,060
6	46,313	52,217	58,009
5	44,735	50,414	56,049
4	43,203	48,702	54,133
3	41,715	47,034	52,262
2	40,295	45,434	50,482
1	38,921	43,856	48,769

1. Merit increments (STEPS) are awarded upon evaluation and recommendation by the Department Director.
2. The District will provide long term disability coverage and waiver of premium for health and accident insurance while disabled.
3. This schedule includes medical, dental and life insurance.
4. Advancement from Lane A to Lane B or Lane C is contingent upon experience, position availability, and recommendation by Audio Visual department supervisor and the Buildings and Grounds director.
5. This schedule participates in the Wellness Incentive Program
6. Step increases on this schedule may be awarded annually depending on available funding and Board approval.

2019-20
Proposed Salary Schedules
Comprehensive Exempt

Salary Schedule #42
Salt Lake City School District
2019-20
Comprehensive - Exempt 12 Month

12 Months - 223 Days

Step	A	B	C	D	E	F	G	H	I	J	K	L	M
5	97,494	94,638	91,917	89,241	86,657	84,095	81,646	79,288	76,953	74,731	72,577	70,445	68,427
4	90,466	87,813	85,274	82,802	80,399	78,041	75,751	73,529	71,398	69,357	67,271	65,344	63,462
3	83,936	81,464	79,106	76,771	74,549	72,418	70,287	68,246	66,228	64,324	62,442	60,605	58,882
2	77,837	75,615	73,393	71,239	69,176	67,158	65,208	63,281	61,444	59,676	57,952	56,275	54,619
1	72,237	70,105	68,065	66,115	64,142	62,283	60,492	58,746	57,046	55,368	53,735	52,216	50,674
Step	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
5	66,364	64,460	62,623	60,741	59,018	57,272	55,617	54,007	52,420	50,878	49,405	47,931	46,593
4	61,557	59,812	58,066	56,388	54,733	53,146	51,581	50,085	48,634	47,183	45,845	44,507	43,215
3	57,182	55,481	53,871	52,307	50,765	49,291	47,840	46,503	45,120	43,782	42,557	41,265	40,086
2	53,055	51,491	49,949	48,520	47,092	45,754	44,394	43,102	41,855	40,630	39,451	38,295	37,184
1	49,178	47,750	46,366	45,029	43,691	42,444	41,174	39,995	38,816	37,683	36,572	35,529	34,486

- 12 month employees are contracted to work 223 days per fiscal year.
- This schedule includes medical, dental and life insurance.
- Employees on this schedule are part of the Wellness Incentive Program and will receive the following based on June 30 sick leave balance:
 - Step 4 Incentive (2,184 sick leave hours) 4% of base wage
 - Step 3 Incentive (1,768 sick leave hours) 3% of base wage
 - Step 2 Incentive (1,352 sick leave hours) 2% of base wage
 - Step 1 Incentive (936 sick leave hours) 1% of base wage
- Employees with 10 consecutive years in the District AND 25 years in the Utah State Retirement System OR employees with 10 consecutive years in the District AND have reached 55 years of age will receive longevity pay which shall be 2% of the salary schedule only.
- Step increases on this schedule may be awarded annually depending on available funding and Board approval.

Salary Schedule #41
Salt Lake City School District
2019-20
Comprehensive - Exempt 9 Month

9 Months - 181 Days

Step	A	B	C	D	E	F	G	H	I	J	K	L	M
5	72,619	70,491	68,465	66,472	64,547	62,638	60,814	59,058	57,319	55,664	54,059	52,472	50,969
4	67,384	65,408	63,517	61,676	59,886	58,129	56,423	54,768	53,181	51,661	50,107	48,672	47,270
3	62,520	60,679	58,923	57,183	55,528	53,941	52,353	50,833	49,330	47,912	46,510	45,142	43,859
2	57,977	56,322	54,667	53,063	51,526	50,023	48,570	47,135	45,767	44,450	43,166	41,917	40,684
1	53,806	52,218	50,698	49,246	47,777	46,392	45,058	43,757	42,491	41,241	40,025	38,894	37,745
Step	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
5	49,432	48,013	46,645	45,243	43,960	42,660	41,427	40,228	39,046	37,897	36,799	35,702	34,705
4	45,851	44,551	43,251	42,001	40,768	39,586	38,421	37,306	36,225	35,144	34,148	33,152	32,189
3	42,592	41,325	40,126	38,961	37,813	36,715	35,634	34,638	33,608	32,611	31,699	30,737	29,858
2	39,518	38,353	37,205	36,141	35,077	34,080	33,067	32,104	31,176	30,264	29,385	28,524	27,697
1	36,630	35,567	34,536	33,540	32,544	31,615	30,669	29,791	28,913	28,068	27,241	26,464	25,687

- 9 month employees are contracted to work 181 days per fiscal year.
- This schedule includes medical, dental and life insurance.
- Employees on this schedule are part of the Wellness Incentive Program and will receive the following based on June 30 sick leave balance:
 - Step 4 Incentive (1,512 sick leave hours) 4% of base wage
 - Step 3 Incentive (1,224 sick leave hours) 3% of base wage
 - Step 2 Incentive (936 sick leave hours) 2% of base wage
 - Step 1 Incentive (648 sick leave hours) 1% of base wage
- Employees with 10 consecutive years in the District AND 25 years in the Utah State Retirement System OR employees with 10 consecutive years in the District AND have reached 55 years of age will receive longevity pay which shall be 2% of the salary schedule only
- Step increases on this schedule may be awarded annually depending on available funding and Board approval.

Salary Schedule #45
Salt Lake City School District
2019-20
Comprehensive - Exempt
Information Systems

Step	G Network Systems Technician	R Senior Programmer Analyst; Supervisor- Desktop Support	U Database Specialist Intern	V Network Services Administrator; Supervisor Systems & Programming	X Senior Network Services Administrator; Database Specialist
8	63,938	88,516	96,723	99,626	105,702
7	61,943	85,750	93,685	96,497	102,369
6	59,993	83,052	90,760	93,481	99,172
5	58,111	80,444	87,904	90,534	96,043
4	56,297	77,927	85,137	87,700	93,050
3	54,529	75,479	82,462	84,956	90,126
2	52,806	73,098	79,877	82,281	87,291
1	51,151	70,808	77,383	79,696	84,548

1. 12 month employees are contracted to work 223 days per fiscal year.
2. This schedule includes medical, dental and life insurance.
3. Employees on this schedule are part of the Wellness Incentive Program and will receive the following based on June 30 sick leave balance:

Step 4 Incentive (2,184 sick leave hours)	4% of base wage
Step 3 Incentive (1,768 sick leave hours)	3% of base wage
Step 2 Incentive (1,352 sick leave hours)	2% of base wage
Step 1 Incentive (936 sick leave hours)	

Incentive step levels are prorated for less than 12 month employees
4. Employees with 10 consecutive years in the district AND 25 years in the Utah State Retirement System OR employees with 10 consecutive years in the district AND have reached 55 years of age will receive longevity pay which shall be 2% of the salary schedule only
5. Step increases on this schedule may be awarded annually depending on available funding and Board approval.

2019-20
Proposed Salary Schedules
Hourly Employees

Hourly Employees 2019-20
Schedule 86

Lane	Steps					POSITIONS
	1	2	3	4	5	
AAA	\$7.50	\$8.00	\$8.50	\$9.00	\$9.50	Sweeper I; Student Day Care Assistant; Student Stage Crew; Student Nutrition Worker
AA	\$9.00					
A	\$9.50	\$10.00	\$10.50	\$11.00	\$11.50	Sweeper II, Office Assistant
BB	\$10.00					
B	\$10.00	\$10.50	\$11.00	\$11.50	\$12.00	Bus Attendant, Student Support Assistant, Group Leader
BBB		\$10.50	\$11.00	\$11.50	\$12.00	Nutrition Technician
CC	\$10.50					Grounds Crew I
C	\$10.50	\$11.00	\$11.50	\$12.00	\$12.50	Student Advocate, Campus Safety, Enrichment Instructor
DD	\$11.00					Grounds Crew II
D	\$11.00	\$11.50	\$12.00	\$12.50	\$13.00	AVID Tutor, Student Support Assistant-Special Education
E	\$11.50	\$12.00	\$12.50	\$13.00	\$13.50	Lead Nutrition Technician/Floater/Grounds Crew III
FF	\$12.00					Grounds Crew IV
F	\$12.00	\$12.50	\$13.00	\$13.50	\$14.00	Delivery Driver
GG	\$12.50					Grounds Crew V
G	\$12.50	\$13.00	\$13.50	\$14.00	\$14.50	Work Based Learning Coordinator
H	\$13.00	\$13.50	\$14.00	\$14.50	\$15.00	
I	\$13.50	\$14.00	\$14.50	\$15.00	\$15.50	Spec Ed Testing Compliance; OT/PT Motor Aides, After School Coordinator (Elementary)
J	\$14.00	\$14.50	\$15.00	\$15.50	\$16.00	
K	\$14.50	\$15.00	\$15.50	\$16.00	\$16.50	
L	\$15.00	\$15.50	\$16.00	\$16.50	\$17.00	High School Instructor, After School Coord. (Middle Sch.), Community Ed. Program Trainer
LLL	\$15.00					Paraprofessional I, Paraprofessional Pre-K, Paraprofessional PE
LL	\$16.01	\$16.53	\$17.05	\$17.57	\$18.09	Pre-K Instructor
MM	\$15.50					Paraprofessional II-Special Education
M	\$15.50	\$16.00	\$16.50	\$17.00	\$17.50	
N	\$16.00	\$16.50	\$17.00	\$17.50	\$18.00	Assistant Coordinator-Community Learning Center
O	\$16.50	\$17.00	\$17.50	\$18.00	\$18.50	
P	\$17.00	\$17.50	\$18.00	\$18.50	\$19.00	
Q	\$17.50	\$18.00	\$18.50	\$19.00	\$19.50	
R	\$18.00	\$18.50	\$19.00	\$19.50	\$20.00	Adult ESL Instructors
RR*	\$19.55					Bus Driver*
S	\$18.50	\$19.00	\$19.50	\$20.00	\$20.50	
T	\$19.00	\$19.50	\$20.00	\$20.50	\$21.00	
U	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50	
V	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00	
W	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	
X	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	
Y	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	
Z	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	
OVR	TBD by HR					for HR use only

* For the 2019-20 Fiscal Year, Hourly Bus Drivers will be paid at the same hourly rate as step 1 of the contracted bus driver schedule (#77)

2019-2020 Subs, Interns, Hourly Administrators & Hourly Teachers, Counselors, Psychologists, Etc.

Schedule 20

Lane	1	2	3
A - NSUB (daily)	\$75.00		
B - BSUB (daily)	\$85.00		
C - CSUB (daily)	\$95.00		
D - RSUB (daily)	\$110.00		
E - Bachelors Intern (hourly)	\$15.83		
F - Masters Intern (hourly)	\$17.61		
G - Licensed Teacher - Bachelors (hourly)	\$31.65	\$31.65	\$32.89
H - Licensed Teacher - Masters (hourly)	\$35.21	\$35.21	\$36.41
I - Licensed Administrator (hourly)	\$54.48	\$56.25	\$58.12