

## **MEMORANDUM**

**TO:** Salt Lake City Board of Education  
Superintendent Cunningham

**FROM:** Mozelle Orton  
Janet Roberts

**RE:** Salary Schedules

**DATE:** June 7, 2017

The attached proposed salary schedules have been revised for the 2017-2018 fiscal year. The proposed salary schedules reflect changes in language resulting from negotiations with the respective collective bargaining group as well as COLA increases.

We recommend approval of the attached salary schedules.

Thank you

Exhibit: A3  
Board Meeting: 6/20/2017

2017-18  
Proposed Salary Schedules  
Administrators and Comprehensive Exempt Employees

**Salary Schedule #8**  
**Salt Lake City School District**  
**2017-18**  
**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	95,073	99,537	101,632	103,771	105,955	108,184	110,461	112,785	117,207
4	91,979	96,297	98,323	100,392	102,505	104,663	106,865	109,114	113,358
3	89,001	93,180	95,140	97,142	99,187	101,274	103,405	105,581	109,615
2	86,144	90,188	92,087	94,024	96,003	98,023	100,086	102,192	105,986
1	83,428	87,345	89,183	91,059	92,976	94,932	96,931	98,969	102,488

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

Master's Degree +20 semester hours	\$1,372
Master's Degree +40 semester hours	\$2,720
Doctorate Degree	\$4,721
Administrative Longevity Pay 15 or more years	\$460
Administrative Longevity Pay 30 or more years	\$762

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, School Support Directors
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 #42**  
**Salt Lake City School District**  
**2017-18**  
**Comprehensive - Exempt 12 Month**

**12 Months - 223 Days**

Step	A	B	C	D	E	F	G	H	I	J	K	L	M
5	91,335	88,658	86,109	83,603	81,182	78,781	76,487	74,278	72,091	70,009	67,991	65,995	64,104
4	84,750	82,265	79,886	77,571	75,319	73,110	70,965	68,883	66,887	64,975	63,021	61,215	59,452
3	78,633	76,318	74,108	71,921	69,839	67,843	65,846	63,934	62,044	60,260	58,497	56,776	55,162
2	72,919	70,837	68,756	66,738	64,805	62,915	61,088	59,283	57,562	55,905	54,291	52,719	51,169
1	67,673	65,676	63,764	61,938	60,090	58,348	56,670	55,034	53,441	51,870	50,340	48,917	47,473
Step	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
5	62,171	60,387	58,667	56,904	55,289	53,654	52,103	50,595	49,108	47,664	46,283	44,903	43,649
4	57,668	56,033	54,397	52,825	51,275	49,788	48,322	46,921	45,561	44,202	42,949	41,695	40,485
3	53,569	51,976	50,468	49,002	47,558	46,177	44,818	43,564	42,269	41,016	39,869	38,658	37,553
2	49,703	48,237	46,793	45,455	44,117	42,864	41,589	40,378	39,210	38,063	36,959	35,875	34,835
1	46,071	44,733	43,437	42,184	40,931	39,762	38,573	37,468	36,364	35,302	34,261	33,284	32,307

- 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**  
**2017-18**  
**Comprehensive - Exempt 9 Month**

**9 Months - 181 Days**

Step	A	B	C	D	E	F	G	H	I	J	K	L	M
5	68,031	66,038	64,139	62,272	60,469	58,681	56,972	55,327	53,697	52,147	50,644	49,156	47,748
4	63,127	61,275	59,504	57,779	56,102	54,457	52,859	51,308	49,821	48,397	46,941	45,597	44,284
3	58,570	56,846	55,200	53,571	52,020	50,533	49,046	47,622	46,214	44,885	43,572	42,290	41,088
2	54,314	52,764	51,213	49,710	48,270	46,862	45,502	44,157	42,875	41,641	40,439	39,268	38,113
1	50,406	48,919	47,495	46,135	44,758	43,461	42,211	40,993	39,806	38,635	37,496	36,436	35,360
Step	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
5	46,309	44,980	43,698	42,385	41,183	39,964	38,809	37,686	36,579	35,503	34,474	33,446	32,513
4	42,955	41,736	40,518	39,347	38,192	37,085	35,993	34,949	33,936	32,924	31,990	31,057	30,155
3	39,901	38,714	37,591	36,499	35,424	34,395	33,383	32,449	31,484	30,551	29,696	28,795	27,972
2	37,022	35,930	34,854	33,857	32,861	31,927	30,978	30,076	29,206	28,352	27,529	26,722	25,947
1	34,316	33,319	32,354	31,421	30,487	29,617	28,731	27,909	27,086	26,295	25,520	24,792	24,064

- 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  
2017-18  
Comprehensive - Exempt  
Information Systems**

	<b>G</b>	<b>R</b>	<b>U</b>	<b>V</b>	<b>X</b>
<b>Step</b>	<b>Network Systems Technician</b>	<b>Senior Programmer Analyst; Supervisor-Desktop</b>	<b>Database Specialist Intern</b>	<b>Network Services Administrator; Supervisor Systems &amp;</b>	<b>Senior Network Services Administrator; Database Specialist</b>
8	59,899	82,923	90,612	93,331	99,024
7	58,029	80,332	87,766	90,400	95,901
6	56,203	77,804	85,026	87,575	92,906
5	54,440	75,362	82,350	84,814	89,975
4	52,740	73,004	79,758	82,159	87,171
3	51,084	70,710	77,252	79,589	84,431
2	49,469	68,480	74,831	77,082	81,776
1	47,919	66,334	72,494	74,661	79,206

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)	1% of base wage

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.

**Salary Schedule #4  
Salt Lake City School District  
2017-18**

**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.

<b>Step</b>	<b>Associate Superintendent</b>	<b>Executive Director</b>	<b>Chief Officer/ Finance Director</b>
Mastery	154,236	117,207	112,785
Standard	148,290	109,615	105,581
Provisional	142,589	102,488	98,696

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

Master's Degree +20 semester hours	\$1,372
Master's Degree + 40 semester hours	\$2,720
Doctorate Degree	\$4,721
Administrative Pay less than 15 years	\$12,299
Administrative Pay 15 or more years	\$12,799
Administrative Pay 30 years or more	\$13,127

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.

2017-18  
Proposed Salary Schedules  
Classified Employees



**Salary Schedule #74**  
**Salt Lake City School District**  
**2017-18**  
**Technical Support - Non Exempt**

<b>Step</b>	<b>A Electronic Technician Apprentice Computer Technician Copy Machine Technician</b>	<b>B Electronics Technician Class II Computer Technician II Copy Machine Technician II</b>	<b>C Electronics Technician Class I Computer Technician I</b>
8	46,934	52,887	58,799
7	44,928	50,650	56,266
6	43,387	48,918	54,344
5	41,909	47,229	52,507
4	40,473	45,625	50,713
3	39,080	44,062	48,960
2	37,750	42,563	47,293
1	36,462	41,085	45,688

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.

**Salary Schedule #77**  
**Salt Lake City School District**  
**2017-18**  
**Bus Operators (Contract)**

<b>Step</b>	<b>A Bus Driver</b>	<b>B Driver Trainer</b>	<b>C Driver Maintenance</b>
6	15,916	47,820	40,621
5	15,165	45,540	38,679
4	14,777	44,316	37,602
3	14,152	42,458	35,976
2	13,741	41,212	34,878
1	13,338	39,988	33,823

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  
2017-18  
Child Nutrition (Contract)  
180 Day**

**180 Days - 8 hours a day contract**

	<b>A</b>	<b>B</b>	<b>C</b>
<b>STEP</b>	<b>High School Nutrition Manager III</b>	<b>Middle/ Elementary Nutrition Manager II</b>	<b>Nutrition Assistant Manager</b>
5	30,371	29,323	25,753
4	29,449	28,431	24,983
3	28,665	27,646	24,330
2	27,934	26,986	23,711
1	27,256	26,290	23,142

**180 Days - 7 hours a day contract**

	<b>A</b>	<b>B</b>	<b>C</b>
<b>STEP</b>	<b>High School Nutrition Manager III</b>	<b>Middle/ Elementary Nutrition Manager II</b>	<b>Nutrition Assistant Manager</b>
5	26,575	25,657	22,534
4	25,768	24,877	21,860
3	25,082	24,190	21,289
2	24,443	23,613	20,747
1	23,849	23,004	20,250

**180 Days - 6 hours a day contract**

	<b>A</b>	<b>B</b>	<b>C</b>
<b>STEP</b>	<b>High School Nutrition Manager III</b>	<b>Middle/ Elementary Nutrition Manager II</b>	<b>Nutrition Assistant Manager</b>
5	22,778	21,992	19,315
4	22,086	21,323	18,737
3	21,499	20,734	18,248
2	20,951	20,240	17,784
1	20,442	19,718	17,357

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. \$.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.
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. 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**  
**2017-18**  
**Child Nutrition - Office Personnel**  
**243 Day**

<b>STEP</b>	<b>D POD Managers/ Program</b>
5	43,573
4	41,884
3	40,449
2	39,130
1	37,881

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  
2017-18  
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	73,831	69,588	67,582	65,597	63,718	61,797	60,024	58,313	56,561	54,956	53,331	51,790	50,291	48,813	47,377	46,005	44,632	43,387
4	68,469	64,584	62,642	60,847	59,095	57,321	55,695	54,070	52,507	50,966	49,488	48,032	46,638	45,287	43,936	42,690	41,444	40,241
3	63,549	59,897	58,145	56,434	54,830	53,246	51,663	50,164	48,707	47,271	45,899	44,548	43,302	42,014	40,769	39,629	38,425	37,327
2	58,926	55,569	53,964	52,402	50,861	49,404	47,947	46,511	45,181	43,851	42,606	41,339	40,135	38,974	37,834	36,736	35,659	34,625
1	54,703	51,557	50,037	48,623	47,187	45,794	44,463	43,176	41,930	40,684	39,523	38,341	37,243	36,145	35,089	34,055	33,084	32,113

**10 Months - 201 Days**

Step	H	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
5	61,070	57,560	55,901	54,260	52,705	51,116	49,649	48,235	46,785	45,458	44,113	42,838	41,598	40,376	39,188	38,053	36,918	35,888
4	56,635	53,421	51,815	50,330	48,881	47,414	46,069	44,724	43,432	42,157	40,935	39,730	38,577	37,460	36,342	35,311	34,281	33,286
3	52,566	49,544	48,095	46,680	45,353	44,043	42,734	41,494	40,289	39,101	37,966	36,848	35,818	34,753	33,722	32,779	31,784	30,876
2	48,741	45,964	44,637	43,345	42,070	40,865	39,660	38,472	37,372	36,272	35,242	34,194	33,198	32,238	31,295	30,387	29,496	28,640
1	45,248	42,646	41,389	40,219	39,031	37,879	36,778	35,713	34,683	33,652	32,692	31,714	30,806	29,898	29,025	28,169	27,366	26,562

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  
2017-18  
Operations/Custodial**

<b>Step</b>	<b>C Custodian</b>	<b>CR Associate Custodian</b>	<b>D Middle School Assistant Custodian, Floater</b>	<b>E Elementary Head Custodian</b>	<b>F Middle School Head Custodian</b>	<b>G Asst. Custodial Supervisor, High School Head Custodian</b>
10	32,873		42,204	47,884	51,241	54,323
9	31,944		41,761	47,504	49,699	52,782
8	31,015		41,508	46,131	49,235	
7	30,086		40,452	44,780		
6	29,241		39,270	43,471		
5	28,354		38,151			
4	27,552	39,122	37,792			
3	26,750	36,863	35,934			
2	25,969	35,659	34,899			
1	25,209	34,435	33,886			

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**  
**2017-18**  
**Distribution Services 9 Month - 8 hour**

<b>Step</b>	<b>A Drivers</b>
5	23,425
4	22,605
3	21,832
2	20,989
1	19,806

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**  
**2017-18**  
**Maintenance**

	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>
<b>Step</b>	<b>Laborer, Groundskeeper #3</b>	<b>Trades Helper #2, Groundskeeper #2, Truck Driver</b>	<b>Graduate Apprentice, Trades Helper #1, Goundskeeper #1, Asst. Warehouse Tech</b>	<b>Journeyman, Warehouse Tech #2</b>	<b>Supervisor IV, Warehouse Tech #1</b>
5	30,803	42,817	48,939	52,951	55,484
4	28,713	41,128	47,060	50,840	
3	26,581	39,776	45,181		
2	24,491	38,320	43,725		
1	22,422	37,053	42,183		

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**  
**2017-18**  
**Office Personnel**

**12 Months - 243 Days**

Step	A	B	C	F	H	I	J	K	M	S
5	46,355	45,686	45,017	43,036	41,781	41,140	40,554	39,940	38,797	35,450
4	44,291	43,622	43,008	41,112	39,913	39,327	38,769	38,155	37,040	33,860
3	42,339	41,698	41,084	39,271	38,127	37,570	37,012	36,482	35,394	32,382
2	40,442	39,829	39,243	37,514	36,454	35,924	35,366	34,864	33,804	30,932
1	38,657	38,072	37,486	35,868	34,781	34,306	33,776	33,302	32,298	29,537

**10 Months - 201 Days**

Step	A	B	C	F	H	I	J	K	M	S
5	38,343	37,790	37,236	35,598	34,560	34,029	33,545	33,037	32,091	29,323
4	36,636	36,082	35,575	34,006	33,014	32,530	32,068	31,561	30,638	28,008
3	35,021	34,491	33,983	32,483	31,538	31,076	30,615	30,176	29,277	26,785
2	33,452	32,945	32,460	31,030	30,153	29,715	29,254	28,838	27,962	25,585
1	31,976	31,491	31,007	29,669	28,769	28,377	27,939	27,546	26,716	24,432

**9 Months - 181 Days**

Step	A	B	C	F	H	I	J	K	M	S
5	34,528	34,030	33,531	32,056	31,121	30,643	30,207	29,750	28,898	26,405
4	32,991	32,492	32,035	30,622	29,729	29,293	28,877	28,420	27,589	25,221
3	31,537	31,059	30,602	29,251	28,399	27,984	27,568	27,174	26,364	24,120
2	30,124	29,667	29,231	27,942	27,153	26,758	26,343	25,969	25,179	23,040
1	28,794	28,358	27,922	26,717	25,906	25,553	25,159	24,805	24,058	22,001

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.

2017-18  
Proposed Salary Schedules  
Teachers

**Salary Schedules #17, #18, & #19  
Salt Lake City School District  
2017-18  
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					73,592	75,864	77,925
12				69,011	70,320	72,482	
11			65,868	65,868	67,986	70,108	
10		61,465	62,881	63,693	65,755	67,818	
9	58,044	58,585	60,765	61,609	63,628	65,643	
8	55,137	56,530	58,741	59,580	61,542	63,503	
7	53,108	54,559	56,740	57,613	59,541	61,471	
6	51,109	52,681	54,881	55,732	57,603	59,467	
5	49,193	50,854	53,028	53,926	55,746	57,555	
4	47,370	49,111	51,290	52,160	53,950	55,734	
3	45,607	47,455	49,611	50,477	52,218	53,964	
2	43,887	45,810	47,955	48,823	50,512		
1	43,887	45,810	47,955	48,823	50,512		

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 2016-17 salary scheduled will receive the additional COLA listed below.

Bachelors	2,374	Masters	3,433
Bachelors+20	2,659	Masters+20	3,965
Bachelors+40	3,073	Masters+40	4,224
		Doctorate	4,466
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.

2017-18  
Proposed Salary Schedules  
Hourly Employees

Hourly Employees 2017-18  
Schedule 86

Lane	Steps					POSITIONS
	1	2	3	4	5	
AAA	\$7.50					Sweeper; Student Nursery Assistant; Student Stage Crew; Student Nutrition Wkr.
AA	\$9.00					Hourly Custodian
A	\$9.50	\$10.00	\$10.50	\$11.00	\$11.50	Non-Instructional Assist.; Office Clerk
BB	\$10.00					Laborer, Grounds Crew III
B	\$10.00	\$10.50	\$11.00	\$11.50	\$12.00	Group Leaders
BBB		\$10.50	\$11.00	\$11.50	\$12.00	Nutrition Technicians
CC	\$10.50					Grounds Crew II
C	\$10.50	\$11.00	\$11.50	\$12.00	\$12.50	Youth Advocate; Self-Help Assistant; Enrichment Instructors
DD	\$11.00					Grounds Crew I
D	\$11.00	\$11.50	\$12.00	\$12.50	\$13.00	Paraprofessionals
E	\$11.50	\$12.00	\$12.50	\$13.00	\$13.50	Nutrition Technician Floater
FF	\$12.00					Delivery Driver
F	\$12.00	\$12.50	\$13.00	\$13.50	\$14.00	
G	\$12.50	\$13.00	\$13.50	\$14.00	\$14.50	
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, Extended Day 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	Pre-K Instructors, Alternative High School Instructor, Extended Day Coordinator (Middle Sch)
M	\$15.50	\$16.00	\$16.50	\$17.00	\$17.50	
N	\$16.00	\$16.50	\$17.00	\$17.50	\$18.00	Learning Center Coordinator (21st Century Elem. Schools)
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*	\$18.32					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 2017-18 Fiscal Year, Hourly Bus Drivers will be paid at the same hourly rate as step 1 of the contracted bus driver schedule (#77)

2017-18 Subs, Interns, Hourly Administrators & Hourly Teachers, Counselors, Psychologists, Etc.

Schedule 20

Lane	1	2	3
<b>A - NSUB</b> (daily)	\$75.00		
<b>B - BSUB</b> (daily)	\$85.00		
<b>C - CSUB</b> (daily)	\$95.00		
<b>D - RSUB</b> (daily)	\$110.00		
<b>E - Bachelors Intern</b> (hourly)	\$13.09		
<b>F - Masters Intern</b> (hourly)	\$14.61		
<b>G - Licensed Teacher - Bachelors</b> (hourly)	\$26.18	\$27.13	\$28.15
<b>H - Licensed Teacher - Masters</b> (hourly)	\$29.22	\$30.19	\$31.21
<b>I - Licensed Administrator</b> (hourly)	\$41.96	\$43.38	\$44.87