

TABLE 1 EXPLANATION

As you may have noticed the new Table 1 has 5 columns. Here's a little explanation of each column.

- **1 - Salary Level** – This is the salary level name in alphabetical order.
- **2 - 185 Days** – This is the salary paid by the district budget for a 185-day teacher contract.
- **3 - Educator Salary Adjustment** – This is money from the state which is dependent upon continued funding from the legislature. In prior years \$4,200 was included in the 185 Days column; however, an additional \$4,200 was added from the legislature this year (state funding was \$6,000 minus benefits totaling \$4,200 in salary). The total of \$8,400 is now included in its own column as each year the state will add a COLA to this amount, which will likely be different from the District's COLA.
- **4 - TSSA (Teacher and Student Success Act)** – This pay is also dependent upon continued funding from the legislature.
- **Total** – the sum of columns 2 through 4, giving you the total contract amount for 2023-24.

We hope this makes Table 1 a little clearer and easier to understand.

Thank you,

DSD Payroll Team

**Davis School District
Educator Salary Schedule - School Year 2023-24**

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 and add previous experience and/or education enhancements.

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.

Salary Schedule Information

1. Cost of Living Adjustments are calculated based on Salary Level U.
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. **Submit a "Salary Level Change" form 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
Master's Degree + 60 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 \$8,400 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 Level	185 Days	Educator Salary Adjustment ⁶	TSSA ⁷	Total
A	49,870	8,400	811	59,081
B	50,745	8,400	811	59,956
C	51,620	8,400	811	60,831
D	53,995	8,400	811	63,206
E	54,870	8,400	811	64,081
F	55,745	8,400	811	64,956
G	56,620	8,400	1,286	66,306
H	57,495	8,400	1,286	67,181
I	58,370	8,400	1,286	68,056
J	59,245	8,400	1,286	68,931
K	60,120	8,400	1,286	69,806
L	60,995	8,400	1,286	70,681
M	61,870	8,400	1,286	71,556
N	62,745	8,400	1,286	72,431
O	63,620	8,400	1,286	73,306
P	64,495	8,400	1,286	74,181
Q	65,370	8,400	1,286	75,056
R	66,245	8,400	1,286	75,931
S	67,120	8,400	1,286	76,806
T	67,995	8,400	1,286	77,681
U	68,870	8,400	1,286	78,556
V	69,745	8,400	1,286	79,431
W	70,620	8,400	1,286	80,306
X	71,495	8,400	1,286	81,181
Y	72,370	8,400	1,286	82,056
Z	73,245	8,400	811	82,456
AA	74,120	8,400	811	83,331
AB	74,995	8,400	811	84,206
AC	75,870	8,400	811	85,081
AD	76,745	8,400	811	85,956
AE	77,620	8,400	811	86,831
AF	78,495	8,400	811	87,706
AG	79,370	8,400	811	88,581
AH	80,245	8,400	811	89,456
AI	81,120	8,400	811	90,331
AJ	81,995	8,400	811	91,206
AK	82,870	8,400	811	92,081
AL	83,745	8,400	811	92,956
AM	84,620	8,400	811	93,831
AN	85,495	8,400	811	94,706
AO	86,370	8,400	811	95,581
AP	87,245	8,400	811	96,456
AQ	88,120	8,400	811	97,331
AR	88,995	8,400	811	98,206
AS	89,870	8,400	811	99,081