

FY25-26 Park City School District Licensed Employee Salary Schedule

Step	Bachelor Salary (includes RHTA & PD)					Master Salary (includes RHTA & PD)					District/School Determined Enhancements			
	BS Base Salary ¹	2008/2023 ESA Combined**	RHTA ¹	PD ²	Total BS Base	MS Base Salary ¹	2008/2023 ESA Combined**	RHTA ¹	PD ²	Total MS Base	Endorsement 1	Endorsement 2	Endorsement 3	National Board Certificate/ Doctorate
1	60,266	10,350	1,200	2,500	74,316	66,783	10,350	1,200	2,500	80,833	1,000	1,000	1,000	3,000
2	62,018	10,350	1,200	2,500	76,068	68,779	10,350	1,200	2,500	82,829	1,000	1,000	1,000	3,000
3	63,778	10,350	1,200	2,500	77,828	70,785	10,350	1,200	2,500	84,835	1,000	1,000	1,000	3,000
4	65,545	10,350	1,200	2,500	79,595	72,799	10,350	1,200	2,500	86,849	1,000	1,000	1,000	3,000
5	67,322	10,350	1,200	2,500	81,372	74,823	10,350	1,200	2,500	88,873	1,000	1,000	1,000	3,000
6	69,108	10,350	1,200	2,500	83,158	76,856	10,350	1,200	2,500	90,906	1,000	1,000	1,000	3,000
7	70,901	10,350	1,200	2,500	84,951	78,901	10,350	1,200	2,500	92,951	1,000	1,000	1,000	3,000
8	72,704	10,350	1,200	2,500	86,754	80,955	10,350	1,200	2,500	95,005	1,000	1,000	1,000	3,000
9	74,518	10,350	1,200	2,500	88,568	83,019	10,350	1,200	2,500	97,069	1,000	1,000	1,000	3,000
10	76,340	10,350	1,200	2,500	90,390	85,096	10,350	1,200	2,500	99,146	1,000	1,000	1,000	3,000
11	78,172	10,350	1,200	2,500	92,222	87,183	10,350	1,200	2,500	101,233	1,000	1,000	1,000	3,000
12	80,016	10,350	1,200	2,500	94,066	89,282	10,350	1,200	2,500	103,332	1,000	1,000	1,000	3,000
13	81,869	10,350	1,200	2,500	95,919	91,391	10,350	1,200	2,500	105,441	1,000	1,000	1,000	3,000
14	83,715	10,350	1,200	2,500	97,765	93,494	10,350	1,200	2,500	107,544	1,000	1,000	1,000	3,000
15	85,554	10,350	1,200	2,500	99,604	95,588	10,350	1,200	2,500	109,638	1,000	1,000	1,000	3,000
16	87,382	10,350	1,200	2,500	101,432	97,672	10,350	1,200	2,500	111,722	1,000	1,000	1,000	3,000
17	89,202	10,350	1,200	2,500	103,252	99,743	10,350	1,200	2,500	113,793	1,000	1,000	1,000	3,000
18	91,011	10,350	1,200	2,500	105,061	101,803	10,350	1,200	2,500	115,853	1,000	1,000	1,000	3,000
19	92,827	10,350	1,200	2,500	106,877	103,874	10,350	1,200	2,500	117,924	1,000	1,000	1,000	3,000
20	94,652	10,350	1,200	2,500	108,702	105,951	10,350	1,200	2,500	120,001	1,000	1,000	1,000	3,000
21	96,483	10,350	1,200	2,500	110,533	108,038	10,350	1,200	2,500	122,088	1,000	1,000	1,000	3,000
22	98,323	10,350	1,200	2,500	112,373	110,134	10,350	1,200	2,500	124,184	1,000	1,000	1,000	3,000
23	100,173	10,350	1,200	2,500	114,223	112,239	10,350	1,200	2,500	126,289	1,000	1,000	1,000	3,000
24	102,030	10,350	1,200	2,500	116,080	114,353	10,350	1,200	2,500	128,403	1,000	1,000	1,000	3,000
25	103,896	10,350	1,200	2,500	117,946	116,478	10,350	1,200	2,500	130,528	1,000	1,000	1,000	3,000
Lifetime (25)					2,399,055					2,637,269				
Step 26+ Increase \$938/step														

- Amounts are prorated based on full-time equivalent status. Included are: licensed teacher, speech pathologist, librarian or medial specialist, mentor teacher, teacher specialist or leader, counselor, audiologist, psychologist or social worker, nurse.
 - Remuneration of \$2,500.00/yr is compensation for all District and Building directed embedded Professional Development.
 - This schedule is adopted for the FY26 school year only. Any reference to future Lane, Step, RHTA, PD, or Bonus compensation increases is advisory only, subject to approval by the Board of Education, and is based on the availability of funds.
- **The ESA amount is listed based on Legislation from the 2025 Legislative Session. With the appeal of the Utah Fits All Scholarship Program, current legislation could reduce this amount. The district is committed to provide the ESA amount which is funded by the legislature and allocated to the school district by the USBE. It is anticipated the amount will be paid in full. However, if the case goes through the Supreme Court during FY26 and the USBE pulls back funding, the district reserves the right to adjust this amount during FY26.

Updated 5/16/2025