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September 13, 2017

RE: Recent Changes to Teacher Salary Schedule

To Whom It May Concern:

Beginning with the 2017-18 school year, the Cache County School District has made a deliberate move to increase the starting salary of teachers to over \$40,000. For several years the district has tried to make this a priority in its employee negotiations but due to lack of funding and/or teacher support, very little headway has been achieved.

The district has been the beneficiary of recent legislation to increase the value of the WPU by 4.0% and initiate equalization funding for low assessed valuation districts (SB-97). This increase in equalization has allowed the Cache County School District to finally experience a funding level that many other school districts in the state have enjoyed for years. The District has also experience significant student enrollment growth over the past three years in excess of 3% per year. These three factors have allowed the District to be in a much better financial position than in previous years and allowed our priority of increasing beginning teacher salaries to finally be realized.

The teacher salary schedule for FY18 has been modified to mirror the salary amounts on step 5 back on step 1 through 4. This sets the salary for step 1 through 5 on the bachelor's degree lane at \$40,735.40. The total cost to mirror these steps is \$885,700 which is equivalent to placing a 1% COLA on the salary schedule. This is a way to make a significant increase in the starting salaries of teachers for a minimal cost without having to raise the salary of all teachers on the schedule. New teachers will not receive an experience increase in pay during the next 4 years and will need to be reminded that they actually are receiving their experience increase in salary early and will make much more during that time period than they would have otherwise.

Now a teacher, starting his or her career on step 1 of the bachelor's degree lane, will make an additional \$12,979 over the first four years than the old schedule would have provided. It also provides a better living wage for employees which will encourage college students to see public education as a viable career opportunity in the future.

Sincerely,

Dale F. Hansen
Business Administrator