CACHE County School District
Constructing Great Minds!

2063 North 1200 East
North Logan, Utah 84341
Phone 435.752.3925
Fax 435.753.2168
www.ccsdut.org

MEMORANDUM

To: Whom It May Concern

From: Kirk G. McRae
Director, Human Resources

RE: Explanation of Recent Changes to Teacher Salary Schedule

Date: September 11, 20017

The purpose of this memorandum is to provide a brief background and explanation of the changes to the Teacher Salary Schedule (TSS) of the Cache County School District (CCSD). For the fiscal year 2018, the TSS was modified in order to increase our initial teacher salary (Bachelor Lane/Step1, BS1) to at least $40,000. Ultimately, the BS1 salary was increased from $34,044 to $40,735 which equated to an increase of approximately 20%. This was achieved by adding a 5% increase to the previous BS5 ($38,795 x 105% = $40,735) and then using the previous BS5 as the new BS1 for the 2018 TSS. (See Attached TSS for 2017 and 2018). Steps 6-28 on the various payment lanes were also increased by a general 5% Cost of Living Adjustment (COLA). Steps 1-5 on the various payment lanes were "collapsed" or "mirrored" so that steps 1-5 are identical. Again, the overall objective in making these changes was to increase overall teacher compensation with a specific emphasis to enhance compensation for educators within the first 5 years of their careers.

A previous comparison of the CCSD educator salary with other Utah school districts showed that CCSD compared very well at the mid-career to end-of-career educator compensation but had fallen behind on compensation for beginning teachers. As such, both the CCSD school board and district administration felt compelled to address beginning educator compensation for the 2017/2018 school year. With an advantageous revenue projection due to student growth, WPU increase, and equalization funding, CCSD took the opportunity to provide a healthy COLA increase for all employees and made a dramatic increase for teachers within the first five years of beginning their career. We believe that the increase in beginning teacher pay will help to recruit and retain high quality educators in CCSD for the foreseeable future.

CACHE COUNTY SCHOOL DISTRICT
TEACHER SALARY SCHEDULE
2017-18

6/27/2017 3:14 PM

Step	BS	BS+30	BS+50 or MS	MS+30	Doctorate
1	40,735.40	42,346.75	44,025.67	45,774.44	47,595.37
2	40,735.40	42,346.75	44,025.67	45,774.44	47,595.37
3	40,735.40	42,346.75	44,025.67	45,774.44	47,595.37
4	40,735.40	42,346.75	44,025.67	45,774.44	47,595.37
5	40,735.40	42,346.75	44,025.67	45,774.44	47,595.37
6	42,232.22	43,911.14	45,659.91	47,480.84	49,377.36
7	43,911.14	45,659.91	47,480.84	49,377.36	51,354.03
8	45,659.91	47,480.84	49,377.36	51,354.03	53,412.02
9	47,480.84	49,377.36	51,354.03	53,412.02	55,554.76
10	49,377.36	51,354.03	53,412.02	55,554.76	57,787.97
11	51,354.03	53,412.02	55,554.76	57,787.97	60,113.95
12	53,412.02	55,554.76	57,787.97	60,113.95	62,537.28
13	55,554.76	57,787.97	60,113.95	62,537.28	65,060.23
14	57,787.97	60,113.95	62,537.28	65,060.23	67,688.55
15		62,537.28	65,060.23	67,688.55	70,426.81
20			67,688.55	70,426.81	73,278.45
25	62,439.93	67,584.33	70,316.86	73,165.07	76,130.09
28	69,313.64	74,798.17	77,712.81	80,748.83	83,911.97

Notes:

An educator salary adjustment of $4,200 has been added to each salary amount above for the following positions: classroom teacher, speech pathologist, library media teacher, preschool teacher, mentor teacher, teacher specialist, teacher leader, guidance counselor, audiologist, psychologist and social worker. To qualify, employees must have an effective or higher job performance rating in their most recent evaluation.

1- A letter of intent to make a lane change must be filed with the Human Resource Office by March 1st.

2- Credits for lane changes must be presented to the Human Resource Office by September 1st. Credit hours are representative of semester credits.

3- Effective September 1, 1980, all credits to be counted toward the MS+30 degree lane must be eligible for use toward a post master degree. In lieu of 30 hours of credit as described above, 40 hours of miscellaneous credit beyond the MS degree may be instituted.

4- Only credits obtained after certification for which you are hired may be used toward lane change.

CACHE COUNTY SCHOOL DISTRICT
TEACHER SALARY SCHEDULE
2016-17

6/20/2016 1:44 PM

Step	BS	BS+30	BS+50 or MS	MS+30	Doctorate
1	34,044.70	35,349.91	36,709.45	38,125.57	39,600.62
2	35,110.30	36,468.94	37,884.12	39,358.20	40,893.61
3	36,235.25	37,649.81	39,123.20	40,657.92	42,256.52
4	37,431.14	38,904.68	40,439.31	42,038.27	43,703.78
5	38,795.61	40,330.24	41,929.20	43,594.70	45,328.92
6	40,221.16	41,820.13	43,485.63	45,219.84	47,026.05
7	41,820.13	43,485.63	45,219.84	47,026.05	48,908.60
8	43,485.63	45,219.84	47,026.05	48,908.60	50,868.58
9	45,219.84	47,026.05	48,908.60	50,868.58	52,909.29
10	47,026.05	48,908.60	50,868.58	52,909.29	55,036.15
11	48,908.60	50,868.58	52,909.29	55,036.15	57,251.37
12	50,868.58	52,909.29	55,036.15	57,251.37	59,559.30
13	52,909.29	55,036.15	57,251.37	59,559.30	61,962.11
14	55,036.15	57,251.37	59,559.30	61,962.11	64,465.27
15		59,559.30	61,962.11	64,465.27	67,073.14
20			64,465.27	67,073.14	69,788.99
25	59,466.59	64,366.02	66,968.43	69,681.01	72,504.83
28	66,012.98	71,236.35	74,012.19	76,903.63	79,916.15

Notes:

An educator salary adjustment of $4,200 has been added to each salary amount above for the following positions: classroom teacher, speech pathologist, library media teacher, preschool teacher, mentor teacher, teacher specialist, teacher leader, guidance counselor, audiologist, psychologist and social worker. To qualify, employees must have an effective or higher job performance rating in their most recent evaluation.

1- A letter of intent to make a lane change must be filed with the Human Resource Office by May 1st.

2- Credits for lane changes must be presented to the Human Resource Office by September 1st. Credit hours are representative of semester credits.

3- Effective September 1, 1980, all credits to be counted toward the MS+30 degree lane must be eligible for use toward a post master degree. In lieu of 30 hours of credit as described above, 40 hours of miscellaneous credit beyond the MS degree may be instituted.

4- Only credits obtained after certification for which you are hired may be used toward lane change.