

Teacher Salary Schedules 2015-2018

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COMPENSATION STRUCTURES

- Salary one part
- Structure beyond just experience and education
- Also need to weigh in benefits
- Different Structures, single lane

Factors Impacting Salaries

- Location, location, location
 - Bordering states and other districts (or not)
 - Property Tax
- Universities
- Benefit decisions

Historical Data over last 3 years

Name	BA Minimum 15-16	Name	BA Minimum 16-17	Name	BA Minimum 17-18
Wayne School District	\$31,644	Wayne School District	\$31,918	Wayne School District	\$33,492
Grand School District	\$32,652	Grand School District	\$32,940	Piute School District	\$33,956
Emery County School District	\$32,870	Tooele School District	\$33,142	Tintic School District	\$35,048
Nebo School District	\$32,892	Piute School District	\$33,373	Provo School District	\$35,144
Cache School District	\$33,134	Carbon School District	\$34,003	Emery County School District	\$35,610
Tooele School District	\$33,142	Cache School District	\$34,045	USDB School District	\$35,681
Tintic School District	\$33,196	Tintic School District	\$34,093	North Sanpete School District	\$35,766
Piute School District	\$33,227	Daggett School District	\$34,168	Juab School District	\$35,979
Box Elder School District	\$33,636	Alpine School District	\$34,307	South Sanpete School District	\$36,141
Duchesne School District	\$33,731	Canyons School District	\$34,334	Alpine School District	\$36,372

Historical Data over last 3 years

Name	BA Minimum 15-16	Name	BA Minimum 16-17	Name	BA Minimum 17-18
Park City School District	\$44,200	Park City School District	\$44,200	Park City School District	\$50,700
San Juan School District	\$40,587	Kane School District	\$41,349	Salt Lake City School District	\$43,887
Kane School District	\$40,537	San Juan School District	\$40,993	Kane School District	\$42,589
Ogden School District	\$39,220	Salt Lake City School District	\$39,954	Murray School District	\$42,000
Salt Lake City School District	\$39,171	Ogden School District	\$39,220	San Juan School District	\$41,403
South Summit School District	\$38,136	South Summit School District	\$38,702	Granite School District	\$41,000
Rich School District	\$37,716	Rich School District	\$38,470	Cache School District	\$40,735
Sevier School District	\$36,752	Davis School District	\$37,882	Ogden School District	\$40,719
Weber School District	\$36,577	Weber School District	\$37,400	Canyons School District	\$40,500

Three Year Data

- From 15-16 to 16-17 there was a weighted average increase in beginning salaries of 3.16% (3.00% WPU increase)
- From 16-17 to 17-18 the weighted average increase was 9.09% (4.00% wpu)
 - 3 districts moved to single lane schedules (WCSD put in bonus)
 - 1 district (Cache collapsed beginning steps)
 - 4 districts gave across the board flat increases, skews starting percentage
- Overall, there was a weighted average increase of 12.05 percent increase in starting salaries from 15-16 to 17-18

Three Year Data

- From 15-16 to 16-17 there was a 1.03% weighted average increase in midcareer salaries.
- From 16-17 to 17-18 there was a 3.50% weighted average increase in midcareer salaries.
- Overall, from 15-16 to 17-18, there was a 4.58% weighted average increase in midcareer salaries.
- The factors noted previously show the efforts to increase beginning salaries affected the midcareer salaries.

Three Year Data

- So while an effort has been made to recruit teachers...
- We can't forget about retaining teachers either
- Not all areas of the state have benefitted
- Some will do some work with the funding from this year (equalization)
- More will benefit next year with ongoing funding

QUESTIONS
