



**Canyons School District**  
**Public Education Appropriations Subcommittee**  
**Aug. 20, 2019**



**Utah Teacher Recruiting and Teacher Pipeline Challenges**  
**Source: Utah Foundation Report, 2019**

- Utah's average teacher pay (\$47,604) is significantly lower than the national average (\$60,483).
- Utah teachers on average earn less than three-quarters of what private sector professionals with bachelor's degrees in other fields earn.
- Additional increases in pay could come indirectly from the Utah Legislature or through higher local property taxes, but the level of teacher compensation is, to some extent, a matter of District priorities.
- Envision Utah surveyed 4,100 college students and found almost half considered teaching, but chose other careers. Here's what they cited as why:
  - 37 percent - "Other interests"
  - 36 percent- "Salaries are to low"

**Canyons School District Teacher Recruiting Challenges**

- High housing costs make it difficult to afford living in the District boundaries (2019 average home value is \$421,000).
- Fifty-two percent of certified employees live outside of the District and, due to statewide teacher shortage, have opportunities for school employment near their homes.
- In the 2018-19 school year, the District had the lowest entry-level salary in Salt Lake County.
- The percentage of new teacher hires with an ARL/ATP/APT has increased from 8.6 percent in 2014-15 to 17.8 percent in 2018-19.
- Due to its location, the District does not have a college or university teacher pipeline.
- An average of 38 percent of the District's new teacher hires come from outside the state.

**Canyons School District Investment in Teachers for 2019-20**  
**Summary of Board of Education Statement on April 23, 2019**

- "Nothing in the public education system has a greater effect on a student's learning than the teacher in the classroom."
- "Elevating the teaching profession by bringing salaries in line with those of other professionals in Utah."
- "A positive step toward inspiring college students to regard teaching as a viable career and reinforce the belief that teaching is a destination profession."
- All teachers will receive a \$7,665 salary increase with the starting wage at \$50,000.
- The District has also invested heavily in supporting our teachers through professional development, academic coaching, time for Instructional Professional Learning Communities (IPLCs), planning time, curriculum maps, teaching materials/supplies, Schoolwide Positive Behavior Interventions and Supports (PBIS), student social and emotional supports, as well as technology hardware/software and building upgrades.

**CSD**  
**QUICK**  
**FACTS**

**ENROLLMENT**

**34K**  
 approx enrollment

-  **31%**  
Economically Disadvantaged
- 16%**  
Ethnic Minority
- 10%**  
Special Education

**9%**  
Dual Language Immersion

**2%**  
Advanced Learners

**0.4%**  
Homeless

**GRADUATION RATE**



**89%**  
Class of 2018

**#1**  
 More Education Technology Specialists per school than any other school district in Utah



**41K**  
 Computing devices districtwide, an increase of 304% since 2009