



## Utah International Teacher Tiered Salary Plan Effective 8/1/2019

**The green box** is considered the base salary, reflecting consistent high-quality preparation for and teaching of the standard course load (typically 4.5 periods out of 5.5), meaningful participation in team, professional development, and educator quality activities, and full compliance with professional expectations.

\*First-year teacher (0 years) has a reduced teaching load when possible (,4 periods out of 5.5).

**Pre-professional:** Teacher has a bachelor’s degree and is earning teaching credential through ARL or a university program. Teachers credentialed in another state or country, or with Utah credentials in areas not needed by the school may also be at this level, or at a negotiated level between pre-professional and professional, until they gain the appropriate Utah credential.

**Professional:** Teacher has a bachelor’s degree and a current Utah educator license in one or more subject areas needed by the school.

**Leadership I:** Teacher has additional assignment(s) based on demonstrated expertise, that require about 2.5 hours per week for most of the year. Examples: Coaching a student activity, mentoring a new teacher, being a team leader.

**Leadership II:** Teacher has additional assignment(s), based on demonstrated expertise, that require about 5 hours per week. Depending on school needs, a teacher might exchange the extra salary for a reduced teaching load. Examples: Accreditation coordinator, sub coordinator, professional development coordinator.

One year of experience = one full academic year of full time, paid teaching in a public, private, or charter secondary or elementary school in any state or country, or a masters’ degree; to be negotiated at time of hire.

Leadership team may elect to use some professional development funds to help pay for teachers to gain additional credentials needed by the school. E.g. ESL endorsement, new subject-area endorsement, National Board certification.

Tier Years experience	Pre- professional	Professional	Leadership I	Leadership II
None*	-\$2000	\$41,100	NA	NA
1 to 5	-\$2000	\$44,345	+\$1500	probably NA
6 to 10	-\$2000	\$50,835	+\$1500	+\$3000
11 or more	-\$2000	\$56,243	+\$1500	+\$3000

Salaries are 4% higher than 2018-19 rates.