

Spectrum Academy

State Certified Teacher Pay Scale - School Year 2023 - 2024

New Hire Placement
Bachelor's Deg Level 1
Master's Degre Level 6
Doctorate Deg Level 10

Additional Education Placement	
Bachelor's Degree + 20 Semester Credits	Add 2 salary levels
Bachelor's Degree + 40 Semester Credits	Add 2 additional salary levels
Master's Degree (after initial hire) or BS + 50 Credits	Add 1 additional salary levels
Master's Degree + 30 Semester Credits	Add 2 additional salary levels
Doctorate Degree	Add 2 additional salary levels

STEP	Educators			SUBTOTAL	SPED	TOTAL
	BASE	TSSA BASE	Salary Adjustment*		LICENSED	
1	47,616.00	600	8,400.00	56,616.00	2,000.00	58,616.00
2	48,491.00	600	8,400.00	57,491.00	2,000.00	59,491.00
3	49,366.00	600	8,400.00	58,366.00	2,000.00	60,366.00
4	51,741.00	600	8,400.00	60,741.00	2,000.00	62,741.00
5	52,616.00	600	8,400.00	61,616.00	2,000.00	63,616.00
6	53,491.00	600	8,400.00	62,491.00	2,000.00	64,491.00
7	54,366.00	600	8,400.00	63,366.00	2,000.00	65,366.00
8	55,241.00	600	8,400.00	64,241.00	2,000.00	66,241.00
9	56,116.00	600	8,400.00	65,116.00	2,000.00	67,116.00
10	56,991.00	600	8,400.00	65,991.00	2,000.00	67,991.00
11	57,866.00	600	8,400.00	66,866.00	2,000.00	68,866.00
12	58,741.00	600	8,400.00	67,741.00	2,000.00	69,741.00
13	59,616.00	600	8,400.00	68,616.00	2,000.00	70,616.00
14	60,491.00	600	8,400.00	69,491.00	2,000.00	71,491.00
15	61,366.00	600	8,400.00	70,366.00	2,000.00	72,366.00
16	62,241.00	600	8,400.00	71,241.00	2,000.00	73,241.00
17	63,116.00	600	8,400.00	72,116.00	2,000.00	74,116.00
18	63,991.00	600	8,400.00	72,991.00	2,000.00	74,991.00
19	64,866.00	600	8,400.00	73,866.00	2,000.00	75,866.00
20	65,741.00	600	8,400.00	74,741.00	2,000.00	76,741.00
21	66,616.00	600	8,400.00	75,616.00	2,000.00	77,616.00
22	67,491.00	600	8,400.00	76,491.00	2,000.00	78,491.00
23	68,366.00	600	8,400.00	77,366.00	2,000.00	79,366.00
24	69,241.00	600	8,400.00	78,241.00	2,000.00	80,241.00
25	70,116.00	600	8,400.00	79,116.00	2,000.00	81,116.00
26	70,991.00	600	8,400.00	79,991.00	2,000.00	81,991.00
27	71,866.00	600	8,400.00	80,866.00	2,000.00	82,866.00
28	72,741.00	600	8,400.00	81,741.00	2,000.00	83,741.00
29	73,616.00	600	8,400.00	82,616.00	2,000.00	84,616.00

30	74,491.00	600	8,400.00	83,491.00	2,000.00	85,491.00
31	75,366.00	600	8,400.00	84,366.00	2,000.00	86,366.00
32	76,241.00	600	8,400.00	85,241.00	2,000.00	87,241.00
33	77,116.00	600	8,400.00	86,116.00	2,000.00	88,116.00
34	77,991.00	600	8,400.00	86,991.00	2,000.00	88,991.00
35	78,866.00	600	8,400.00	87,866.00	2,000.00	89,866.00
36	79,741.00	600	8,400.00	88,741.00	2,000.00	90,741.00
37	80,616.00	600	8,400.00	89,616.00	2,000.00	91,616.00
38	81,491.00	600	8,400.00	90,491.00	2,000.00	92,491.00
39	82,366.00	600	8,400.00	91,366.00	2,000.00	93,366.00
40	83,241.00	600	8,400.00	92,241.00	2,000.00	94,241.00

NOTES

*Educators Salary Adjustment will be paid in accordance to Utah Code 53F-2-405 and USBE Rule R277-110 and only to those who qualify under said Code and Rule.

TSSA Base Pay and Educators Salary Adjustment are dependent upon continued legislative funding of TSSA and Educator Salary Adjustment.

Initial salary schedule placement will be according to the educator's college or university degree with salary levels added for years of experience and/or additional education. See New Hire Placement.

Up to (10) years prior experience will be used in determining salary level (outside of Spectrum Academy).

A Bachelor's + 20 Semester Credits is required for educators to advance beyond Salary Level 12.

In order to be eligible for salary level credit, courses must be taken after the established eligibility. Please refer to Spectrum Academy Employee Handbook Section 3804 for specific guidelines.

It is the employee's responsibility to provide official transcripts to HR in order to receive an education lane raise. Salary changes will be effective from the date we receive the transcripts. We do not back pay to the date classes were completed or the degree was awarded.

In order to receive the SPED Licensed pay, HR must be able to verify the SPED licensure in the State Cactus website. The employee is also responsible to let HR know of this status. The salary increase will be effective from the date we receive notice from the employee and when the license can be verified in Cactus. We do not back pay if employee fails to notify HR.

Courses which carry college credit must be granted from accredited institutions of higher education, and the accreditations must be recognized and accepted by the Utah State Office. We will not count certifications or training courses or state requirements for licensure towards a salary level change.

**Spectrum Academy
Paraprofessional Pay Scale
School Year 2023-2024**

Step	High School Grad/GED	Associate's Degree or 60 Credit Hours	Bachelor's Degree	*Merit Pay
1	14.00	14.50	15.25	500.00
2	14.30	14.79	15.56	500.00
3	14.60	15.09	15.87	500.00
4	14.92	15.39	16.18	500.00
5	15.25	15.70	16.51	500.00
6	15.57	16.01	16.84	500.00
7	15.91	16.33	17.17	500.00
8	16.26	16.66	17.52	500.00
9	16.61	16.99	17.87	500.00
10	16.97	17.33	18.23	500.00
11	17.35	17.68	18.59	500.00
12	17.70	18.03	18.96	500.00
13	18.09	18.39	19.34	500.00
14	18.45	18.76	19.73	500.00
15	18.82	19.13	20.12	500.00
16	18.82	19.13	20.12	500.00
17	18.82	19.13	20.12	500.00
18	18.82	19.13	20.12	500.00
19	18.82	19.13	20.12	500.00
20	18.82	19.13	20.12	500.00

**Spectrum Academy
Functional Skills Paraprofessional Pay Scale
School Year 2023-2024**

Step	High School Grad/GED	Associate's Degree or 60 Credit Hours	Bachelor's Degree	*Merit Pay
1	15.50	16.50	17.25	500.00
2	15.85	16.83	17.60	500.00
3	16.19	17.17	17.95	500.00
4	16.54	17.51	18.31	500.00
5	16.91	17.86	18.67	500.00
6	17.25	18.22	19.05	500.00
7	17.63	18.58	19.43	500.00
8	18.02	18.95	19.81	500.00
9	18.41	19.33	20.21	500.00
10	18.80	19.72	20.62	500.00
11	19.21	20.11	21.03	500.00
12	19.63	20.52	21.45	500.00
13	20.06	20.93	21.88	500.00
14	20.47	21.34	22.31	500.00
15	20.91	21.77	22.76	500.00
16	20.91	21.77	22.76	500.00
17	20.91	21.77	22.76	500.00
18	20.91	21.77	22.76	500.00
19	20.91	21.77	22.76	500.00
20	20.91	21.77	22.76	500.00

NOTES

Merit Pay will be paid out at the end of the year. No payout if employment is terminated during the year for any reason.

Merit pay will be determined based on criteria outlined by your Administration and will include meeting expectations outlined in your job description.

Merit Pay is dependent upon continued legislative funding of Educator Salary Adjustment.

The Functional Skills Paraprofessional Pay Scale will be used to determine wages for any Functional Skills, Learning Skills, or Strats employee.

Employee must provide proof of education to HR in order to receive the additional pay offered. If no documentation is received by the requested deadline, then employee will start at the High School Grad/GED step. Once the employee provides the required documentation to HR, the appropriate raise will be applied from the date the documentation was received. We do not back pay to the date classes were completed or the degree was awarded.

**Spectrum Academy
Principal & Admin Scale
School Year 2023 - 2024**

PRINCIPAL PAY SCHEDULE						
School Population	0-200		201-400		401 +	
Step	Non-Certified	Certified	Non-Certified	Certified	Non-Certified	Certified
1	\$68,500	\$73,500	\$71,400	\$81,900	\$75,000	\$89,250
2	\$70,555	\$75,705	\$73,542	\$84,357	\$77,250	\$91,928
3	\$72,672	\$77,976	\$75,748	\$86,888	\$79,568	\$94,685
4	\$74,852	\$80,315	\$78,021	\$89,494	\$81,955	\$97,526
5	\$77,097	\$82,725	\$80,361	\$92,179	\$84,413	\$100,452
6	\$79,410	\$85,207	\$82,772	\$94,945	\$86,946	\$103,465
7	\$81,793	\$87,763	\$85,255	\$97,793	\$89,554	\$106,569
8	\$84,246	\$90,396	\$87,813	\$100,727	\$92,241	\$109,766
9	\$86,774	\$93,108	\$90,447	\$103,748	\$95,008	\$113,059
10	\$89,377	\$95,901	\$93,161	\$106,861	\$97,858	\$116,451

SPECIAL PROGRAMS	
Step	Pay Scale
1	\$70,350
2	\$72,461
3	\$74,634
4	\$76,873
5	\$79,180
6	\$81,555
7	\$84,002
8	\$86,522
9	\$89,117
10	\$91,791
11	\$94,545
12	\$97,381
13	\$100,302
14	\$103,311
15	\$106,411
16	\$109,603
17	\$112,891
18	\$116,278
19	\$119,766
20	\$123,359

NOTES
<p>The Special Programs Administrator Scale will be used for non-cert. STARS Admin, the RS Coordinator, the Behavior Service Coordinator, and Asst. Principals.</p> <p>Educators Salary Adjustment will be added to all administrators that qualify under Utah State Code 53F-2-405 and USBE Rule R277-110-2 in the amount allotted for that school year.</p>

Spectrum Academy
Related Services Pay Scale School Year 2023 - 2024

SLT			
Educators Salary			
Step	Salary	Adjustment*	Total
1	47,616	8,400	49,816
2	48,491	8,400	50,691
3	49,366	8,400	51,566
4	51,741	8,400	53,941
5	52,616	8,400	54,816
6	53,491	8,400	55,691
7	54,366	8,400	56,566
8	55,241	8,400	57,441
9	56,116	8,400	58,316
10	56,991	8,400	59,191
11	57,866	8,400	60,066
12	58,741	8,400	60,941
13	59,616	8,400	61,816
14	60,491	8,400	62,691
15	61,366	8,400	63,566
16	62,241	8,400	64,441
17	63,116	8,400	65,316
18	63,991	8,400	66,191
19	64,866	8,400	67,066
20	65,741	8,400	67,941

OT				
Step	Salary	Starting Step	Merit	Total
1	57,122		2,200	59,322
2	58,296	Masters+20	2,200	60,496
3	60,752	MS+37	2,200	62,952
4	63,208	PhD	2,200	65,408
5	65,659		2,200	67,859
6	68,465		2,200	70,665
7	70,571		2,200	72,771
8	73,387		2,200	75,587
9	75,933		2,200	78,133
10	78,572		2,200	80,772
11	81,309	Capped	2,200	83,509
12	81,309		2,200	83,509
13	81,309		2,200	83,509
14	81,309		2,200	83,509
15	81,309		2,200	83,509
16	81,309		2,200	83,509
17	81,309		2,200	83,509

SLP				
Educators Salary				
Step	Salary	Starting Step	Adjustment*	Total
1	57,122		8,400	65,522
2	58,296	Masters+20	8,400	66,696
3	60,752	MS+37	8,400	69,152
4	63,208	PhD	8,400	71,608
5	65,659		8,400	74,059
6	68,465		8,400	76,865
7	70,571		8,400	78,971
8	73,387		8,400	81,787
9	75,933		8,400	84,333
10	78,572		8,400	86,972
11	81,309	Capped	8,400	89,709
12	81,309		8,400	89,709
13	81,309		8,400	89,709
14	81,309		8,400	89,709
15	81,309		8,400	89,709
16	81,309		8,400	89,709
17	81,309		8,400	89,709

COTA				
Step	Salary	Starting Step	Merit	Total
1	35,000	Associates	2,200	37,200
2	35,700		2,200	37,900
3	36,414		2,200	38,614
4	37,142	Bachelors	2,200	39,342
5	37,885		2,200	40,085
6	38,643		2,200	40,843
7	39,416		2,200	41,616
8	40,204		2,200	42,404
9	41,008		2,200	43,208
10	41,828		2,200	44,028
11	42,665		2,200	44,865
12	43,518		2,200	45,718
13	44,388		2,200	46,588
14	45,276		2,200	47,476
15	46,182		2,200	48,382
16	47,105		2,200	49,305
17	48,047		2,200	50,247
18	49,008		2,200	51,208
19	49,989		2,200	52,189
20	50,988		2,200	53,188

School Psychologist							
Master's Degree				Ph.D. Degree			
Educators Salary				Educators Salary			
Step	Salary	Adjustment*	Total	Step	Salary	Adjustment*	Total
1	53,491	8,400	61,891	1	56,991	8,400	65,391
2	54,366	8,400	62,766	2	58,738	8,400	67,138
3	55,241	8,400	63,641	3	61,088	8,400	69,488
4	56,701	8,400	65,101	4	63,531	8,400	71,931
5	58,969	8,400	67,369	5	66,072	8,400	74,472
6	61,328	8,400	69,728	6	68,715	8,400	77,115
7	63,781	8,400	72,181	7	71,464	8,400	79,864
8	66,332	8,400	74,732	8	74,323	8,400	82,723
9	68,985	8,400	77,385	9	77,295	8,400	85,695
10	71,745	8,400	80,145	10	80,387	8,400	88,787
11	74,615	8,400	83,015	11	83,603	8,400	92,003
12	77,599	8,400	85,999	12	86,947	8,400	95,347
13	80,703	8,400	89,103	13	90,425	8,400	98,825

Mental Health Specialist (Social Worker)				
Step	Salary	Starting Step	Educators Salary Adjustment*	Total
1	53,500.00	CSW	8,400	61,900.00
2	54,375.00		8,400	62,775.00
3	55,250.00		8,400	63,650.00
4	56,125.00	LCSW	8,400	64,525.00
5	57,000.00		8,400	65,400.00
6	57,875.00		8,400	66,275.00
7	58,750.00		8,400	67,150.00
8	59,625.00		8,400	68,025.00
9	60,500.00		8,400	68,900.00
10	61,375.00		8,400	69,775.00
11	62,250.00		8,400	70,650.00
12	63,125.00		8,400	71,525.00
13	64,000.00		8,400	72,400.00
14	64,875.00		8,400	73,275.00
15	65,750.00		8,400	74,150.00
16	66,625.00		8,400	75,025.00
17	67,500.00		8,400	75,900.00
18	68,375.00		8,400	76,775.00
19	69,250.00		8,400	77,650.00
20	70,125.00		8,400	78,525.00

NURSE			
Step	Salary	Merit	Total
1	42,000	2,200	44,200
2	42,840	2,200	45,040
3	43,697	2,200	45,897
4	44,571	2,200	46,771
5	45,462	2,200	47,662
6	46,371	2,200	48,571
7	47,299	2,200	49,499
8	48,245	2,200	50,445
9	49,210	2,200	51,410
10	50,194	2,200	52,394
11	51,198	2,200	53,398
12	52,222	2,200	54,422
13	53,266	2,200	55,466
14	54,331	2,200	56,531
15	55,418	2,200	57,618
16	56,526	2,200	58,726
17	57,657	2,200	59,857
18	58,810	2,200	61,010
19	59,986	2,200	62,186
20	61,186	2,200	63,386

CNA		
Step	Hourly Rate	Merit
1	15.00	500
2	15.45	500
3	15.91	500
4	16.39	500
5	16.88	500
6	17.39	500
7	17.91	500
8	18.45	500
9	19.00	500
10	19.57	500
11	20.16	500
12	20.76	500
13	21.39	500
14	22.03	500
15	22.69	500
16	23.37	500
17	24.07	500
18	24.79	500
19	25.54	500
20	26.30	500

NOTES

Merit Pay will be paid out at the end of the year. No payout if employment is terminated during the year for any reason.

Merit pay will be determined based on criteria outlined by your Administration and will include meeting expectations outlined in your job description.

Spectrum Academy
Behavior Pay Scale 2023-2024 School Year

Behavior Specialist				
Step	Salary	Starting Step	Merit	Total
1	53,491.00	Master's	2200	55,691.00
2	54,366.00		2200	56,566.00
3	55,241.00		2200	57,441.00
4	56,116.00		2200	58,316.00
5	56,991.00		2200	59,191.00
6	57,866.00	BCBA	2200	60,066.00
7	58,741.00		2200	60,941.00
8	59,616.00		2200	61,816.00
9	60,491.00		2200	62,691.00
10	61,366.00		2200	63,566.00
11	62,241.00		2200	64,441.00
12	63,116.00		2200	65,316.00
13	63,991.00		2200	66,191.00
14	64,866.00		2200	67,066.00
15	65,741.00		2200	67,941.00
16	66,616.00		2200	68,816.00
17	67,491.00		2200	69,691.00
18	68,366.00		2200	70,566.00
19	69,241.00		2200	71,441.00
20	70,116.00		2200	72,316.00

Behavior Assistant			
Step	Salary	Merit	Total
1	31,688	2200	33,888
2	32,642	2200	34,842
3	33,626	2200	35,826
4	34,622	2200	36,822
5	35,669	2200	37,869
6	36,738	2200	38,938
7	37,838	2200	40,038
8	38,969	2200	41,169
9	40,142	2200	42,342
10	41,347	2200	43,547
11	42,583	2200	44,783
12	43,866	2200	46,066
13	45,181	2200	47,381
14	46,538	2200	48,738
15	47,931	2200	50,131
16	49,371	2200	51,571
17	50,853	2200	53,053
18	52,378	2200	54,578
19	53,949	2200	56,149
20	55,573	2200	57,773

NOTES
<p>The Behavior Specialist Position is intended for a BCBA certified employee. If employee has BCaBA, start on Step 4 on the Teacher's Scale.</p> <p>The Behavior Specialist Position is also intended for employee's with a Master's Degree. If no Master's Degree, then start employee on Step 1 on the Teacher's Scale.</p> <p>Merit Pay will be paid out at the end of the year. No payout if employment is terminated during the year for any reason.</p> <p>Merit pay will be determined based on criteria outlined by your Administration and will include meeting expectations outlined in your job description.</p> <p>Merit Pay is dependent upon continued legislative funding of Educator Salary Adjustment.</p>

Hourly Front Office Support & MISC		
Level	Pay	Merit Pay
1	16.50	500.00
2	16.83	500.00
3	17.17	500.00
4	17.51	500.00
5	17.86	500.00
6	18.22	500.00
7	18.58	500.00
8	18.95	500.00
9	19.33	500.00
10	19.72	500.00
11	20.11	500.00
12	20.52	500.00
13	20.93	500.00
14	21.34	500.00
15	21.77	500.00
16	21.77	500.00
17	21.77	500.00
18	21.77	500.00
19	21.77	500.00
20	21.77	500.00

Salaried Front Office Support & MISC				
Level	Salary	Merit	Total	Notes
1	31,688	750	32,438	SPED ASST
2	32,642	750	33,392	
3	33,626	750	34,376	
4	34,622	750	35,372	
5	35,669	750	36,419	
6	36,738	750	37,488	SPED COORDINATOR
7	37,838	750	38,588	
8	38,969	750	39,719	
9	40,142	750	40,892	LEA
10	41,347	750	42,097	
11	42,583	750	43,333	
12	43,866	750	44,616	
13	45,181	750	45,931	
14	46,538	750	47,288	
15	47,931	750	48,681	
16	49,371	750	50,121	
17	50,853	750	51,603	
18	52,378	750	53,128	
19	53,949	750	54,699	
20	55,573	750	56,323	

The Front Office Support & Misc. Pay Scales cover the following positions:

- Building Front Office
- Level II Paraprofessionals
- Librarians
- Sped Coordinators & Assistants

Merit Pay will be paid out at the end of the year. No payout if employment is terminated during the year for any reason.

Merit pay will be determined based on criteria outlined by your Administration and will include meeting expectations outlined in your job description.

Merit Pay is dependent upon continued legislative funding of Educator Salary Adjustment.