

Spectrum Academy

State Certified Teacher Pay Scale - FY2025

New Hire Placement
Bachelor's Degr Level 1
Master's Degree Level 6
Doctorate Degr 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

Educators						
STEP	BASE	TSSA BASE	Salary Adjustment*	SUBTOTAL	SPED LICENSED	TOTAL
1	47,616.00	600	8,900.00	57,116.00	2,000.00	59,116.00
2	48,491.00	600	8,900.00	57,991.00	2,000.00	59,991.00
3	49,366.00	600	8,900.00	58,866.00	2,000.00	60,866.00
4	51,741.00	600	8,900.00	61,241.00	2,000.00	63,241.00
5	52,616.00	600	8,900.00	62,116.00	2,000.00	64,116.00
6	53,491.00	600	8,900.00	62,991.00	2,000.00	64,991.00
7	54,366.00	600	8,900.00	63,866.00	2,000.00	65,866.00
8	55,241.00	600	8,900.00	64,741.00	2,000.00	66,741.00
9	56,116.00	600	8,900.00	65,616.00	2,000.00	67,616.00
10	56,991.00	600	8,900.00	66,491.00	2,000.00	68,491.00
11	57,866.00	600	8,900.00	67,366.00	2,000.00	69,366.00
12	58,741.00	600	8,900.00	68,241.00	2,000.00	70,241.00
13	59,616.00	600	8,900.00	69,116.00	2,000.00	71,116.00
14	60,491.00	600	8,900.00	69,991.00	2,000.00	71,991.00
15	61,366.00	600	8,900.00	70,866.00	2,000.00	72,866.00
16	62,241.00	600	8,900.00	71,741.00	2,000.00	73,741.00
17	63,116.00	600	8,900.00	72,616.00	2,000.00	74,616.00
18	63,991.00	600	8,900.00	73,491.00	2,000.00	75,491.00
19	64,866.00	600	8,900.00	74,366.00	2,000.00	76,366.00
20	65,741.00	600	8,900.00	75,241.00	2,000.00	77,241.00
21	66,616.00	600	8,900.00	76,116.00	2,000.00	78,116.00
22	67,491.00	600	8,900.00	76,991.00	2,000.00	78,991.00
23	68,366.00	600	8,900.00	77,866.00	2,000.00	79,866.00
24	69,241.00	600	8,900.00	78,741.00	2,000.00	80,741.00
25	70,116.00	600	8,900.00	79,616.00	2,000.00	81,616.00
26	70,991.00	600	8,900.00	80,491.00	2,000.00	82,491.00
27	71,866.00	600	8,900.00	81,366.00	2,000.00	83,366.00
28	72,741.00	600	8,900.00	82,241.00	2,000.00	84,241.00
29	73,616.00	600	8,900.00	83,116.00	2,000.00	85,116.00
30	74,491.00	600	8,900.00	83,991.00	2,000.00	85,991.00
31	75,366.00	600	8,900.00	84,866.00	2,000.00	86,866.00
32	76,241.00	600	8,900.00	85,741.00	2,000.00	87,741.00

33	77,116.00	600	8,900.00	86,616.00	2,000.00	88,616.00
34	77,991.00	600	8,900.00	87,491.00	2,000.00	89,491.00
35	78,866.00	600	8,900.00	88,366.00	2,000.00	90,366.00
36	79,741.00	600	8,900.00	89,241.00	2,000.00	91,241.00
37	80,616.00	600	8,900.00	90,116.00	2,000.00	92,116.00
38	81,491.00	600	8,900.00	90,991.00	2,000.00	92,991.00
39	82,366.00	600	8,900.00	91,866.00	2,000.00	93,866.00
40	83,241.00	600	8,900.00	92,741.00	2,000.00	94,741.00

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
FY2025**

Step	High School Grad/GED	Assoc. Degree or 60 credit hours	Bachelor's Degree
1	15.00	15.50	16.50
2	15.30	15.81	16.83
3	15.61	16.13	17.17
4	15.92	16.45	17.51
5	16.24	16.78	17.86
6	16.56	17.11	18.22
7	16.89	17.46	18.58
8	17.23	17.80	18.95
9	17.57	18.16	19.33
10	17.93	18.52	19.72
11	18.28	18.89	20.11
12	18.65	19.27	20.52
13	19.02	19.66	20.93
14	19.40	20.05	21.34
15	19.79	20.45	21.77
16	19.79	20.45	21.77
17	19.79	20.45	21.77
18	19.79	20.45	21.77
19	19.79	20.45	21.77
20	19.79	20.45	21.77

**Spectrum Academy
Functional Skills Paraprofessional Pay Scale
FY2025**

Step	High School Grad/GED	Assoc. Degree or 60 credit hours	Bachelor's Degree
1	16.50	17.00	18.00
2	16.83	17.34	18.36
3	17.17	17.69	18.73
4	17.51	18.04	19.10
5	17.86	18.40	19.48
6	18.22	18.77	19.87
7	18.58	19.14	20.27
8	18.95	19.53	20.68
9	19.33	19.92	21.09
10	19.72	20.32	21.51
11	20.11	20.72	21.94
12	20.52	21.14	22.38
13	20.93	21.56	22.83
14	21.34	21.99	23.28
15	21.77	22.43	23.75
16	21.77	22.43	23.75
17	21.77	22.43	23.75
18	21.77	22.43	23.75
19	21.77	22.43	23.75
20	21.77	22.43	23.75

NOTES

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

Employee must provide proof of education to HR in order to receive the additional pay offered. If documentation is not 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 & Administrators Scale
FY2025**

PRINCIPAL PAY SCHEDULE

School Population	0-200		201-400		401 +	
	Non-Certified	Advanced	Non-Certified	Advanced	Non-Certified	Advanced
1	68,500	87,175	71,400	95,995	75,000	103,713
2	70,555	89,490	73,542	98,575	77,250	106,524
3	72,672	91,875	75,748	101,232	79,568	109,420
4	74,852	94,331	78,021	103,969	81,955	112,402
5	77,097	96,861	80,361	106,788	84,413	115,474
6	79,410	99,467	82,772	109,692	86,946	118,638
7	81,793	102,151	85,255	112,683	89,554	121,898
8	84,246	104,916	87,813	115,763	92,241	125,255
9	86,774	107,763	90,447	118,936	95,008	128,712
10	89,377	110,696	93,161	122,204	97,858	132,274
11	92,058	115,017	95,956	127,870	100,794	138,242
12	94,820	120,002	98,834	132,574	103,818	143,574
13	97,665	122,202	101,799	135,025	106,932	146,246
14	100,595	124,446	104,853	137,526	110,140	148,970
15	103,612	126,735	107,999	140,076	113,444	151,750
16	106,721	129,070	111,239	142,678	116,848	154,585
17	109,922	131,451	114,576	145,331	120,353	157,477
18	113,220	133,880	118,013	148,038	123,964	160,426
19	116,617	136,358	121,554	150,799	127,682	163,435
20	120,115	138,885	125,200	153,615	131,513	166,503

SPECIAL PROGRAMS ADMINISTRATOR			NOTES
Step	Non-Cert	Advanced	
1	70,350	80,350	The Special Programs Administrator Scale will be used for the CTE Coordinator, Transition Coordinator, and Assistant Principals.
2	72,461	82,461	
3	74,634	84,634	
4	76,873	86,873	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.
5	79,180	89,180	
6	81,555	91,555	
7	84,002	94,002	
8	86,522	96,522	Advanced Lane Qualification: Employee must hold an <i>active</i> Utah administrative license or a doctorate degree to qualify for this lane.
9	89,117	99,117	
10	91,791	101,791	
11	94,545	104,545	It is the employee's responsibility to provide official transcripts and/or proof of certifications to HR in order to receive the Advanced lane salary. Salary changes will be effective on the date the required information is received.
12	97,381	107,381	
13	100,302	110,302	
14	103,311	113,311	
15	106,411	116,411	
16	109,603	119,603	
17	112,891	122,891	
18	116,278	126,278	
19	119,766	129,766	
20	123,359	133,359	

**Spectrum Academy
Related Services Pay Scale FY2025**

SLT			
Educators Salary			
Step	Salary	Adjustment*	Total
1	47,616	8,900	56,516
2	48,491	8,900	57,391
3	49,366	8,900	58,266
4	51,741	8,900	60,641
5	52,616	8,900	61,516
6	53,491	8,900	62,391
7	54,366	8,900	63,266
8	55,241	8,900	64,141
9	56,116	8,900	65,016
10	56,991	8,900	65,891
11	57,866	8,900	66,766
12	58,741	8,900	67,641
13	59,616	8,900	68,516
14	60,491	8,900	69,391
15	61,366	8,900	70,266
16	62,241	8,900	71,141
17	63,116	8,900	72,016
18	63,991	8,900	72,891
19	64,866	8,900	73,766
20	65,741	8,900	74,641

OT FY2025				
Step	Salary	Starting Step	Merit	Total
1	63,822		2,200	66,022
2	64,996	Masters+20	2,200	67,196
3	67,452	MS+37	2,200	69,652
4	69,908	PhD	2,200	72,108
5	72,359		2,200	74,559
6	75,165		2,200	77,365
7	77,271		2,200	79,471
8	80,087		2,200	82,287
9	82,633		2,200	84,833
10	85,272		2,200	87,472
11	88,009		2,200	90,209
12	90,448		2,200	92,648
13	92,961		2,200	95,161
14	95,117		2,200	97,317
15	97,328		2,200	99,528
16	99,140		2,200	101,340
17	100,989		2,200	103,189

SLP FY2025				
Educators Salary				
Step	Salary	Starting Step	Adjustment*	Total
1	57,122		8,900	66,022
2	58,296	Masters+20	8,900	67,196
3	60,752	MS+37	8,900	69,652
4	63,208	PhD	8,900	72,108
5	65,659		8,900	74,559
6	68,465		8,900	77,365
7	70,571		8,900	79,471
8	73,387		8,900	82,287
9	75,933		8,900	84,833
10	78,572		8,900	87,472
11	81,309		8,900	90,209
12	83,748		8,900	92,648
13	86,261		8,900	95,161
14	88,417		8,900	97,317
15	90,628		8,900	99,528
16	92,440		8,900	101,340
17	94,289		8,900	103,189

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	8,900	62,391	1	56,991	8,900	65,891
2	54,366	8,900	63,266	2	58,738	8,900	67,638
3	55,241	8,900	64,141	3	61,088	8,900	69,988
4	56,701	8,900	65,601	4	63,531	8,900	72,431
5	58,969	8,900	67,869	5	66,072	8,900	74,972
6	61,328	8,900	70,228	6	68,715	8,900	77,615
7	63,781	8,900	72,681	7	71,464	8,900	80,364
8	66,332	8,900	75,232	8	74,323	8,900	83,223
9	68,985	8,900	77,885	9	77,295	8,900	86,195
10	71,745	8,900	80,645	10	80,387	8,900	89,287
11	74,615	8,900	83,515	11	83,603	8,900	92,503
12	77,599	8,900	86,499	12	86,947	8,900	95,847
13	80,703	8,900	89,603	13	90,425	8,900	99,325

Mental Health Specialist (Social Worker)				
Step	Salary	Starting Step	Educators Salary Adjustment*	Total
1	53,500	CSW	8,900	62,400
2	54,375		8,900	63,275
3	55,250		8,900	64,150
4	56,125	LCSW	8,900	65,025
5	57,000		8,900	65,900
6	57,875		8,900	66,775
7	58,750		8,900	67,650
8	59,625		8,900	68,525
9	60,500		8,900	69,400
10	61,375		8,900	70,275
11	62,250		8,900	71,150
12	63,125		8,900	72,025
13	64,000		8,900	72,900
14	64,875		8,900	73,775
15	65,750		8,900	74,650
16	66,625		8,900	75,525
17	67,500		8,900	76,400
18	68,375		8,900	77,275
19	69,250		8,900	78,150
20	70,125		8,900	79,025

NURSE FY2025			
Step	Salary	Merit	Total
1	48,000	2,200	50,200
2	49,920	2,200	52,120
3	51,917	2,200	54,117
4	53,993	2,200	56,193
5	56,153	2,200	58,353
6	58,399	2,200	60,599
7	60,735	2,200	62,935
8	63,165	2,200	65,365
9	65,691	2,200	67,891
10	68,319	2,200	70,519
11	70,369	2,200	72,569
12	72,480	2,200	74,680
13	74,654	2,200	76,854
14	76,894	2,200	79,094
15	79,200	2,200	81,400
16	81,576	2,200	83,776
17	84,024	2,200	86,224
18	86,544	2,200	88,744
19	89,141	2,200	91,341
20	91,815	2,200	94,015

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.

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

*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. Those not eligible for Educators Salary Adjustment will be eligible for Merit pay at the current level of Merit pay for Related Services.

**Spectrum Academy
Behavior Pay Scale FY2025**

Behavior Specialist FY2025				
Step	Salary	Starting Step	Merit	Total
		Master's W/No		
1	53,491	BCBA	2200	55,691
2	54,366		2200	56,566
3	55,241		2200	57,441
4	56,116		2200	58,316
5	56,991		2200	59,191
6	62,500	BCBA	2200	64,700
7	64,063		2200	66,263
8	65,664		2200	67,864
9	67,306		2200	69,506
10	68,988		2200	71,188
11	70,713		2200	72,913
12	72,127		2200	74,327
13	73,570		2200	75,770
14	75,041		2200	77,241
15	76,542		2200	78,742
16	78,073		2200	80,273
17	79,634		2200	81,834
18	80,829		2200	83,029
19	82,041		2200	84,241
20	83,272		2200	85,472

Behavior Technician			
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
The Behavior Specialist Position is intended for a BCBA certified employee. If employee has BCaBA, start on Step 4 on the Teacher's Scale.
The Behavior Specialist Position is also intended for employees with a Master's Degree. Employee to start on Step 1 on the Teacher's Scale if they don't have a Master's.
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.

Spectrum Academy
Front Office/Misc. Pay Scale FY2025

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.