



Teacher Salary Schedule

2026-2027

Approved May 19th, 2026

Professional Development Rate Daily Rate: \$280

Step	Bachelors	+20S	+30S	+40S	Masters	+30S	+40S	Doctorate
1	59,137	60,071	61,205	62,064	63,832	65,009	66,181	68,530
2	59,568	60,500	61,634	62,494	64,260	65,439	66,609	68,958
3	59,997	60,930	62,064	62,923	64,690	65,867	67,040	69,390
4	60,784	61,781	62,983	63,671	65,632	66,806	68,509	70,882
5	62,492	63,559	64,829	65,543	67,500	69,208	70,396	72,770
6	64,260	65,405	67,263	68,012	69,977	71,167	72,354	74,726
7	66,097	67,320	69,274	70,054	72,013	73,201	74,386	76,759
8	68,003	69,310	71,365	72,174	74,121	75,309	76,498	78,871
9	71,365	72,772	74,372	75,215	77,152	78,340	79,555	82,024
10	71,365	74,938	76,627	77,502	79,453	80,685	81,919	84,387
11	71,365	74,938	78,976	79,920	81,907	83,142	85,060	87,553
12	71,365	74,938	78,976	82,844	84,459	86,389	87,637	90,129
13	71,365	74,938	78,976	83,513	88,187	89,436	90,682	93,176
15	71,365	74,938	78,976	84,453	90,066	91,312	92,558	95,052
20	71,365	74,938	78,976	85,391	91,941	93,190	94,435	96,928
25	72,171	75,790	79,878	86,373	93,005	94,269	95,529	98,056
28	72,917	76,580	80,720	87,296	94,012	95,291	96,568	99,126

Schedule includes a legislative educator salary increase of \$10,660.50. Educators must fulfill requirements of Utah Code 53F-2-405 to qualify.



Classified Salary Schedule

2026-2027

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Step	Custodial & Maintenance			Facilities	Bus Driver & Mechanic			School & District Secretary		
	District	Custodian	School	Supervisor	Bus/Vehicle	Activity	Bus	Elementary	Secondary	District
	Custodian	Assistant	Custodian	261 Days	Mechanic	Driver	Driver	Secretary	Secretary	Secretary
Step	1	2	3	4	5	6	7	8	9	10
1	\$19.59	\$12.94	\$23.80	\$64,867	\$28.28	\$18.09	\$27.20	\$22.33	\$22.44	\$20.92
2	\$20.72	\$14.51	\$24.99	\$68,137	\$29.71	\$19.63	\$28.62	\$23.27	\$23.40	\$21.96
3	\$21.85	\$14.98	\$26.23	\$71,404	\$31.13	\$21.16	\$30.04	\$24.06	\$24.22	\$22.99
4	\$23.00	\$15.45	\$27.42	\$74,669	\$32.60	\$22.69	\$31.51	\$24.90	\$25.01	\$24.03
5	\$24.50	\$15.98	\$28.94	\$87,423	\$34.42	\$24.24	\$33.33	\$26.44	\$26.66	\$25.69
10	\$25.53	\$16.86	\$30.12	\$90,484	\$35.64	\$25.45	\$34.55	\$27.51	\$27.76	\$27.41
15	\$26.56	\$17.69	\$31.21	\$91,378	\$36.80	\$25.57	\$35.71	\$28.55	\$28.79	\$29.63
20	\$27.58	\$18.52	\$32.30	\$96,295	\$37.96	\$25.69	\$36.88	\$29.58	\$29.82	\$31.36
25	\$28.54	\$19.17	\$33.40	\$99,595	\$39.18	\$26.59	\$38.09	\$30.56	\$30.82	\$32.43
Other Technicians, Specialists, &										
Food Services Worker			Food Service Manager			Managers			Nurse	
Step	Teacher	Non-	Certified	Elementary	NSM	NSH	261 Days	261 Days	261 Days	205 Days
	Assistant	Certified								
Step	11	12	13	14	15	16	17	18	19	20
1	\$16.86	\$19.25	\$19.58	\$22.74	23.04	23.30	\$58,659	\$47,176	\$49,056	\$56,876
2	\$17.78	\$19.68	\$19.98	\$23.21	23.51	23.78	\$61,607	\$49,526	\$51,504	\$57,382
3	\$18.56	\$20.10	\$20.45	\$23.66	23.96	24.24	\$64,551	\$51,311	\$53,949	\$57,886
4	\$19.38	\$20.52	\$20.85	\$24.10	24.40	24.70	\$67,493	\$53,051	\$56,393	\$58,809
5	\$19.96	\$21.66	\$21.96	\$25.25	25.55	25.87	\$74,620	\$59,526	\$65,940	\$62,886
10	\$21.21	\$22.59	\$22.90	\$26.28	26.58	26.92	\$82,157	\$67,531	\$74,837	\$65,980
15	\$22.09	\$23.50	\$23.82	\$27.27	27.57	27.92	\$84,876	\$70,008	\$77,590	\$69,073
20	\$22.98	\$24.41	\$24.74	\$28.27	28.59	28.97	\$87,596	\$72,486	\$80,344	\$72,169
25	\$23.74	\$25.21	\$25.55	\$29.20	29.53	29.93	\$90,592	\$74,953	\$83,086	\$73,044



Administrator Salary Schedule

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	Elementary Principal	NSMS Principal	NSHS Vice- Principal	NSHS Principal	District Program Director	Special Education Director	Assistant Superintendent
Step	212 Days	215 Days	215 Days	261 Days	261 Days	261 Days	261 Days
1	96,435	101,175	95,334	110,489	92,326	101,307	119,865
2	100,487	105,445	99,329	115,235	96,205	105,581	124,999
3	103,918	109,063	102,723	119,376	99,494	109,204	129,355
4	107,261	112,586	106,022	123,413	102,694	112,737	133,596
5	113,681	119,569	112,365	131,172	108,809	119,518	141,746
10	117,041	123,106	115,688	135,059	111,937	122,968	145,862
15	120,505	126,751	119,108	139,060	115,159	126,520	150,102
20	124,071	130,505	122,635	143,185	118,478	130,179	154,468
25	127,744	134,373	126,266	147,433	121,895	133,949	158,965



Substitutes Pay Schedule

2026-2027

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Teachers*	Hourly Rate
Non-Certificated Substitute Pay	\$15.80
Certificated Substitute Pay	\$19.25
Long-Term Substitute Pay	\$28.68
Teacher Assistants*	Hourly Rate
Substitute Pay	\$12.95
Long-Term Substitute Pay	\$16.86
Food Service*	Hourly Rate
Substitute Pay	\$12.95
Long-Term Substitute Pay	\$19.25
Secretarial	Hourly Rate
Substitute Pay	\$12.95
Custodial	Hourly Rate
Substitute Pay	\$16.61
Substitute Custodial Assistant	\$12.95
Long-Term Substitute Pay	\$23.80
Transportation	Hourly Rate
Substitute Bus Driver Pay	\$27.20
Substitute Activity Bus Driver Pay	\$18.10

***Substitute Longevity Application**

In an effort to compensate and recognize longevity for our Substitute Teachers and Substitute Instructional Aides (TAs) we will offer the following.

Longevity:

1. Complete 180 hours of substitute teacher, instructional aide (TA), or food service hours in the current school year.
2. Fill out and submit a Substitute Longevity Application to NSSD Human Resource Department.
3. Upon approval, that employee will receive a \$2.00 an hour increase for the remainder of the year (exception: they go for more than 1 pay period without working unless approved by the HR Director because of extenuating circumstances at which time they will go back down to normal pay).
4. If they complete 360 hours in a given year and submit an application, they will then automatically get that \$2.00 increase per hour starting out the following school year. 360 hours must be completed each year to be qualified for the increase the following school year. An application for this is required as well.

Long-Term Substitute Definition

Substitutes will be considered long-term when they have filled in for the same, contracted employee for six or more consecutive weeks. Long-term substitute pay for teachers will be set by the district. In the case of a long-term substitute filling in for a classified employee, the substitute's hourly pay will be the first step on the classified employee's lane on the salary schedule. The rate for a long-term substitute will be paid retroactively, with the difference made-up for the first six weeks in the pay period the sixth week is worked.



Extra Duty Pay Schedule

2026-2027

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(Based on percentage of teacher salary schedule)

	Percentage*	1-4 Years	5-7 Years	8-10 Years	11-15 Years	16+ Years
Category 1	9.60%	\$5,677	\$5,760	\$5,999	\$6,345	\$7,000
Category 2	9.10%	\$5,381	\$5,460	\$5,687	\$6,015	\$6,635
Category 3	7.20%	\$4,258	\$4,320	\$4,499	\$4,759	\$5,250
Category 4	4.70%	\$2,779	\$2,820	\$2,937	\$3,107	\$3,427
Category 5	3.20%	\$1,892	\$1,920	\$2,000	\$2,115	\$2,333
Category 6	2.00%	\$1,183	\$1,200	\$1,250	\$1,322	\$1,458

ASSISTANTS

Category 1	5.60%	\$3,312	\$3,360	\$3,500	\$3,701	\$4,083
Category 2	5.20%	\$3,075	\$3,120	\$3,250	\$3,437	\$3,792
Category 3	4.20%	\$2,484	\$2,520	\$2,625	\$2,776	\$3,062
Category 4	2.40%	\$1,419	\$1,440	\$1,500	\$1,586	\$1,750
Category 5	1.80%	\$1,064	\$1,080	\$1,125	\$1,190	\$1,312
Category 6	1.20%	\$710	\$720	\$750	\$793	\$875

Based on Teacher Schedule Step:	1	3	5	7	28
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Programs Designation By Category

Category 1: Football

Category 2: Athletic Director, Athletic Trainer X 3, Asst Athletic Director X 2, Baseball, Boys/Girls Basketball, Cheer X 2, Drill, Softball, Girls/Boys Volleyball, Boys/Girls Wrestling

Category 3: Marching Band, Musical Director, Boys/Girls Soccer, Boys/Girls Track, Activity Supervisor (Principal, Vice Principal)

Category 4: Cheer-Traveling, Cross Country, Boys/Girls Golf, Swimming X 1.5, Boys/Girls Tennis

Category 5: Drama, Pep Band, Speech & Debate, Sterling Scholar

Category 6: Music Director Band, Music Director Choir

**All percentages based on lane 1 of the teacher salary schedule*