2026-27 Certified Salary and Benefits Settlement

1. 4% Cost of Living applied to the salary schedule.
2. 1% one-time bonus to be given near Christmas time.
3. District will maintain current health & dental insurance plans.
4. Health insurance premiums increased by 8%. District will pay the increased cost of ≈ $119K.
5. District will pay the increased costs of ≈ $99K for steps and lanes on the salary schedule.
6. District will continue to pay the daily rate of pay for six additional days (above contract days). This consists of four professional development days and two data days.
7. The Educator Salary Adjustment will be increased to $10,661 as approved by the State Legislature, and as per Utah Code 53F-2-405. This $311 increase from the prior year is in addition to the 4% COLA, which for many teachers will equate to a salary increase of approximately 4.4%.
8. District will contribute an additional (1.3%) into a 401(k) plan for employees on the Tier 2-DB Hybrid System and the Tier 2-DC Plan. This will help offset the required employee contribution of 1.3% on the Tier 2-DB Hybrid system set by the State Legislature. These funds will be deposited directly into employee 401(k) plans by the district. It is estimated that this will cost the district an additional $18K. This issue will be reviewed on a year-by-year basis.

If you are in agreement with this offer, please sign below and return one copy to Lark Reynolds.

Ben Dalton — 7-7-26

L. Ben Dalton, Superintendent — Date

Merilee Terry — 7/7/26

Merilee Terry, Certified Union Rep. — Date

BASE 48,194.33 Percentage Increase 4.00%

KANE COUNTY SCHOOL DISTRICT
CERTIFIED
SALARY SCHEDULE -(184 Days)

Semester Hours are Reflected

Reflects 4.0% COLA Plus ESA Increase of $311

2026-2027

LANE		1		2		3		4		5		6
		B.S.		B.S. PLUS		B.S. PLUS		MASTERS		MASTERS		PHD/MASTER
STP	INDEX	DEGREE	INDEX	20 HOURS	INDEX	37 HOURS	INDEX	DEGREE	INDEX	PLUS 30	INDEX	PLUS 40**
1	116%	$70,147	120%	$72,075	124%	$74,002	128%	$75,930	132%	$77,858	136%	$79,786
2	116%	$70,147	120%	$72,075	124%	$74,002	128%	$75,930	132%	$77,858	136%	$79,786
3	116%	$70,147	120%	$72,075	124%	$74,002	128%	$75,930	132%	$77,858	136%	$79,786
4	116%	$70,147	120%	$72,075	124%	$74,002	128%	$75,930	132%	$77,858	136%	$79,786
5	116%	$70,147	120%	$72,075	124%	$74,002	128%	$75,930	132%	$77,858	136%	$79,786
6	120%	$72,075	124%	$74,002	128%	$75,930	132%	$77,858	136%	$79,786	140%	$81,714
7	124%	$74,002	128%	$75,930	132%	$77,858	136%	$79,786	140%	$81,714	144%	$83,641
8	129%	$76,412	133%	$78,340	137%	$80,268	141%	$82,196	145%	$84,123	149%	$86,051
9	134%	$78,822	138%	$80,750	142%	$82,677	146%	$84,605	150%	$86,533	154%	$88,461
10	139%	$81,232	143%	$83,159	147%	$85,087	151%	$87,015	155%	$88,943	159%	$90,870
11	146%	$84,605	148%	$85,569	152%	$87,497	156%	$89,425	160%	$91,352	164%	$93,280
12			155%	$88,943	157%	$89,907	161%	$91,834	165%	$93,762	169%	$95,690
13					164%	$93,280	168%	$95,208	170%	$96,172	174%	$98,100
14									177%	$99,545	181%	$101,473
15			159%	$90,870	168%	$95,208	174%	$98,100	181%	$101,473	185%	$103,401
20							176%	$99,064	183%	$102,437	187%	$104,365
25			163%	$92,798	172%	$97,136	178%	$100,027	185%	$103,401	189%	$105,329

All full time professional employees and their dependents are covered by an insurance group plan. Coverage includes health, accident, life, dental and disability. Partial reimbursement for unused sick leave shall be paid at the rate of $40.00 per day up to 120 days, and $20.00 for each day in excess of 120 days. This reimbursement shall be made at time of retirement. Actual sick leave is accumulated with no ceiling. A sabbatical leave plan is available by application to the Board. The State Retirement Plan is fully funded. Personal leave is two days per year cumulative to five days. The days not used will be paid at the substitute rate at year end, when above five are accumulated. Employees earn 10 days sick leave per year.

An employee can elect to use two sick leave days each year for non-sick leave (only after all "personal leave" days are used).

The early retirement plan allows for payment of 80% of the yearly salary last received to be paid over a five year period, at the rate specified in the District Policy. An emergency sick leave pool is in place.

All employees are required to use direct deposit for payroll.

Employees who buy up in insurance coverage will be required to do so through the Flex program.

** The ten hours between the Masters Plus 30 and Masters Plus 40 must be graduate credit in an assigned area of teaching, graduate college courses leading to an advanced degree in education, or graduate courses which are approved by the Superintendent prior to taking them for this purpose.