

**Millard School District
Professional Salary Schedule
2025-2026**

Experience Index	Factor	BS+Certificate	BS+20 Credits	MS or BS+37 Credits	MS+30 or BS+57 Credits
1	BASE	\$54,861	\$57,055	\$59,338	\$61,711
2	1.00	\$54,861	\$57,055	\$59,338	\$61,711
3	1.00	\$54,861	\$57,055	\$59,338	\$61,711
4	1.02	\$55,958	\$58,197	\$60,524	\$62,945
5	1.02	\$57,077	\$59,360	\$61,735	\$64,204
6	1.035	\$59,075	\$61,438	\$63,896	\$66,451
7	1.04	\$61,438	\$63,896	\$66,451	\$69,109
8	1.04	\$63,896	\$66,451	\$69,109	\$71,874
9	1.04	\$66,451	\$69,109	\$71,874	\$74,749
10	1.04	\$69,109	\$71,874	\$74,749	\$77,739
11	1.04	\$71,874	\$74,749	\$77,739	\$80,848
12	1.05	\$75,468	\$78,486	\$81,626	\$84,891
*13 (15)	1.04	\$78,486	\$81,626	\$84,891	\$88,286
**14 (20)	1.04	\$81,626	\$84,891	\$88,286	\$91,818
***15 (26)	1.04	\$84,891	\$88,286	\$91,818	\$95,491
****16 (27+)	1.03	\$87,437	\$90,935	\$94,572	\$98,355

HB382/SB2/HB215 An educator salary adjustment of \$2,500/\$1,700/\$4,200/\$1,000 has been included in salary amount shown above.

*In order to qualify for Step 13, a teacher must have completed fourteen (14) years of Professional teaching experience.

**Teachers qualifying for Step 14 must have had at least completed Nineteen (19) years of Professional teaching experience.

***Teachers qualify for Step 15 after completion of 25 years in education as a Professional teaching experience.

****To be eligible for Step 16, an employee have completed twenty-seven (27) + years of Professional teaching experience
An eligible employee will be placed on Step 16 upon completion of a request form. An eligible employee will be placed on Step 16 for three (3) years, and if they continue to work after the completion of three (3) years on Step 16, will revert back to Step 15 until retirement.

New Professional Educators to the Millard School District are consider Provisional Educators for first three (3) years.

For FY26, Employees on the Utah Retirement Systems Tier 2 Hybrid retirement plan will receive an increase to their salary of 0.81% to offset the URS payroll deduction for that plan. This will be a year-to-year decision.

Important Step Change Note: Professional employees working half-time or less are required to serve two (2) years on each step before advancing to the next step.