

**IRON COUNTY SCHOOL DISTRICT
2025-2026 TEACHER SALARY SCHEDULE
190 CONTRACT DAYS**

Lane/ Step	Index	LANE I		LANE II		LANE III		LANE IV		LANE V	
		Bachelors Degree (Certificated)	Index	BS + 20 Hrs.* (10 Up. Div. or Inservice) (10 Grad. Hrs)	Index	BS + 40 Hrs.* (10 Up. Div. or Inservice) (30 Grad. Hrs)	Index	Masters Degree	Index	MS + 30 Hrs.* (10 Inservice) (20 Grad. Hrs)	Index
1	116	\$ 49,286	120	\$ 50,986	124	\$ 52,685	128	\$ 54,385	132	\$ 56,084	
2	117	49,711	121	51,410	125	53,110	129	54,810	133	56,509	
3	118	50,136	122	51,835	126	53,535	130	55,234	134	56,934	
4	121	51,410	125	53,110	129	54,810	133	56,509	137	58,209	
5	124	52,685	128	54,385	132	56,084	136	57,784	140	59,483	
6	127	53,960	131	55,659	135	57,359	139	59,058	143	60,758	
7	130	55,234	134	56,934	138	58,633	142	60,333	146	62,032	
8	133	56,509	137	58,209	141	59,908	145	61,608	149	63,307	
9	136	57,784	141	59,908	145	61,608	149	63,307	153	65,007	
10	141	59,908	146	62,032	150	63,732	154	65,432	158	67,131	
11	142	60,333	151	64,157	155	65,856	159	67,556	163	69,255	
12	143	60,758	156	66,281	160	67,981	164	69,680	168	71,380	
13	144	61,183	157	66,706	165	70,105	169	71,805	173	73,504	
14	145	61,608	158	67,131	170	72,230	174	73,929	178	75,629	
15	146	62,032	159	67,556	175	74,354	179	76,054	183	77,753	
16	147	62,457	160	67,981	176	74,779	180	76,478	184	78,178	
17	148	62,882	161	68,406	177	75,204	181	76,903	185	78,603	
18	149	63,307	162	68,831	178	75,629	182	77,328	186	79,028	
19	150	63,732	163	69,255	179	76,054	183	77,753	187	79,453	
20	151	64,157	164	69,680	180	76,478	184	78,178	188	79,877	
21	152	64,582	165	70,105	181	76,903	185	78,603	189	80,302	
22	153	65,007	166	70,530	182	77,328	186	79,028	190	80,727	
23	154	65,432	167	70,955	183	77,753	187	79,453	191	81,152	
24	155	65,856	168	71,380	184	78,178	188	79,877	192	81,577	
25	156	66,281	169	71,805	185	78,603	189	80,302	193	82,002	
26	157	66,706	170	72,230	186	79,028	190	80,727	194	82,427	
27	158	67,131	171	72,654	187	79,453	191	81,152	195	82,852	
28	159	67,556	172	73,079	190	80,727	194	82,427	198	84,126	
29	160	67,981	173	73,504	192	81,577	196	83,276	200	84,976	
30	161	68,406	176	74,779	195	82,852	199	84,551	203	86,251	
31	163	69,255	178	75,629	197	83,701	201	85,401	205	87,100	
32	166	70,530	181	76,903	200	84,976	204	86,676	208	88,375	
33	169	71,805	184	78,178	203	86,251	207	87,950	211	89,650	
34	172	73,079	187	79,453	206	87,525	210	89,225	214	90,924	
35	175	74,354	190	80,727	209	88,800	213	90,499	217	92,199	

***Semester Hours. All Workshop, Inservice, or Credit Hours must be approved.**

Base Multiplier Calculation

Prior year base multiplier	\$ 41,655
Cost of living adjustment to base multiplier	2%
2025-2026 base multiplier	<u>\$ 42,488</u>

Calculation of Lane 1 Step 3 Total Salary:

Index	x	Base Multiplier	=	Lane 1 Step 3 Base Salary	+	Educator Salary Adjustment	=	Lane 1 Step 3 Total Salary
118%	x	\$ 42,488	=	\$ 50,136	+	\$ 10,350	=	\$ 60,486

NOTES:

- (1) An Educator Salary Adjustment amount of \$10,350 per FTE, as appropriated by the Utah State Legislature, will be added to each of the above steps for those who qualify. (UCA 53F-2-405)
- (2) Individuals receiving a lane change on the same salary schedule will maintain all steps previously awarded.
- (3) Those qualifying for the Educator Paid Professional Hours stipend (UCA 53F-7-203) will be paid an hourly rate, calculated on their base salary from this schedule. Payment is made upon completion of the hours and submission of required documentation.

ICSD Additional Compensation & Benefits: 2025-2026

District Paid Benefits for those who qualify under District Policy 621

Health Insurance Benefit Information

	Qualified High Deductible Health Insurance Plan	Dental Insurance	Term Life & AD&D Insurance Employee (\$50,000) Spouse (\$10,000) Dependent(s) (\$3,000)	TAVA Health (Mental Health Benefit)	Total Health Benefit Excluding Long-Term Disability	Long-Term Disability (% of Salary/Wages)
Family	\$ 23,625.00	\$ 1,042.80	\$ 92.64	\$ 1,892.76	\$ 26,653.20	0.31%
Two-Party	\$ 16,489.00	\$ 595.20	\$ 92.64	\$ 1,892.76	\$ 19,069.60	0.31%
Single	\$ 7,405.00	\$ 354.00	\$ 83.64	\$ 1,892.76	\$ 9,735.40	0.31%

Retirement Benefit Information

Retirement Group	URS	URS 401(k)	FICA (Social Security & Medicare)	Total Retirement & FICA Benefit
Tier 1 Noncontributory Plan	21.19%	1.50%	7.65%	30.34%
Tier 2 Defined Contribution Plan	9.02%	10.81%	7.65%	27.48%
Tier 2 Defined Benefit Hybrid Plan	19.02%	0.81%	7.65%	27.48%

[Link to 2025-2026 Benefits Guide](#)

[Link to Human Resources](#)