



BOARD OF EDUCATION
BOX ELDER SCHOOL DISTRICT TRUTH IN
TAXATION PUBLIC HEARING
Detailed Agenda
Wednesday, August 13, 2025
ILSC Building, 960 South Main, Brigham City,
Utah 84302

*"Always consider the effects
on our students."*

A. Welcome by Board President - 7:00 p.m.

Tiffani Summers, Board President

B. Presentation of the Proposed 2025 Tax Rate

2

Neil Stevens, Business Administrator

C. Public Hearing on Proposed 2025 Tax Rate

Neil Stevens, Business Administrator

D. Board Discussion

1. Approval of Tax Rate and 2025-26 Budget

22

Neil Stevens, Business Administrator

2. Approval of Employee Salary Schedules

24

Neil Stevens, Business Administrator



BOX ELDER SCHOOL DISTRICT

FY26 PROPOSED BUDGET

FY26 BUDGET CHANGES

Compensation increased by 6.2%

- 2.19% to fund employee contractual obligations
- 2% for increased employee compensation as set forth in negotiated agreements
- 2% for increased employee compensation above the amount set forth in negotiated agreements.

Added \$4.6 million for architect and design services for high school expansions.

Added \$9.3 million for payments on \$120 million lease revenue bond.

Added 10% for increased utility costs.



Fund Balances

Maintenance and Operations - \$20 million

School Activity - \$3.5 million

Debt Service - \$8.5 million

Capital - \$22 million

Food Service - \$5.1 million

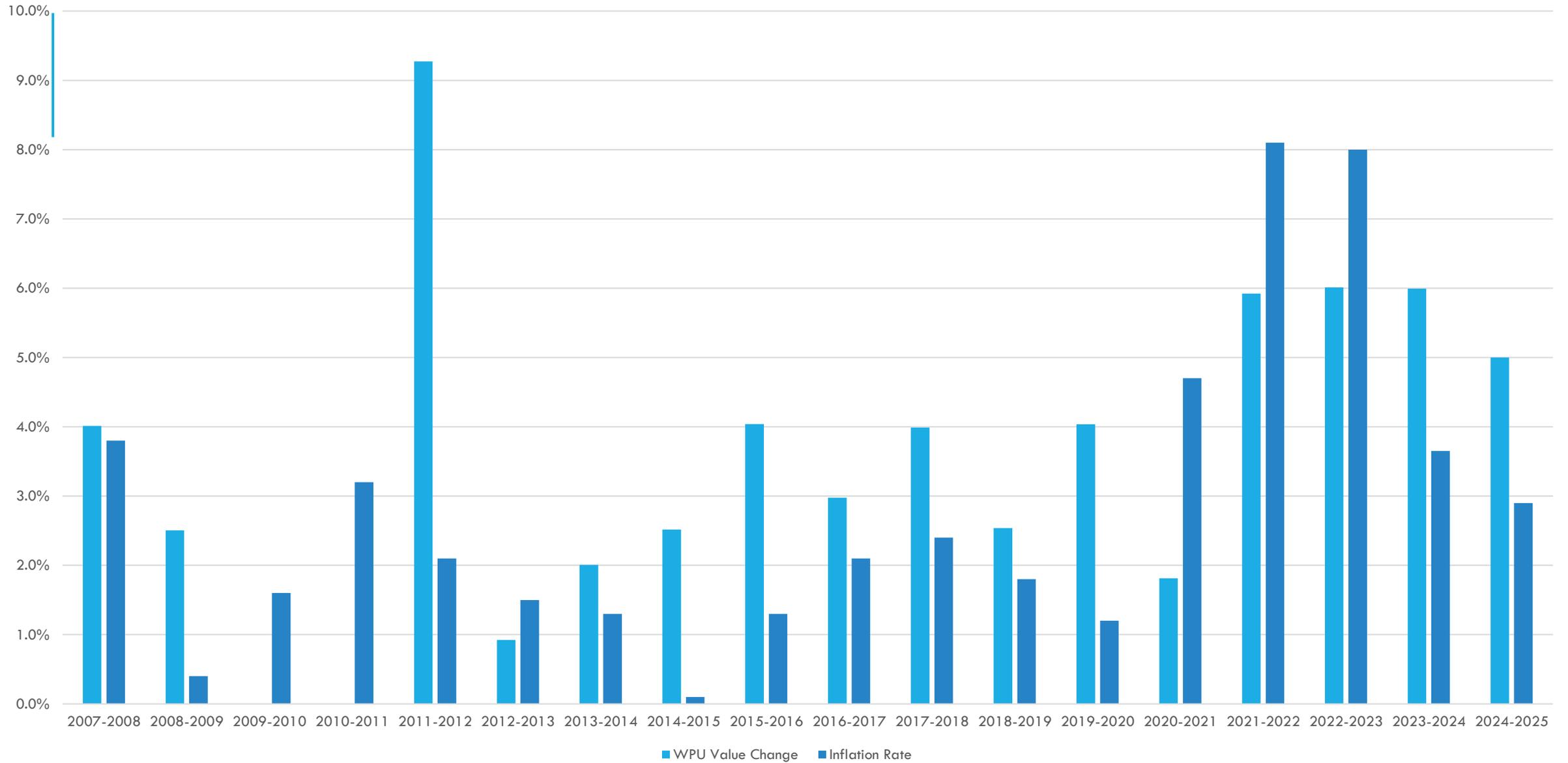
FY26 NEW EXPENDITURES

4 elementary school assistant principals	• \$420,000
2 high school academic advisors	• \$135,000
1.5 high school counselors	• \$170,000
Health insurance premium increase	• \$150,000
SEL curriculum	• \$135,000
1 Human Resources position	• \$70,000
Worker's Compensation Insurance	• \$30,000
Total	• \$1,245,000

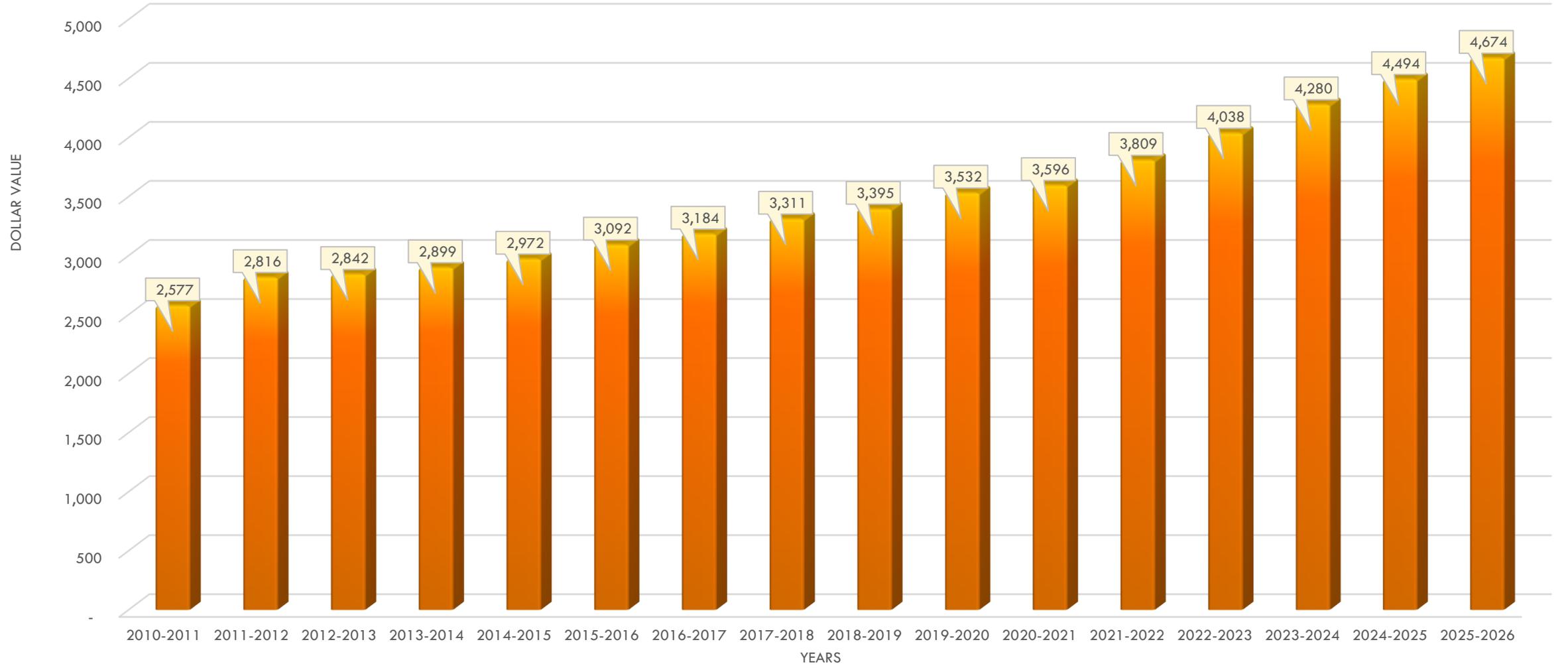
FY26 PROGRAM CUTS

CTE Student Organizations	\$58,000
School Based Mental Health Grant	\$75,000
Special Education	\$78,000
CTE Administration	\$67,000
Teacher Supplies	\$20,000
School Fees	\$800,000
Total	\$1,098,000

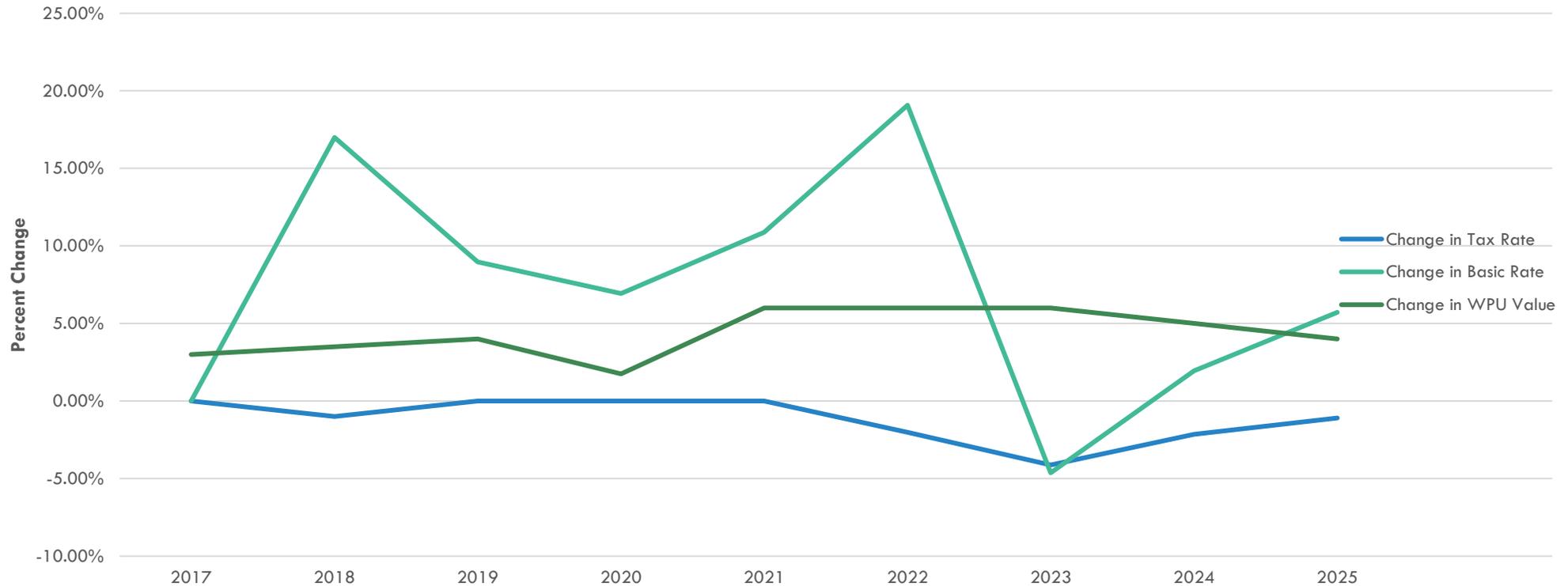
WPU Value Change vs. Inflation Rate



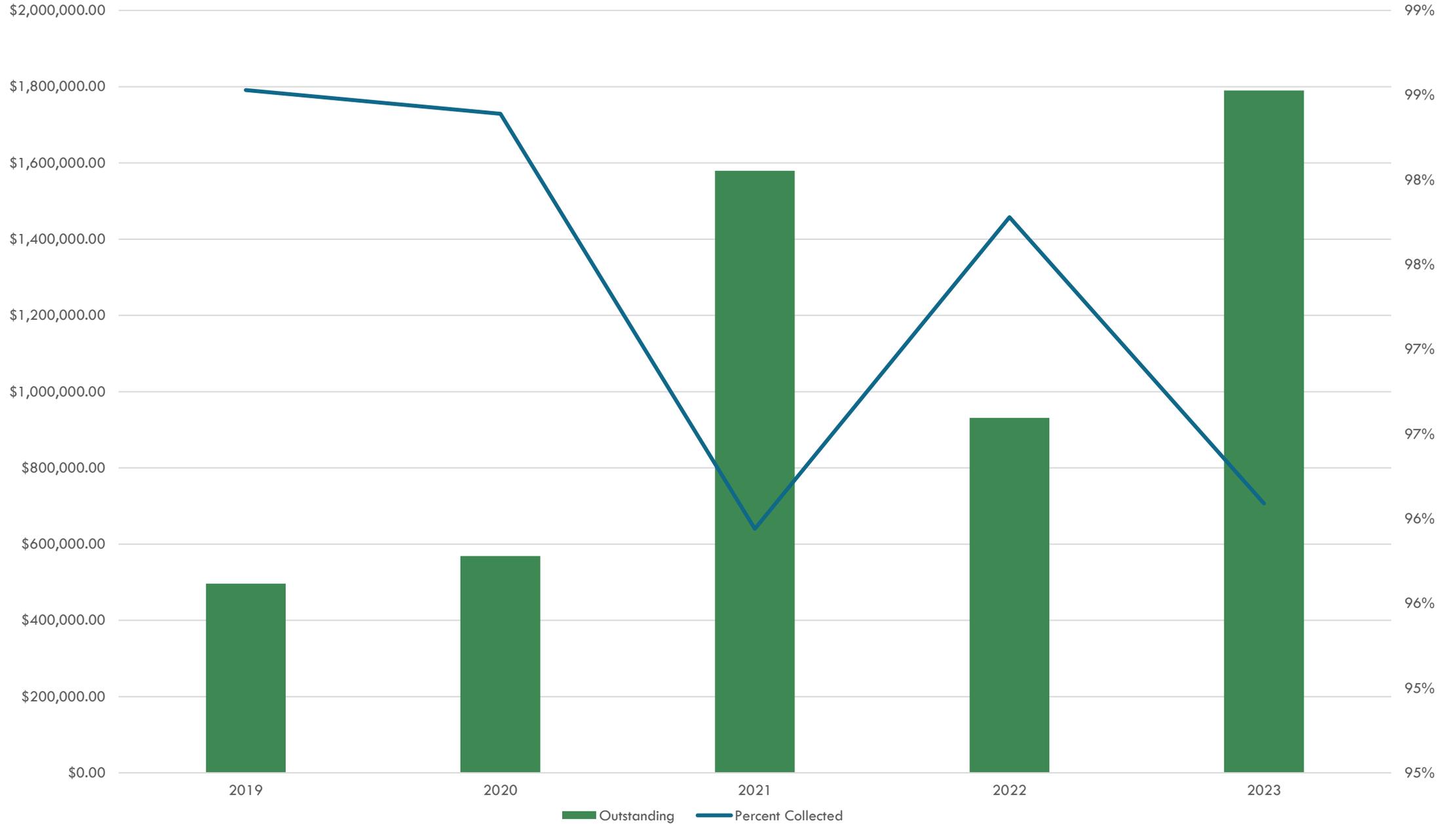
HISTORICAL WPU VALUE



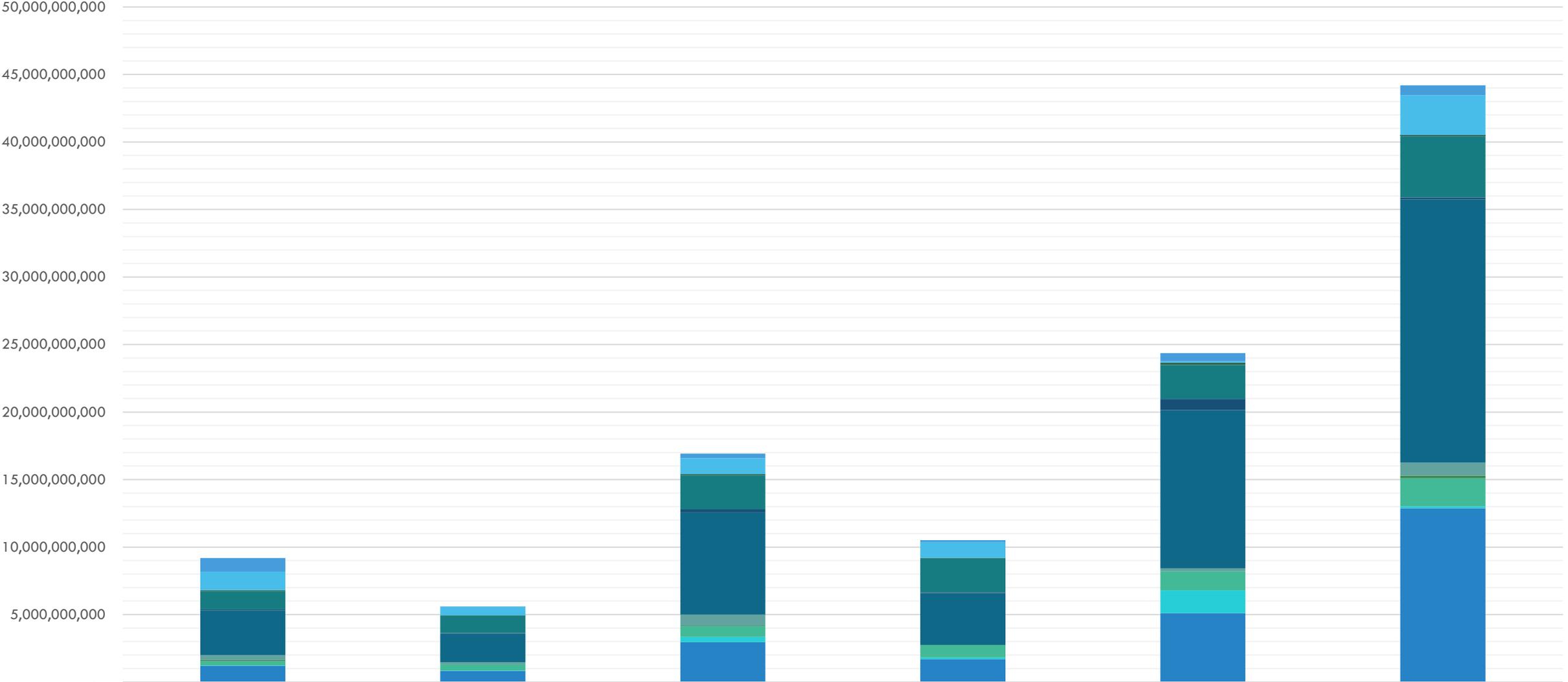
COMPARISON OF INCOME TAX RATE, BASIC SCHOOL LEVY AND WPU VALUE



Uncollected Property Taxes



Property Type Mix By Valuations



Box Elder School District

Logan City School District

Cache County School District

Ogden City School District

Weber School District

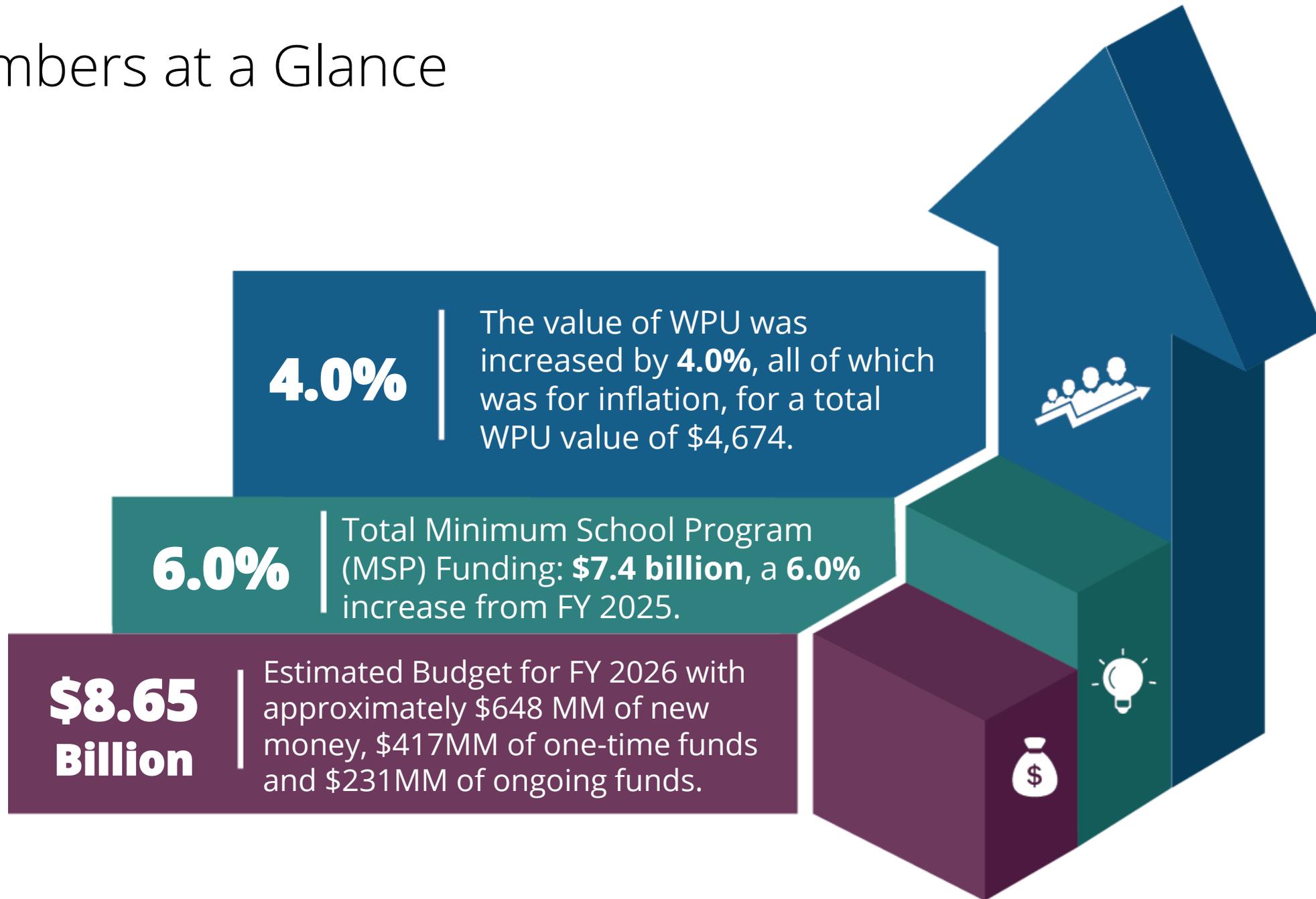
Davis School District

- Student Population
- Primary Residential Land
- Secondary Residential Land
- Commerical Land
- Greenbelt Land
- Vacant Land
- Primary Residential Buildings
- Secondary Residential Buildings
- Commerical Buildings
- Agricultural Buildings
- Primary Residential Mobile Home
- Secondary Residential Mobile Home
- Other Business Property
- Centrally Assessed Property

TAX RELIEF OPTIONS



Numbers at a Glance



2026 Numbers at a Glance



Notable Education Stabilization Funding Distribution



\$16.4 Million

NESS/Small Schools
On-Going



\$25 Million

School Safety Needs Support Grant
One-Time



\$65 Million

Catalyst Center Grants
One-Time



\$77 Million

Teacher Professional Hours
One-Time

Education Bills by the Numbers



Bills Introduced



Bills Passed

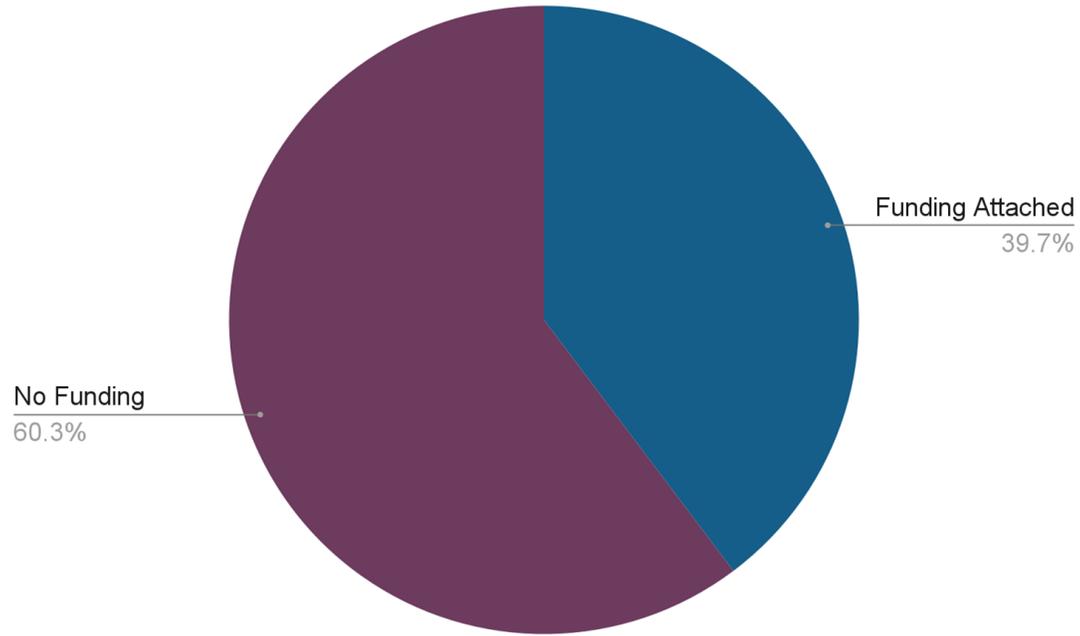
57%

Bill Passage
Rate

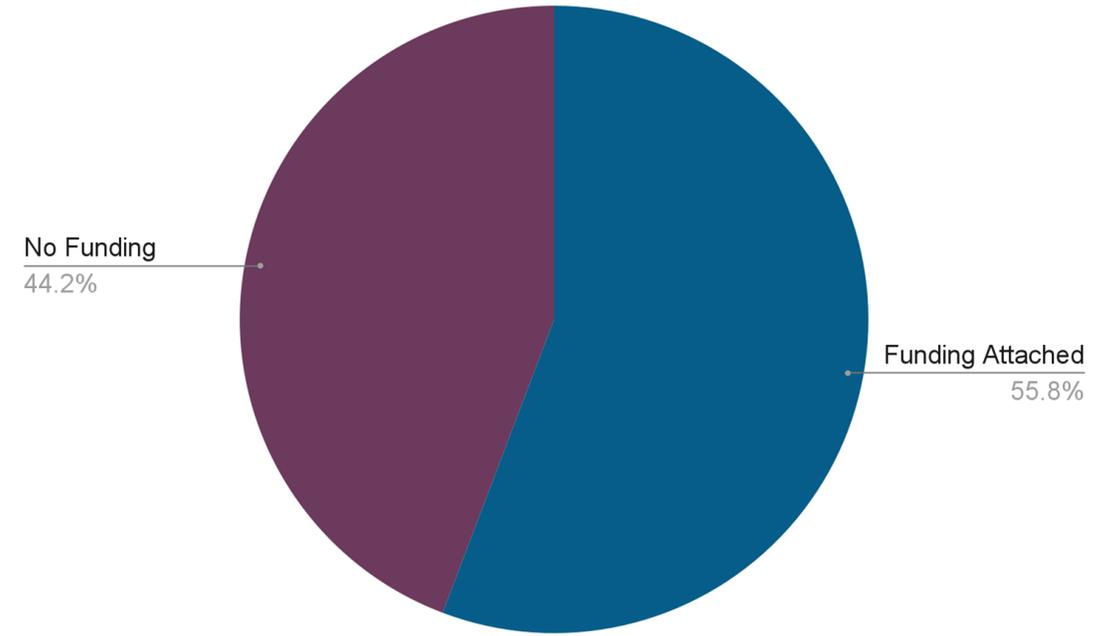
80 Total bills featured in
the Bill Book

Numbers at a Glance

New or Amended LEA Requirements



New or Amended USBE Requirements



FY 26 MINIMUM SCHOOL PROGRAM FUNDING COMPARISONS FY26 STATE FUNDING

		Utah State Supported Minimum School Program			
		Changes in Funding			
		FY26 Legislative Estimates to FY25 Final Updates			
		Recipient:	Box Elder	3	
Value of WPU:	\$4,674				
Voted Local Levy:	0.000472				
Board Local Levy:	0.002259				
Adjusted Assessed Valuation:	\$ 8,068,750,966				
Collection Rate:	95.11%				
Basic Program Tax Rate:	0.001463				
		Local & State	Less Local	Change in State	FY26 Total
Basic Levy Estimate:	\$ 11,227,339	Amount	Amount	Support	Support
Basic Levy Revenue Required:	\$ 11,227,339	Generated	Amount	Amount	Amount
Recapture:	\$ -				
Charter School Levy Local Revenues:	\$ 487,349				
I: BASIC SCHOOL PROGRAMS:					
A: REGULAR BASIC SCHOOL PROGRAMS					
K-12		\$53,477,915	\$10,849,563	\$2,062,025	\$55,539,940
Nec. Existent Small Schools		\$890,415	\$0	\$137,865	\$1,028,280
Professional Staff		\$4,560,303	\$0	(\$4,560,303)	\$0
Foreign Exchange Students*		\$26,964	\$0	\$15,102	\$42,066
B. RESTRICTED BASIC SCHOOL PROGRAM					
Special Education - Add-On		\$7,017,195	\$0	\$1,106,080	\$8,123,275
Special Education - Self-Contained		\$917,475	\$0	\$132,929	\$1,050,404
Special Education - Pre-School		\$1,567,781	\$0	\$32,286	\$1,600,067
Special Education - Extended Year		\$34,778	\$0	\$2,381	\$37,159
Special Education - Impact Aid		\$163,013	\$0	(\$78,443)	\$84,570
Special Education - EYSE*		\$0	\$0	\$0	\$0
Career & Technical Education - Add-On*		\$3,082,683	\$0	(\$66,760)	\$3,015,923
Students At-Risk - Add-on		\$2,377,652	\$0	\$36,224	\$2,413,876
Class Size Reduction		\$3,439,099	\$0	\$125,663	\$3,564,762
TOTAL BASIC SCHOOL PROGRAM (A and B)		\$77,555,273	\$10,849,563	(\$1,054,951)	\$76,500,322

COMPARISONS FY26 STATE FUNDING

C. RELATED TO BASIC PROGRAM, ETC.				
Pupil Transportation*	\$5,694,014	\$0	\$292,491	\$5,986,505
Flexible Allocation - WPU Distribution	\$32,354	\$0	\$4,921,084	\$4,953,438
Students At-Risk - Gang Prevention and Intervention*	\$0	\$0	\$0	\$0
Youth-in-Care*	\$0	\$0	\$0	\$0
Adult Education*	\$268,581	\$0	\$22,070	\$290,651
Adult Education - Corrections Institutions*	\$25,663	\$0	(\$1,670)	\$23,993
Adult Education - Supplemental*	\$0	\$0	\$0	\$0
Enhancement for Accelerated Students*	\$0	\$0	\$0	\$0
Concurrent Enrollment*	\$0	\$0	\$0	\$0
Educator Salary Adjustments	\$7,555,184	\$0	\$1,442,241	\$8,997,425
Teacher Salary Supplement*	\$0	\$0	\$490,236	\$490,236
Teacher Supplies and Materials	\$242,915	\$0	(\$20,042)	\$222,873
Effective Teachers in High Poverty Schools*	\$0	\$0	\$0	\$0
Grants for Professional Learning*	\$0	\$0	\$0	\$0
Educator Professional Time*	\$1,360,290	\$0	\$74,565	\$1,434,855
School LAND Trust Program*	\$1,966,054	\$0	\$103,411	\$2,069,465
Teacher and Student Success Program*	\$3,623,663	\$0	\$546,564	\$4,170,227
Student Health & Counseling Support Program*	\$393,510	\$0	(\$35,112)	\$358,398
School-Based Education Support Professionals Stipends	\$0	\$0	\$0	\$786,226
Dual Immersion*	\$0	\$0	\$0	\$0
Beverly Taylor Sorenson Elementary Arts*	\$0	\$0	\$0	\$0
Digital Teaching and Learning*	\$0	\$0	\$0	\$0

COMPARISONS FY26 STATE FUNDING

II: LEEWAY PROGRAMS				
Voted Local Levy Program, Min. Basic Growth, and Local	\$6,630,280	\$4,024,999	\$3,021,729	\$9,652,009
Board Local Levy Program, Min. Basic Growth, and Local	\$15,470,654	\$11,930,007	(\$484,721)	\$14,985,933
TOTAL:	\$120,818,435	\$26,804,569	\$9,317,895	\$130,922,556
III: OTHER STATE PROGRAMS				
			Total	
A. Capital Outlay				
Capital Outlay Foundation			0.00	\$0
Foundation Guarantee Min. Basic Growth			0.00	\$0
Enrollment Growth			0.00	\$0
Enrollment Growth Min. Basic Growth			0.00	\$0
School Fees Amendments (HB04152024GS)			324,391.00	\$394,391
TOTAL:			0.00	\$0
TOTAL CHANGE IN FUNDING			9,317,895.00	\$131,316,947

Debt Payment Schedule 2026 -2046

Bond Value	\$110,000,000.00		Bond Interest Rate	5%		Bond Payment	\$8,813,565.24		Average Increase Per Home	\$6.95
Year	Capital Levy	Bond Payment	Fielding	GO Bond	CRA	Golden Spike	Combine Debt Payments	Cost to Average Home		
2026	0.00242	\$8,813,565.24	\$0.00	\$0.00	\$0.00	\$0.00	\$8,813,565.24	\$25.33		
2027	0.002393	\$8,813,565.24	-\$215,607.00	\$0.00	\$0.00	\$0.00	\$8,597,958.24	\$24.75		
2028	0.002393	\$8,813,565.24	-\$215,607.00	\$0.00	\$0.00	\$0.00	\$8,597,958.24	\$24.75		
2029	0.002175	\$8,813,565.24	-\$215,607.00	-\$1,662,400.00	\$0.00	\$0.00	\$6,935,558.24	\$20.11		
2030	0.001575	\$8,813,565.24	-\$215,607.00	-\$3,305,250.00	-\$3,000,000.00	\$0.00	\$2,292,708.24	\$7.32		
2031	0.00136	\$8,813,565.24	-\$215,607.00	-\$3,305,250.00	-\$3,000,000.00	-\$1,660,301.00	\$632,407.24	\$2.74		
2032	0.00136	\$8,813,565.24	-\$215,607.00	-\$3,305,250.00	-\$3,000,000.00	-\$1,660,301.00	\$632,407.24	\$2.74		
2033	0.00136	\$8,813,565.24	-\$215,607.00	-\$3,305,250.00	-\$3,000,000.00	-\$1,660,301.00	\$632,407.24	\$2.74		
2034	0.00136	\$8,813,565.24	-\$215,607.00	-\$3,305,250.00	-\$3,000,000.00	-\$1,660,301.00	\$632,407.24	\$2.74		
2035	0.00136	\$8,813,565.24	-\$215,607.00	-\$3,305,250.00	-\$3,000,000.00	-\$1,660,301.00	\$632,407.24	\$2.74		
2036	0.00136	\$8,813,565.24	-\$215,607.00	-\$3,305,250.00	-\$3,000,000.00	-\$1,660,301.00	\$632,407.24	\$2.74		
2037	0.00136	\$8,813,565.24	-\$215,607.00	-\$3,305,250.00	-\$3,000,000.00	-\$1,660,301.00	\$632,407.24	\$2.74		
2038	0.00136	\$8,813,565.24	-\$215,607.00	-\$3,305,250.00	-\$3,000,000.00	-\$1,660,301.00	\$632,407.24	\$2.74		
2039	0.00136	\$8,813,565.24	-\$215,607.00	-\$3,305,250.00	-\$3,000,000.00	-\$1,660,301.00	\$632,407.24	\$2.74		
2040	0.00136	\$8,813,565.24	-\$215,607.00	-\$3,305,250.00	-\$3,000,000.00	-\$1,660,301.00	\$632,407.24	\$2.74		
2041	0.00136	\$8,813,565.24	-\$215,607.00	-\$3,305,250.00	-\$3,000,000.00	-\$1,660,301.00	\$632,407.24	\$2.74		
2042	0.00136	\$8,813,565.24	-\$215,607.00	-\$3,305,250.00	-\$3,000,000.00	-\$1,660,301.00	\$632,407.24	\$2.74		
2043	0.00136	\$8,813,565.24	-\$215,607.00	-\$3,305,250.00	-\$3,000,000.00	-\$1,660,301.00	\$632,407.24	\$2.74		
2044	0.00136	\$8,813,565.24	-\$215,607.00	-\$3,305,250.00	-\$3,000,000.00	-\$1,660,301.00	\$632,407.24	\$2.74		
2045	0.00136	\$8,813,565.24	-\$215,607.00	-\$3,305,250.00	-\$3,000,000.00	-\$1,660,301.00	\$632,407.24	\$2.74		
2046	0.00136	\$8,813,565.24	-\$215,607.00	-\$3,305,250.00	-\$3,000,000.00	-\$1,660,301.00	\$632,407.24	\$2.74		

Box Elder School District

Annual Budget Recommendation

August 13, 2025

Recommendation:

It is recommended that the board approve the proposed 2025-26 budget, as presented, along with the certified tax rates and 2025-26 salary schedules.

Recommended Motion:

I make the motion to approve the proposed budget for the 2025-26 Fiscal year, along with the certified tax rates and the 2025-2026 salary schedules.

Background:

Box Elder School District has followed the law with the superintendent acting as the budget officer of the district. (53G-7-302) A tentative budget with the revenues and expenditures of the previous year, the current year and the succeeding year.

The budget has been filed electronically on the district website and a copy has been available through the Business Administrator. The district has also advertised through legal advertisement, ten days in advance, the dates of the budget hearing in both papers of general circulation in the county.

Policy Implications:

None

Financial Implications:

The implications are outlined in the budget document and presentation. The tentative budget does include a tax increase for the 2025-2026 fiscal year. Tax increases will be used to increase employee compensation and to also raise capital funds to construct school buildings.

Staff Implications

Cost of living as well as other compensation and considerations have been given to employees.

Box Elder School District 2025 Certified Tax Rates

August 13, 2025

<u>2025</u>	Certified	Revenue	Proposed	Revenue
Basic	0.001379	11,184,323	0.001379	11,184,323
Board	0.002126	16,812,982	0.002450	17,924,115
Capital	0.001210	9,813,656	0.002368	19,205,567
Voted	0.000447	3,625,375	0.000540	4,379,648
Bond	0.000428	3,469,875	0.000409	3,469,875
Charter	0.000053	429,854	0.000053	429,854
TOTAL	0.005590	45,336,065	0.006979	56,593,382

Policy Implications: The approval of the rates and budget is a board responsibility. This increase will balance the budget as presented in June.

Financial Implications: If approved revenue to the General Fund will be increased \$1,865,406. The increase to the Capital Levy will be approximately \$9.3 million. The increases will be used to increase employee compensation and to fund the construction of new school buildings.

**Box Elder School District
Administrators Salary Schedule
2025-2026**

Years	Unit 1	Unit 2	Unit 3	Unit 4	Unit 5	Unit 6
1	111,511	118,116	124,452	X	X	X
2	111,511	118,116	124,452	X	X	X
3	111,511	118,116	124,452	125,579	130,565	X
4	114,713	121,514	128,040	128,636	133,621	145,344
5	118,009	125,016	131,736	132,349	137,335	149,475
6	121,403	128,621	135,544	136,174	141,160	153,733
7	123,101	130,477	137,505	138,145	143,131	155,926
8	124,798	132,334	139,464	140,115	145,101	158,117
9	125,929	133,609	140,811	141,468	146,454	159,588
10	127,062	134,884	142,157	142,820	147,806	161,059
11	128,192	136,159	143,503	144,175	149,161	162,634
12	129,010	137,144	144,543	145,219	150,205	163,798
13	129,890	138,129	145,583	146,264	151,249	164,961
14	130,738	139,112	146,623	147,308	152,293	166,124
15	131,587	140,098	147,663	148,353	153,339	167,287
16	132,267	140,910	148,520	149,214	154,200	168,246
17	132,946	141,721	149,378	150,075	155,061	169,204
18	133,625	142,532	150,235	150,936	155,922	170,163
19	134,305	143,343	151,092	151,797	156,783	171,122
20	134,985	144,156	151,949	152,661	157,646	172,077
23	137,075	146,247	154,040	154,751	159,737	174,168

Contract Days	Position	Extra Assignment Adjustment	
Unit 1 (213 days)	Assistant Principals or Special School	(Percentage of Unit 1, Step 1)	Amount
Unit 2 (218 days)	Elem, Interm, Middle, Sunrise Principals	High School Principals	11%
Unit 3 (223 days)	High School Principals	AD/Assistant Principal	11%
Unit 4 (240 days)	Directors	High School Asst Principal & Inte	9%
Unit 5 (240 days)	Executive Directors	Sunrise/Middle School Admin	4%
Unit 6 (240 days)	Assistant Superintendents	Tittle I School Admin	3.50%
		Intermediate/Elementary Admin	2.50%
		District Directors	3%
		Executive Directors	9%
		Assistant Superintendents	13%
		Amount given to BEHS & BRHS to be used to hire extra supervision support during the busy seasons.	4%
		** Admin working in multiple schools receive the higher stipend	
		Athletic Directors/Assistant Principals have 10 Flex-Days	
Longevity In District Stipend			
(Percentage of Unit 1, Step 1)	Amount		
20 Years	2%		
25 Years	2%		
28 Years	2%		
Additional Stipend for Advanced Training			
(Percentage of Unit 1, Step 1)	Amount		
Ed. Specialist Degree	1%		
Doctrate Degree	3%		

**Box Elder School District
Salary Schedule
Aides/Para Professionals**

2025-2026

Step	Lane I	Lane II	Lane III
1	\$16.92	\$18.09	\$19.04
2	\$17.61	\$18.73	\$19.91
3	\$18.34	\$19.51	\$20.75
4	\$19.09	\$20.34	\$21.65
5	\$20.15	\$21.39	\$22.82
6	\$20.54	\$21.80	\$23.28
7	\$20.54	\$21.81	\$23.28
8	\$20.54	\$21.81	\$23.38
9	\$20.54	\$21.89	\$23.79
10	\$20.54	\$22.01	\$24.00
11	\$20.94	\$22.25	\$24.08
12	\$20.94	\$22.25	\$24.08
13	\$20.94	\$22.25	\$24.08
14	\$20.94	\$22.25	\$24.08
15	\$20.94	\$22.25	\$24.18
16	\$21.36	\$22.70	\$24.53
17	\$21.36	\$22.70	\$24.53
18	\$21.36	\$22.70	\$24.53
19	\$21.36	\$22.70	\$24.53
20	\$21.88	\$23.23	\$24.85
21	\$21.88	\$23.23	\$24.85
22	\$21.88	\$23.23	\$24.85
23	\$21.88	\$23.23	\$24.85
24	\$21.88	\$23.23	\$24.85
25	\$23.23	\$24.58	\$26.09
26	\$23.23	\$24.58	\$26.09
27	\$23.23	\$24.58	\$26.09
28	\$24.47	\$25.81	\$27.33
29	\$24.47	\$25.81	\$27.33
30	\$25.51	\$26.86	\$28.38

Job Title - Non Clerical

Lane I

Non-Instructional Aide

Lane II

Accompanist

Lane III - Highly Qualified Paraprofessional Aides

Associate Degree [48 semester hours] or pass State Para Assessment

Special Education Aide

Summer Ag Intern

Title I Aide

Assesment Para

Media Aide

Instructional (Teacher Aide)

Accompanist

Collaboration Aide

Computer Aide

School Testing Coordinator

Prep Aide

* ED and Functional Skill paras will be granted additional step

** Step increases will be granted to contracted positions

Aug 2025

Office Aide Hours

Elementary Schools with 0-399 students will add 2 hours per day for 180 days of extra office support
 Elementary Schools with 400-549 students will add 4.5 hours a day for 180 day of extra office support
 Elementary Schools with 500-699 students will add 6 hours a day for 180 days of extra office support
 Elementary Schools with 700-799 students will add 6.5 hours a day for 180 days of extra office support
 Elementary Schools with 800+ students will add 7.5 hours a day for 180 days of extra office support

SALARY SCHEDULE ADDENDUM

CATEGORY I

Intra Curricular Instruction

Philosophy	Pay/Salary Rate
<p>*Administratively approved classroom instruction which is given immediately before or after the regularly established contract hours, that would normally be included in the regular day program, but because of extenuating circumstances is scheduled immediately preceding or following the hours of the regular school day.</p> <p>**Educators at the secondary level requested to give up and forego a regular daily preparation period and/or instruct a class will do so only upon prior written approval of the Superintendent or designee.</p>	<p>*All employees in this category will be paid 18.5% of base per period worked.</p> <p>**Any educator paid in this category will only be paid during the regular contract year. In the event their course of instruction goes beyond the regular year, they will be paid for their day(s) beyond the regular year according to Category II, Group II, Summer Programs.</p>

Schedule Addendum
Category III
 Extra Curricular Instruction
 2025-2026

Appendix A5

Extra Curricular Instruction						
Instruction not related to the regular students in the regular school day.	Certificated Employees - Hourly Pay Schedule					
	1	2	3	4	5	
	BS Degree	BS +25	MS or BS +50	MS+ 25 or BS +75	PhD or MS +75	
Natatorium Managers (Up to 13 hrs per week during school)	1-7	21.73	27.14	32.48	37.96	39.77
	8-25	25.37	30.71	36.10	41.47	43.25

Driver's Ed Teachers, Homebound, Lab
 Clean up before extra services performed,
 Extra services performed by a contracted
 certified employee that are different from
 their regular job/function.

Aug-25

SALARY SCHEDULE ADDENDUM

CATEGORY IV

Certified Employee-- Extra Day Contracts

2025-2026

These positions are on the teacher salary (184 days) schedule plus the following additions:

Position

Additional Days

Psychologist	5 days	Included in Contract
Instructional Support Coaches	10 days	Included in Contract
District Behavior Coach	20 days	Included in Contract
Title 1 Behavior Coach	10 days	Included in Contract
ELL Coordinator	20 days	Included in Contract
APPEL Coord./Tech Coach	20 days	Included in Contract
Secondary School Counselors	20 days	May Voucher these additional days. Paid at daily rate.

* Will receive an Annual Specialist Stipend of \$4100 (will be included in monthly paycheck)

*Occupational Therapist	6 days	Included in Contract
*SPED Coach	10 days	Included in Contract
*SPED Behavior Specialist	10 days	Included in Contract
*Speech Language Pathologist		Included in Contract

Position

****Stipend Formula**

Special ED Team Leader Base (\$1000) + TL Mtgs attended x \$30 + Staff Mtgs Held x \$25 = Total

** will be paid out twice a year.

Sign on Bonus

Special Ed Teachers	\$2,000.00
Math Teacher	\$2,000.00

	Psychologist	\$5,000.00					

**Box Elder School District
Salary Schedule
Child Nutrition
2025-2026**

Step	Lane 1	Lane 2	Lane 3	Lane 4	Lane 5
1	\$17.15	\$18.71	\$21.33	\$22.98	\$24.48
2	\$17.84	\$19.45	\$22.18	\$23.92	\$24.66
3	\$18.59	\$20.33	\$23.12	\$24.90	\$26.58
4	\$19.34	\$21.22	\$24.02	\$25.88	\$27.55
5	\$20.41	\$22.31	\$25.03	\$26.91	\$28.59
6	\$20.82	\$22.76	\$25.85	\$27.80	\$29.48
7	\$20.82	\$22.76	\$26.51	\$28.53	\$30.22
8	\$20.82	\$22.76	\$26.96	\$28.99	\$30.67
9	\$20.89	\$22.76	\$27.24	\$29.29	\$30.96
10	\$21.02	\$22.76	\$27.24	\$29.29	\$30.96
11	\$21.24	\$23.23	\$27.36	\$29.42	\$31.21
12	\$21.24	\$23.23	\$27.36	\$29.42	\$31.21
13	\$21.24	\$23.23	\$27.36	\$29.42	\$31.21
14	\$21.24	\$23.23	\$27.36	\$29.42	\$31.21
15	\$21.24	\$23.23	\$27.51	\$29.58	\$31.49
16	\$21.67	\$23.69	\$27.98	\$29.72	\$32.18
17	\$21.67	\$23.69	\$27.98	\$29.72	\$32.18
18	\$21.67	\$23.69	\$27.98	\$29.72	\$32.18
19	\$21.67	\$23.69	\$27.98	\$29.72	\$32.18
20	\$22.17	\$24.20	\$28.38	\$30.54	\$32.55
21	\$22.17	\$24.19	\$28.38	\$30.54	\$32.55
22	\$22.17	\$24.19	\$28.38	\$30.54	\$32.55
23	\$22.17	\$24.19	\$28.38	\$30.54	\$32.55
24	\$22.17	\$24.19	\$28.38	\$30.54	\$32.55
25	\$23.52	\$25.55	\$29.56	\$31.72	\$33.67
26	\$23.51	\$25.55	\$29.56	\$31.72	\$33.67
27	\$23.51	\$25.55	\$29.56	\$31.72	\$33.67
28	\$24.75	\$26.79	\$30.74	\$32.90	\$34.79
29	\$24.75	\$26.79	\$30.74	\$32.90	\$34.79
30	\$25.80	\$27.84	\$31.80	\$33.95	\$35.84

- Lane 1** Cook/Clerical
*Steps will increase yearly up to Step 10 for non-contracted staff
- Lane 2** Lead Cook/Western School Manager
- Lane 3** Elementary Unit Manager
- Lane 4** Secondary Unit Manager
- Lane 5** Child Nutrition Coordinators

**Box Elder School District
Salary Schedule
Custodial
2025-2026**

Lane	1	2	3	4	5	6	7	8
1	\$ 12.95	\$ 14.81	\$ 20.63	\$ 21.66	\$ 22.52	\$ 24.61	\$ 26.65	\$ 28.03
2	\$ -	\$ 14.97	\$ 20.93	\$ 21.98	\$ 23.48	\$ 25.69	\$ 27.75	\$ 29.37
3	\$ -	\$ 15.37	\$ 21.47	\$ 22.55	\$ 24.47	\$ 26.84	\$ 28.89	\$ 30.71
4	\$ -	\$ 16.01	\$ 22.38	\$ 23.50	\$ 25.52	\$ 28.10	\$ 30.08	\$ 32.11
5	\$ -	\$ 16.65	\$ 23.43	\$ 24.60	\$ 26.77	\$ 29.73	\$ 31.76	\$ 34.01
6	\$ -	\$ 17.95	\$ 24.27	\$ 25.48	\$ 27.75	\$ 30.33	\$ 32.48	\$ 34.69
7	\$ -	\$ 18.52	\$ 24.70	\$ 25.94	\$ 28.09	\$ 30.33	\$ 33.31	\$ 35.30
8	\$ -	\$ 18.95	\$ 24.92	\$ 26.17	\$ 28.26	\$ 30.33	\$ 33.66	\$ 35.60
9	\$ -	\$ 19.41	\$ 25.16	\$ 26.42	\$ 28.42	\$ 30.65	\$ 34.02	\$ 35.91
10	\$ -	\$ 19.74	\$ 25.16	\$ 26.42	\$ 28.42	\$ 30.82	\$ 34.18	\$ 35.91
11	\$ -	\$ 19.99	\$ 25.27	\$ 26.53	\$ 28.52	\$ 30.94	\$ 34.28	\$ 36.09
12	\$ -	\$ 19.99	\$ 25.27	\$ 26.53	\$ 28.52	\$ 30.94	\$ 34.28	\$ 36.09
13	\$ -	\$ 19.99	\$ 25.27	\$ 26.53	\$ 28.52	\$ 30.94	\$ 34.28	\$ 36.09
14	\$ -	\$ 19.99	\$ 25.27	\$ 26.53	\$ 28.52	\$ 30.94	\$ 34.28	\$ 36.09
15	\$ -	\$ 19.99	\$ 25.27	\$ 26.53	\$ 28.52	\$ 30.94	\$ 34.28	\$ 36.09
16	\$ -	\$ 20.23	\$ 25.70	\$ 26.99	\$ 28.84	\$ 31.56	\$ 34.65	\$ 37.06
17	\$ -	\$ 20.23	\$ 25.70	\$ 26.99	\$ 28.84	\$ 31.56	\$ 34.65	\$ 37.06
18	\$ -	\$ 20.23	\$ 25.70	\$ 26.99	\$ 28.84	\$ 31.56	\$ 34.65	\$ 37.06
19	\$ -	\$ 20.23	\$ 25.70	\$ 26.99	\$ 28.84	\$ 31.56	\$ 34.65	\$ 37.06
20	\$ -	\$ 20.47	\$ 26.11	\$ 27.42	\$ 29.14	\$ 32.07	\$ 34.96	\$ 37.19
21	\$ -	\$ 20.47	\$ 26.11	\$ 27.42	\$ 29.14	\$ 32.07	\$ 34.96	\$ 37.19
22	\$ -	\$ 20.47	\$ 26.11	\$ 27.42	\$ 29.14	\$ 32.07	\$ 34.96	\$ 37.19
23	\$ -	\$ 20.47	\$ 26.11	\$ 27.42	\$ 29.14	\$ 32.07	\$ 34.96	\$ 37.19
24	\$ -	\$ 20.47	\$ 26.11	\$ 27.42	\$ 29.14	\$ 32.07	\$ 34.96	\$ 37.19
25	\$ -	\$ 21.65	\$ 27.29	\$ 28.60	\$ 30.32	\$ 33.40	\$ 36.13	\$ 38.36
26	\$ -	\$ 21.65	\$ 27.29	\$ 28.60	\$ 30.32	\$ 33.40	\$ 36.13	\$ 38.36
27	\$ -	\$ 21.65	\$ 27.29	\$ 28.60	\$ 30.32	\$ 33.40	\$ 36.13	\$ 38.36
28	\$ -	\$ 22.83	\$ 28.47	\$ 29.78	\$ 31.50	\$ 34.64	\$ 37.31	\$ 39.54
29	\$ -	\$ 22.83	\$ 28.47	\$ 29.78	\$ 31.50	\$ 34.64	\$ 37.31	\$ 39.54
30	\$ -	\$ 23.88	\$ 29.52	\$ 30.83	\$ 32.54	\$ 35.69	\$ 38.36	\$ 40.59

- Lane 1** Student Custodian
- Lane 2** Non-Contracted Custodian
- Lane 3** Contracted Custodian
- Lane 4** Assistant Head Custodian
North/South Service Center Custodian
- Lane 5** Elementary Head Custodian
Sunrise High Head Custodian
Natatorium Head Custodian
ILSC/District Office Head Custodian
- Lane 6** Intermediate School Head Custodian
Middle School Head Custodian
Head Custodian Elem. Over 90,000 SQFT
- Lane 7** High School Head Custodian
- Lane 8** Custodial Services Manager

**Box Elder School District
Salary Schedule
Maintenance
2025-2026**

Lane	1	2
1	\$ 26.65	\$ 28.03
2	\$ 27.75	\$ 29.37
3	\$ 28.89	\$ 30.71
4	\$ 30.08	\$ 32.11
5	\$ 31.76	\$ 34.01
6	\$ 32.48	\$ 34.69
7	\$ 33.31	\$ 35.30
8	\$ 33.66	\$ 35.60
9	\$ 34.02	\$ 35.91
10	\$ 34.18	\$ 35.91
11	\$ 34.28	\$ 36.09
12	\$ 34.28	\$ 36.09
13	\$ 34.28	\$ 36.09
14	\$ 34.28	\$ 36.09
15	\$ 34.28	\$ 36.09
16	\$ 34.65	\$ 37.06
17	\$ 34.65	\$ 37.06
18	\$ 34.65	\$ 37.06
19	\$ 34.65	\$ 37.06
20	\$ 34.96	\$ 37.19
21	\$ 34.96	\$ 37.19
22	\$ 34.96	\$ 37.19
23	\$ 34.96	\$ 37.19
24	\$ 34.96	\$ 37.19
25	\$ 36.13	\$ 38.36
26	\$ 36.13	\$ 38.36
27	\$ 36.13	\$ 38.36
28	\$ 37.31	\$ 39.54
29	\$ 37.31	\$ 39.54
30	\$ 38.36	\$ 40.59

- Lane 1** Plumber
 Carpenter
 Environmental Specialist/Mainte
 Electrician
 Systems Plan Manager
- Lane 2** Maintenance Foreman

Box Elder School District

Salary Schedule Natatorium

2025-2026

Life Guards

1st year	\$12.95
2nd Year	\$13.18
3rd Year	\$13.42

Water Safety Instructors/Aquarobics

1st year	\$13.42
2nd Year	\$13.67
3rd Year	\$13.92

Office Assistant

1st year	\$14.54
after one Year	\$15.09

Aug 2025

**Box Elder School District
Salary Schedule**

**School Nurse/Nurse Practitioner
2025-2026**

Step 1		\$37.95
Step 2		\$39.17
Step 3		\$40.35
Step 4		\$41.54
Step 5		\$42.74
Step 6-10		\$43.46
Steps 11-15		\$44.53
Steps 16-19		\$45.29
Step 20		\$46.06
Step 25		\$47.41
Step 28		\$48.65
Step 30		\$49.69

School Nurse

Contract for 187 days - 7.5 hours per day
Same benefits as offered a full time teacher

Nurse Practitioner

Contract for 187 days - 7.5 hours per day
Same benefits as offered a full time teacher
Hourly Wage plus \$20.00 Per hour

Health Services Supervisor

Contract for 205 days-- 7.5 hours per day
Hourly Wage plus \$1.85 hour

Box Elder School District School Psychologist Salary Schedule 2025-2026

	Masters	Intern	State Licensed	PhD
	1	2	3	4
1	62,337	67,244	69,624	71,890
2	63,646	67,743	70,122	72,388
3	64,954	68,780	71,160	73,426
4		70,758	73,137	75,403
5		73,123	75,502	77,768
6		75,525	77,904	80,170
7		77,814	80,193	82,459
8		80,178	82,557	84,823
9		82,121	84,500	86,766
10		84,564	86,944	89,210
11		86,911	89,290	91,556
12		89,366	91,746	94,012
13		91,860	94,239	96,505
14		93,828	96,207	98,473
15		99,154	101,533	103,800
16		99,154	101,533	103,800
17		99,154	101,533	103,800
18		99,154	101,533	103,800
19		99,154	101,533	103,800
20		101,204	103,583	105,850
21		101,204	103,583	105,850
22		101,204	103,583	105,850
23		101,204	103,583	105,850
24		101,204	103,583	105,850
25		105,450	107,830	110,096
28		112,396	114,775	117,041

*Per Utah Code 53F-2-405 an Educator Salary Adjustment (ESA) of \$10,350 is included as part of the Base Contract and is awarded to educators that receive an Emerging/Effective rating or Higher on their most recent evaluation.

Salary schedule is paid on a 184 day contract. Please see negotiated agreement #5 for clarification

Secretaries and Clerks 2025-2026

Step	Lane I	Lane II	Lane III	Lane IV	Lane V	Lane VI
1	\$19.04	\$21.38	\$23.13	\$25.21	\$27.29	\$29.37
2	\$19.91	\$22.13	\$24.01	\$25.73	\$27.81	\$29.89
3	\$20.75	\$22.99	\$24.86	\$26.25	\$28.33	\$30.41
4	\$21.65	\$23.82	\$25.79	\$26.77	\$28.85	\$30.93
5	\$22.82	\$24.75	\$26.83	\$27.51	\$29.59	\$31.67
6	\$23.28	\$25.53	\$27.58	\$28.34	\$30.42	\$32.51
7	\$23.28	\$25.70	\$28.16	\$29.12	\$31.20	\$33.28
8	\$23.38	\$25.92	\$28.74	\$29.89	\$31.97	\$34.05
9	\$23.79	\$26.39	\$29.34	\$30.62	\$32.70	\$34.78
10	\$24.00	\$26.56	\$29.34	\$30.83	\$32.91	\$34.99
11	\$24.08	\$26.65	\$29.51	\$31.03	\$33.11	\$35.19
12	\$24.08	\$26.65	\$29.51	\$31.14	\$33.22	\$35.30
13	\$24.08	\$26.65	\$29.51	\$31.24	\$33.32	\$35.40
14	\$24.08	\$26.65	\$29.51	\$31.45	\$33.53	\$35.61
15	\$24.18	\$26.73	\$29.70	\$31.66	\$33.74	\$35.82
16	\$24.53	\$27.10	\$29.87	\$31.87	\$33.95	\$36.03
17	\$24.53	\$27.10	\$29.87	\$32.07	\$34.15	\$36.23
18	\$24.53	\$27.10	\$29.87	\$32.18	\$34.26	\$36.34
19	\$24.53	\$27.10	\$29.87	\$32.28	\$34.36	\$36.44
20	\$24.85	\$27.43	\$30.05	\$32.44	\$34.52	\$36.60
21	\$24.85	\$27.43	\$30.05	\$32.54	\$34.62	\$36.70
22	\$24.85	\$27.43	\$30.05	\$32.65	\$34.73	\$36.81
23	\$24.85	\$27.43	\$30.05	\$32.75	\$34.83	\$36.91
24	\$24.85	\$27.43	\$30.05	\$33.89	\$35.97	\$38.05
25	\$26.09	\$28.61	\$31.24	\$34.00	\$36.08	\$38.16
26	\$26.09	\$28.61	\$31.24	\$34.10	\$36.18	\$38.26
27	\$26.09	\$28.61	\$31.24	\$34.31	\$36.39	\$38.47
28	\$27.33	\$29.79	\$32.41	\$34.41	\$36.49	\$38.57
29	\$27.33	\$29.79	\$32.42	\$34.52	\$36.60	\$38.68
30	\$28.38	\$30.84	\$33.47	\$35.97	\$38.05	\$40.13

Job Title

Job Title

Lane I	Athletic Director Secretary Attendance Secretary Asst. Principal Secretary Comprehensive Guidance Clerk	Elementary Office Aide Receptionist Registration Clerk-- Middle/Interm. Schools School Nurse Secretary (187 days)
Lane II	Middle School Principal Secretary District Receptionist DYCH Prin Sec/YIC/Registrar/Financial Intermediate Principal Secretary Elementary Secretary (213 days)	Middle School Financial Secretary Preschool/ Psych/Medicaid Secretary Registration Clerk-- High School Sunrise Adult Ed Sec/Receptionist/Financial Benefits Secretary
Lane III	ESP/Substitutes Secretary High School Principal Secretary	High School Financial Secretary
Lane IV	Director Secretary Asst. Payroll/Fixed Assets Secretary	Purchasing Secretary Personnel Secretary
Lane V	*Assistant Superintendent Secretary Payroll Secretary	Executive Director Secretary Accounts Payable Secretary
Lane VI	Superintendent Secretary	

Contract hours and days for School Secretarial Staffing

Athletic Director Secretary	7.5 hours	192 days
Adult Ed Secretary - DYCH	7.5 hours	220 days
Attendance Secretary	7.5 hours	192 days
Comp. Guidance Clerk	7 Hours	190 Days
Middle/Intern	6 Hours	190 Days
Financial Secretary - High School	7.5 hours	220 days
Financial Secretary - Middle School/Interm. School	7.5 hours	220 days
Principal Secretary - Elementary	7.5 hours	213 days
Office Aide (See Below)	2-7 hours	180 days
Principal Secretary - High School & Middle School	7.5 hours	260 days
Principal Secretary/Financial - Intermediate School	7.5 hours	260 days
Receptionist	7.5 hours	192 days
Registration Clerk	7.5 hours	205 days
VP Secretary - BEHS ONLY	6.0 hours	205 days

900 plus students -- Add Registration Secretary

900 plus students -- Add Attendance Secretary

1200 plus students -- Add 6 hour Vice Principal Secretary

Jul-03

Benefits: 192 day employees: 10 days sick leave, 3 days personal leave
 200 day employees: 10 days sick leave, 3 days personal leave
 205 day employees: 10 days sick leave, 3 days personal leave
 220 day employees: 5 days vacation, 11 days sick leave, 1 day personal leave
 260 day employees: 12 days vacation, 12 days sick leave, 1 day personal leave

Annual \$3000 stipend for BS or BA degree for lanes II, III, IV, V, and VI

May - 19

Annual \$3000 stipend for the BESD Foundation Secretary

May - 19

*In the event that the Assistant Superintendent Secretary is assigned to two Assistant Superintendents, the Secretary will be paid a stipend of \$4,000.

Contract hours and days for District Secretarial Staffing

Benefits Secretary	7.5 hours	205 days
School Nurse Secretary	7.5 hours	187 days
Preschool /Medicaid/Psych Secretary	7.5 hours	192 days
Accounts Payable Clerk	7.5 hours	260 days
Assistant Payroll/Fixed Asset Secretary	7.5 hours	260 days
ESP Personnel/Substitutes Secretary	7.5 hours	260 days
District Receptionist	7.5 hours	260 days
Facilities Secretary	7.5 hours	260 days
Payroll Clerk	7.5 hours	260 days
Purchasing Clerk	7.5 hours	260 days
Director Secretary	7.5 hours	260 days
Executive Director Secretary	7.5 hours	260 days
Assistant Superintendent Secretary	7.5 hours	260 days
Superintendent Secretary	7.5 hours	260 days
Technology Secretary	7.5 hours	260 days

Box Elder School District

Teachers Salary Schedule W/ .5 Steps

2025-2026

	BS Degree	BS + 25 Sems.Hrs	National Board Certification, B.S. + 50 Sems. Hrs. or M.S. Degree	MS + 25 Sems. Hrs. or B.S. + 75 Sems Hrs.	PhD, EdD, or M.S. + 50 Sems. Hrs.
	1	2	3	4	5
1	58,532	59,552	61,654	62,259	62,888
1.5	58,532	59,552	61,654	62,259	62,888
2	58,532	59,552	61,654	62,259	62,888
2.5	58,532	59,552	61,654	62,259	62,888
3	58,532	59,552	61,654	62,259	62,888
3.5	59,169	60,189	62,413	63,221	63,850
4	59,807	60,826	63,173	64,183	64,809
4.5	60,647	61,715	64,322	65,334	65,964
5	61,488	62,604	65,474	66,486	67,117
5.5	62,637	63,745	66,644	67,656	68,285
6	63,787	64,885	67,814	68,825	69,453
6.5	64,711	65,821	68,928	69,940	70,569
7	65,636	66,758	70,042	71,055	71,684
7.5	66,746	67,874	71,195	72,206	72,835
8	67,856	68,990	72,347	73,357	73,986
8.5	68,875	70,093	73,292	74,303	74,932
9	69,895	71,194	74,236	75,249	75,878
9.5	70,902	72,127	75,427	76,439	77,067
10	71,909	73,061	76,617	77,628	78,256
10.5	72,939	74,182	77,747	78,771	79,409
11	73,969	75,304	78,877	79,913	80,562
11.5	75,114	76,439	80,075	81,109	81,761
12	76,259	77,574	81,272	82,305	82,959
12.5	76,259	78,508	82,486	83,520	84,172
13	76,259	79,439	83,699	84,733	85,385
13.5	77,835	80,802	84,658	85,692	86,344
14	79,410	82,165	85,616	86,651	87,304
14.5	81,641	83,527	87,260	89,243	90,844
15	83,871	84,890	88,906	91,836	94,386
15.5	83,871	84,890	88,906	91,836	94,386
16	83,871	84,890	88,906	91,836	94,386
16.5	83,871	84,890	88,906	91,836	94,386
17	83,871	84,890	88,906	91,836	94,386
17.5	83,871	84,890	88,906	91,836	94,386
18	83,871	84,890	88,906	91,836	94,386
18.5	83,871	84,890	88,906	91,836	94,386
19	83,871	84,890	88,906	91,836	94,386
19.5	84,083	85,103	89,903	92,834	95,383
20	84,295	85,315	90,901	93,832	96,381
20.5	84,295	85,315	90,901	93,832	96,381
21	84,295	85,315	90,901	93,832	96,381
21.5	84,295	85,315	90,901	93,832	96,381
22	84,295	85,315	90,901	93,832	96,381
22.5	84,295	85,315	90,901	93,832	96,381
23	84,295	85,315	90,901	93,832	96,381
23.5	84,295	85,315	90,901	93,832	96,381
24	84,295	85,315	90,901	93,832	96,381
24.5	86,193	87,532	92,332	95,900	99,281
25	88,091	89,747	93,762	97,968	102,183
28	96,129	97,785	100,526	104,731	109,829

*Per Utah Code 53F-2-405 an Educator Salary Adjustment (ESA) of \$10,350 is included as part of the Base Contract and is awarded to educators that receive an Emerging/Effective rating or Higher on their most recent evaluation.

Salary schedule is paid on a 184 day contract. Please see negotiated agreement #5 for clarification

Box Elder School District Teachers Salary Schedule 2025-2026

	BS Degree	BS + 25 Sems.Hrs	National Board Certification, B.S. + 50 Sems. Hrs. or M.S. Degree	MS + 25 Sems. Hrs. or B.S. + 75 Sems Hrs.	PhD, EdD, or M.S. + 50 Sems. Hrs.
	1	2	3	4	5
1	58,532	59,552	61,654	62,260	62,889
2	58,532	59,552	61,654	62,259	62,888
3	58,532	59,552	61,654	62,259	62,888
4	59,807	60,826	63,173	64,183	64,810
5	61,487	62,604	65,474	66,486	67,116
6	63,787	64,885	67,814	68,826	69,452
7	65,636	66,757	70,042	71,055	71,685
8	67,856	68,990	72,347	73,357	73,986
9	69,895	71,194	74,236	75,249	75,879
10	71,909	73,061	76,618	77,629	78,256
11	73,968	75,304	78,878	79,913	80,563
12	76,260	77,574	81,272	82,305	82,960
13	76,260	79,440	83,700	84,733	85,385
14	79,410	82,165	85,616	86,650	87,304
15	83,871	84,890	88,906	91,836	94,386
16	83,871	84,890	88,906	91,836	94,386
17	83,871	84,890	88,906	91,836	94,386
18	83,871	84,890	88,906	91,836	94,386
19	83,871	84,890	88,906	91,836	94,386
20	84,295	85,315	90,901	93,832	96,381
21	84,295	85,315	90,901	93,832	96,381
22	84,295	85,315	90,901	93,832	96,381
23	84,295	85,315	90,901	93,832	96,381
24	84,295	85,315	90,901	93,832	96,381
25	88,091	89,747	93,762	97,968	102,183
28	96,129	97,786	100,527	104,731	109,829

*Per Utah Code 53F-2-405 an Educator Salary Adjustment (ESA) of \$10,350 is included as part of the Base Contract and is awarded to educators that receive an Emerging/Effective rating or Higher on their most recent evaluation.

Salary schedule is paid on a 184 day contract. Please see negotiated agreement #5 for clarification

Technology

2025-2026

Nonexempt (TN)

Step	Lane 1	Lane 2
1	\$24.27	\$26.36
2	\$25.38	\$27.46
3	\$26.52	\$28.72
4	\$27.70	\$30.08
5	\$28.97	\$31.76
6	\$29.97	\$32.40
7	\$30.85	\$32.87
8	\$31.46	\$33.76
9	\$32.08	\$34.48
10	\$32.08	\$34.48
11	\$32.23	\$34.60
12	\$32.23	\$34.60
13	\$32.23	\$34.60
14	\$32.23	\$34.60
15	\$32.23	\$34.60
16	\$32.75	\$35.10
17	\$32.75	\$35.10
18	\$32.75	\$35.10
19	\$32.75	\$35.10
20	\$33.22	\$35.51
21	\$33.22	\$35.51
22	\$33.22	\$35.51
23	\$33.22	\$35.51
24	\$33.22	\$35.51
25	\$34.39	\$36.69
26	\$34.39	\$36.69
27	\$34.39	\$36.69
28	\$36.40	\$37.87
29	\$36.40	\$37.87
30	\$37.45	\$38.92

Lane 1

Technology Specialist

Lane 2

Computer Field Technician

Networking Technician

Exempt (TE)

Step	Lane 1	Lane 2
1	\$75,781	\$83,649
2	\$77,916	\$86,954
3	\$80,116	\$90,200
4	\$82,382	\$93,559
5	\$84,893	\$96,944
6	\$87,704	\$100,158
7	\$90,095	\$102,923
8	\$91,687	\$104,770
9	\$93,315	\$106,666
10	\$94,039	\$107,471
11	\$94,916	\$108,412
12	\$94,916	\$108,412
13	\$94,916	\$108,412
14	\$94,916	\$108,412
15	\$94,916	\$108,412
16	\$96,460	\$110,155
17	\$96,460	\$110,155
18	\$96,460	\$110,155
19	\$96,460	\$110,155
20	\$97,864	\$111,740
21	\$97,864	\$111,740
22	\$97,864	\$111,740
23	\$97,864	\$111,740
24	\$97,864	\$111,740
25	\$100,313	\$114,188
26	\$100,313	\$114,188
27	\$100,313	\$114,188
28	\$102,762	\$116,637
29	\$102,762	\$116,637
30	\$104,959	\$118,833

Lane 1

System (MIS) Engineer

Programmer I

Lane 2

Computer Network Architect

Programmer II

Security Analyst

Box Elder School District
Salary Schedule
Transportation and Bus Driver Personnel
2025-2026

Step	Lane 1	Lane 2	Lane 3	Lane 4	Lane 5	Lane 6	Lane 7	Lane 8
1	\$14.81	\$18.09	\$19.04	\$23.28	\$22.52	\$24.61	\$26.65	\$28.03
2	\$14.97	\$18.73	\$19.92	\$24.32	\$23.48	\$25.64	\$27.75	\$29.37
3	\$15.37	\$19.51	\$20.76	\$25.31	\$24.47	\$26.72	\$28.89	\$30.71
4	\$16.01	\$20.34	\$21.66	\$26.36	\$25.52	\$27.83	\$30.08	\$32.11
5	\$16.65	\$21.39	\$22.81	\$27.82	\$26.77	\$29.00	\$31.76	\$34.01
6	\$17.95	\$21.81	\$23.28	\$28.37	\$27.75	\$29.99	\$32.48	\$34.69
7	\$18.52	\$21.81	\$23.28	\$28.47	\$28.09	\$30.92	\$33.31	\$35.30
8	\$18.95	\$21.81	\$23.38	\$28.47	\$28.26	\$31.20	\$33.66	\$35.60
9	\$19.41	\$21.89	\$23.79	\$28.47	\$28.42	\$31.48	\$34.02	\$35.91
10	\$19.74	\$22.01	\$24.00	\$28.47	\$28.42	\$31.48	\$34.18	\$35.91
11	\$19.99	\$22.25	\$24.08	\$28.92	\$28.52	\$31.62	\$34.28	\$36.09
12	\$19.99	\$22.25	\$24.08	\$28.92	\$28.52	\$31.62	\$34.28	\$36.09
13	\$19.99	\$22.25	\$24.08	\$28.92	\$28.52	\$31.62	\$34.28	\$36.09
14	\$19.99	\$22.25	\$24.08	\$28.92	\$28.52	\$31.62	\$34.28	\$36.09
15	\$19.99	\$22.25	\$24.18	\$28.92	\$28.52	\$31.62	\$34.28	\$36.09
16	\$20.23	\$22.70	\$24.53	\$29.46	\$28.84	\$31.76	\$34.65	\$37.06
17	\$20.23	\$22.70	\$24.53	\$29.46	\$28.84	\$31.76	\$34.65	\$37.06
18	\$20.23	\$22.70	\$24.53	\$29.46	\$28.84	\$31.76	\$34.65	\$37.06
19	\$20.23	\$22.70	\$24.53	\$29.46	\$28.84	\$31.76	\$34.65	\$37.06
20	\$20.47	\$23.23	\$24.85	\$30.47	\$29.14	\$32.59	\$34.96	\$37.19
21	\$20.47	\$23.23	\$24.85	\$30.47	\$29.14	\$32.59	\$34.96	\$37.19
22	\$20.47	\$23.23	\$24.85	\$30.47	\$29.14	\$32.59	\$34.96	\$37.19
23	\$20.47	\$23.23	\$24.85	\$30.47	\$29.14	\$32.59	\$34.96	\$37.19
24	\$20.47	\$23.23	\$24.85	\$30.47	\$29.14	\$32.59	\$34.96	\$37.19
25	\$21.65	\$24.58	\$26.10	\$31.65	\$30.32	\$33.77	\$36.13	\$38.36
26	\$21.65	\$24.58	\$26.10	\$31.65	\$30.32	\$33.77	\$36.13	\$38.36
27	\$21.65	\$24.58	\$26.10	\$31.65	\$30.32	\$33.77	\$36.13	\$38.36
28	\$22.83	\$25.81	\$27.33	\$32.87	\$31.50	\$34.95	\$37.31	\$39.54
29	\$22.83	\$25.81	\$27.33	\$32.87	\$31.50	\$34.95	\$37.31	\$39.54
30	\$23.88	\$26.86	\$28.38	\$33.93	\$32.54	\$36.00	\$38.36	\$40.59

- Lane 1** Vehicle Maintenance - Clean and Fuel District Vehicles
- Lane 2** Bus Aide
- Lane 3** Bus Aide, Highly Qualified
- Lane 4** Bus Driver/ Warehouse Mngr./ Delivery
- Lane 5** Assistant Dispatcher
- Lane 6** Dispatcher/Office Manager
Assistant Route Coordinator
Training and Safety Coordinator
- Lane 7** Route Coordinator
Mechanic
- Lane 8** Lead Mechanic

Box Elder School District SUBSTITUTES

SUBSTITUTES/TEMPORARY PERSONNEL

Custodians & Asst. Custodians*	\$14.53 per hour	
Secretaries, Librarians, Aides*	\$14.53 per hour	
Bus Aides*	\$14.53 per hour	
School Lunch Workers*	\$14.53 per hour	
Bus Drivers	\$22.83 per hour	(1st step on Bus Schedule)
Kitchen Helpers	\$8.25 per hour	
	\$9.10 per hour	Homebound (Cat. III if certified)
Ticket Takers	\$13.26 per hour	
Ticket Supervisors	\$15.30 per hour	

Facilities Department

Summer Maintenance Crew--	\$16.91	per hour
Paint, grounds		
Summer Crew Leader--	\$20.29	per hour
Plans, organize schedule, assign tasks, Lawn Mowing		

Building Supervision

General Building Supervision	\$12.85 per hour	
Building Supervision (High School)	\$20.40 per hour	
8 Hr. Day Custodians	Time and a half of regular rate of pay	
**Tech/Stage Crew	\$10.71 per hour	

** School sends check, don't include FICA

*Wage will reflect Lane 2 Step 1 of Custodial Salary Schedule

Jul-25

**Box Elder School District
Salary Schedule
Supervisor
2025-2026**

Step 1	\$75,742
Step 2	\$78,659
Step 3	\$81,808
Step 4	\$85,176
Step 5	\$88,588
Step 6	\$91,780
Step 7	\$94,565
Step 8	\$96,711
Step 9	\$98,939
Step 10	\$101,152
Step 11	\$101,799
Step 12	\$101,799
Step 13	\$101,799
Step 14	\$101,799
Step 15	\$101,799
Step 16	\$103,542
Step 17	\$103,542
Step 18	\$103,542
Step 19	\$103,542
Step 20	\$105,112
Step 21	\$105,112
Step 22	\$105,112
Step 23	\$105,112
Step 24	\$105,112
Step 25	\$107,561
Step 26	\$107,561
Step 27	\$107,561
Step 28	\$110,010
Step 29	\$110,010
Step 30	\$112,062

Accountant
Energy Specialist