

Utah State Office of Education
Wage and Benefit Adjustment Summary by Employee Classification for School Districts and Charter Schools
Fiscal Year 2016

School & Wage Benefit Adjustments (Negotiations) Report Summary		Licensed Teachers						Licensed Administrators				Classified Employees				Medical Ins. Percentage	Dental Ins. Percentage	# of Emp. Paid Ed. Sal Adj Employees	# Not Rec. Ed. Sal Adj Due to Perf. Employees
		Base Wage		Increase		Step/Lane Increase		Base Wage		Increase		Step Increase		Increase	Increase				
		Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent						
Fiscal Year 2016																			
Ogden Preparatory Academy	68	135,541	6.0%	-	0.0%	-	0.0%	70,500	50.6%	-	0.0%	111,414	13.9%	-	0.0%	-27.0%	0.0%	55	-
American Preparatory Academy	74	904,645	17.8%	-	0.0%	-	0.0%	582,628	104.1%	-	0.0%	212,504	8.0%	-	0.0%	28.0%	0.0%	185	-
Walden School of Liberal Arts	81	24,558	4.0%	-	0.0%	-	0.0%	4,460	4.0%	-	0.0%	4,659	8.0%	-	0.0%	0.0%	0.0%	41	-
Freedom Preparatory Academy	82	2,441,814	8.2%	-	0.0%	-	0.0%	238,790	20.9%	-	0.0%	726,702	14.8%	-	0.0%	0.0%	0.0%	61	-
Academy for Math, Engineering & Science (AMES)	83	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	0.0%	0.0%	-	-
Pinnacle Canyon Academy	86	(132,320)	-9.4%	-	0.0%	-	0.0%	6,000	10.0%	-	0.0%	38,181	7.3%	-	0.0%	0.0%	0.0%	26	-
City Academy	87	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	8.0%	0.0%	15	-
Soldier Hollow Charter School	89	24,336	3.5%	-	0.0%	-	0.0%	2,400	3.0%	-	0.0%	-	0.0%	-	0.0%	1.5%	5.0%	19	-
Tuacahn High School for the Performing Arts	90	1,632	3.0%	-	0.0%	-	0.0%	4,200	4.0%	-	0.0%	817	3.0%	-	0.0%	0.0%	0.0%	23	-
Uintah River High School	92	-	0.0%	17,982	4.3%	-	0.0%	-	0.0%	17,546	38.8%	-	0.0%	-	0.0%	10.0%	10.0%	-	-
John Hancock Charter School	93	22,131	5.0%	-	0.0%	-	0.0%	2,483	3.0%	-	0.0%	1,440	3.0%	-	0.0%	2.0%	3.0%	12	-
Thomas Edison Charter School	94	-	0.0%	99,293	4.0%	-	0.0%	-	0.0%	12,480	3.8%	-	0.0%	38,354	4.5%	4.8%	3.0%	69	-
Timpanogos Academy	95	3,758	1.0%	-	0.0%	-	0.0%	1,846	1.0%	-	0.0%	(48,701)	8.0%	-	0.0%	0.0%	0.0%	35	-
Salt Lake Arts Academy	97	996,433	1.0%	31,751	2.8%	149,850	1.0%	5,037	2.8%	285,790	1.0%	6,963	2.8%	8.3%	8.3%	0.0%	0.0%	19	-
Fast Forward Charter High School	98	16,800	3.0%	-	0.0%	-	0.0%	2,100	3.0%	-	0.0%	980	3.0%	-	0.0%	6.0%	0.0%	16	-
Northern Utah Academy for Math, Engineering & Science	A1	353,350	25.9%	-	0.0%	-	0.0%	5,500	1.4%	-	0.0%	4,623	4.4%	-	0.0%	12.8%	-2.0%	20	-
The Ranches Academy	A2	-	0.0%	22,599	3.0%	-	0.0%	-	0.0%	2,500	2.0%	-	0.0%	13,471	4.0%	0.0%	0.0%	16	-
DaVinci Academy of Science & the Arts	A3	-	0.0%	105,000	5.0%	-	0.0%	-	0.0%	12,500	6.0%	-	0.0%	10,000	7.0%	0.0%	0.0%	51	-
Summit Academy	A4	976	2.8%	-	0.0%	-	0.0%	1,375	2.8%	-	0.0%	160	2.0%	-	0.0%	0.0%	0.0%	86	-
Itineris Early College High School	A5	45,196	6.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	3,628	19.0%	-	0.0%	6.5%	0.0%	19	-
North Davis Preparatory Academy	A6	33,789	12.4%	-	0.0%	-	0.0%	5,823	3.0%	-	0.0%	80,289	18.0%	-	0.0%	-21.1%	0.0%	43	-
Moab Charter School	A7	1,564	0.4%	-	0.0%	-	0.0%	694	1.1%	-	0.0%	1,041	1.2%	-	0.0%	3.7%	0.0%	9	-
East Hollywood High School	A8	17,425	3.0%	-	0.0%	-	0.0%	3,300	3.0%	-	0.0%	1,850	3.0%	-	0.0%	6.0%	0.0%	17	-
SUCCESS Academy	A9	11,028	4.0%	7,711	3.0%	3,400	4.0%	-	0.0%	-	0.0%	7,757	4.0%	-	0.0%	0.0%	0.0%	12	-
Utah County Academy of Sciences	1B	13,553	2.0%	-	0.0%	-	0.0%	5,770	2.0%	-	0.0%	2,624	2.0%	-	0.0%	0.0%	0.0%	41	-
Lincoln Academy	2B	1,323	3.4%	-	0.0%	-	0.0%	3,156	4.3%	-	0.0%	2,090	11.1%	-	0.0%	15.2%	20.0%	15	-
Beehive Science & Technology Academy	3B	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	21.4%	0.0%	18	-
Wasatch Peak Academy	4B	17,041	2.3%	-	0.0%	-	0.0%	(8,138)	-9.4%	-	0.0%	22,889	6.3%	-	0.0%	-0.6%	0.0%	19	-
North Star Academy	5B	(192,666)	-17.5%	-	0.0%	-	0.0%	(16,801)	-18.5%	-	0.0%	(22,152)	-6.6%	-	0.0%	-44.1%	0.0%	25	-
Ronald Reagan Academy	7B	1,079	3.4%	-	0.0%	-	0.0%	5,250	3.8%	-	0.0%	1,363	7.4%	-	0.0%	0.0%	0.0%	37	-
American Leadership Academy	8B	95,744	5.0%	-	0.0%	-	0.0%	7,000	1.0%	-	0.0%	31,500	8.0%	-	0.0%	0.0%	0.0%	82	-
Navigator Pointe Academy	9B	24,597	1.9%	-	0.0%	-	0.0%	4,758	4.2%	-	0.0%	2,565	0.5%	-	0.0%	6.4%	4.0%	33	-
Odyssey Charter School	1C	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-4.9%	0.0%	23	-
InTech Collegiate High School	2C	18,974	5.1%	13,112	3.7%	3,618	5.1%	4,421	5.3%	691	5.1%	-	0.0%	7.4%	0.0%	0.0%	0.0%	13	-
Entheos Academy	3C	-	0.0%	65,128	3.0%	-	0.0%	-	0.0%	61,027	4.0%	-	0.0%	18,145	2.0%	0.0%	0.0%	49	-
Lakeview Academy	4C	64,891	9.4%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	15.0%	0.0%	96	-
Legacy Preparatory Academy	5C	-	0.0%	117,384	4.0%	-	0.0%	-	0.0%	8,718	2.0%	-	0.0%	54,270	4.0%	7.5%	2.8%	56	-
Liberty Academy	6C	25,965	7.9%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	50,008	6.5%	-	0.0%	19.0%	0.0%	25	-
Monticello Academy	7C	-	0.0%	38,877	3.0%	-	0.0%	-	0.0%	1,200	1.9%	-	0.0%	2,500	2.9%	-7.1%	0.0%	37	-
Mountainville Academy	8C	-	0.0%	57,839	4.4%	-	0.0%	-	0.0%	3,480	2.0%	-	0.0%	5,536	4.0%	10.4%	-7.7%	37	-
Paradigm High School	9C	(39,619)	0.0%	-	0.0%	(34,560)	-0.1%	-	0.0%	-	0.0%	73,107	0.2%	-	0.0%	0.2%	0.0%	30	-
Renaissance Academy	1D	-	0.0%	58,275	5.8%	-	0.0%	-	0.0%	5,520	3.0%	-	0.0%	-	0.0%	10.0%	10.0%	37	-
Channing Hall	2D	4,195	0.3%	-	0.0%	8,947	5.6%	-	0.0%	-	0.0%	71,649	13.0%	-	0.0%	-5.1%	0.0%	37	-
Spectrum Academy	3D	-	0.0%	80,678	2.8%	7,649	2.5%	-	0.0%	-	0.0%	36,113	2.6%	-	0.0%	0.0%	0.0%	74	-
Syracuse Arts Academy	4D	(92,290)	-4.6%	-	0.0%	31,645	12.7%	-	0.0%	-	0.0%	130,139	31.3%	-	0.0%	-13.8%	0.0%	73	-
George Washington Academy	5D	49,468	3.1%	57,608	3.2%	13,307	5.8%	15,226	0.9%	14,300	3.0%	91,291	24.2%	9.4%	0.0%	0.0%	45	-	
Noah Webster Academy	6D	-	0.0%	9,707	1.0%	-	0.0%	28,113	11.0%	-	0.0%	7,335	2.0%	0.0%	0.0%	0.0%	22	-	
Salt Lake School of Performing Arts	7D	37,788	8.0%	-	0.0%	(8,095)	-4.4%	-	0.0%	(16,489)	-10.1%	-	0.0%	7.3%	0.0%	0.0%	14	-	
Open Classroom	8D	34,300	3.0%	16,900	1.5%	2,900	3.0%	1,400	1.5%	8,700	2.4%	5,400	1.5%	16.0%	0.0%	0.0%	21	-	
Canyon Rim Academy	9D	82,727	9.1%	41,563	4.5%	8,314	5.4%	-	2.5%	4,186	2.5%	-	2.5%	14.5%	0.0%	0.0%	27	-	
Guadalupe School	1E	13,066	2.2%	-	0.0%	(25,000)	-26.3%	-	0.0%	32,343	7.9%	-	0.0%	0.0%	0.0%	0.0%	15	-	
Karl G. Maeser Preparatory Academy	2E	96,878	7.0%	-	0.0%	6,420	3.0%	-	0.0%	5,647	2.0%	-	0.0%	22.0%	0.0%	0.0%	38	-	
C.S. Lewis Academy	3E	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	0.0%	0.0%	0.0%	14	-	
Dual Immersion Academy	4E	-	0.0%	(65,342)	-8.2%	-	0.0%	(45,892)	-22.7%	-	0.0%	-	0.0%	127,657	27.1%	15.3%	0.0%	23	-
Edith Bowen Laboratory School	5E	64,034	7.5%	-	0.0%	7,292	4.7%	-	0.0%	19,163	6.9%	-	0.0%	0.0%	0.0%	0.0%	1,265	-	
Gateway Preparatory Academy	7E	32,510	3.0%	-	0.0%	9,688	6.0%	-	0.0%	30,843	7.0%	-	0.0%	13.0%	0.0%	0.0%	29	-	
Merit College Preparatory Academy	8E	20,423	0.0%	-	0.0%	500	0.0%	-	0.0%	(19,637)	-0.1%	-	0.0%	33.5%	0.0%	0.0%	25	-	
Providence Hall	9E	344,018	0.1%	-	0.0%	477	0.0%	-	0.0%	(15,425)	0.0%	-	0.0%	0.0%	0.0%	0.0%	136	-	
Quest Academy	1F	104,410	4.4%	-	0.0%	40,366	13.8%	-	0.0%	(44,531)	-11.6%	-	0.0%	8.2%	0.0%	0.0%	39	-	
Rockwell Charter High School	2F	-	0.0%	23,750	4.0%	-	0.0%	9,160	5.0%	-	0.0%	20,923	4.0%	4.0%	-25.0%	0.0%	26	-	
Venture Academy	3F	-	0.0%	32,231	2.1%	-	0.0%	18,511	5.0%	-	0.0%	74,013	2.0%	11.0%	6.0%	0.0%	43	-	
Salt Lake Center for Science Education	4F	41,500	3.0%	20,500	1.5%	2,500	3.0%	1,200	1.5%	5,300	2.4%	2,600	1.5%	16.0%	0.0%	0.0%	24	-	
Utah Virtual Academy	5F	1,400	4.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	0.0%	0.0%	0.0%	72	-	
The Early Light Academy at Daybreak	6F	(423,210)	-27.6%	-	0.0%	(28,135)	-22.4%	-	0.0%	25,976	6.0%	-	0.0%	-13.8%	0.0%	0.0%	45	-	
Excelsior Academy	7F	(43,789)	-3.7%	-	0.0%	2,129	0.0%	-	0.0%	26,903	3.7%	-	0.0%	51.6%	0.0%	0.0%	27	-	

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		Base Wage		Increase		Step/Lane Increase		Base Wage		Increase		Step Increase		Increase	Increase				
		Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent						
Utah State Code 53A-1-301(3)(d)(vi) Fiscal Year 2016																			
Hawthorn Academy	8F	238,014	19.0%	-	0.0%	-	0.0%	(33,543)	-17.7%	-	0.0%	38,350	16.9%	-	0.0%	-13.8%	0.0%	67	-
Mountain Heights Academy	9F	(185,888)	-19.3%	-	0.0%	-	0.0%	(8,400)	-6.2%	-	0.0%	50,032	40.9%	-	0.0%	-21.1%	0.0%	26	-
Jefferson Academy	1G	(610,702)	-45.6%	-	0.0%	-	0.0%	(77,331)	-51.8%	-	0.0%	18,242	7.0%	-	0.0%	-44.1%	0.0%	24	-
Vista at Entrada School of Performing Arts & Technology	2G	21,632	1.2%	-	0.0%	-	0.0%	4,343	2.1%	-	0.0%	9,995	1.6%	-	0.0%	0.0%	0.0%	52	-
Bear River Charter School	3G	-	0.0%	11,900	5.0%	-	0.0%	-	0.0%	-	0.0%	40,045	5.0%	11.0%	11.0%	0.0%	0.0%	11	-
Maria Montessori Academy	4G	(129,700)	-14.3%	-	0.0%	-	0.0%	39	0.1%	-	0.0%	131,857	39.2%	-	0.0%	-21.1%	0.0%	28	-
Canyon Grove Academy	5G	631,431	0.5%	-	0.0%	-	0.0%	115,000	56.5%	-	0.0%	320,664	19.2%	-	0.0%	0.0%	0.0%	17	-
Weilenmann School of Discovery	6G	(67,713)	-4.0%	-	0.0%	-	0.0%	43,918	19.0%	-	0.0%	58,461	14.0%	-	0.0%	8.0%	0.0%	30	-
Summit Academy High School	7G	950	2.5%	-	0.0%	-	0.0%	1,500	2.5%	-	0.0%	146	1.0%	-	0.0%	0.0%	0.0%	25	-
Good Foundations Academy	8G	-	0.0%	43,175	5.0%	-	0.0%	-	0.0%	-	0.0%	2,600	2.0%	5.0%	5.0%	0.0%	0.0%	25	-
Alianza Academy	9G	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	0.0%	0.0%	-	-
Utah Connections Academy	2H	59,286	7.8%	-	0.0%	-	0.0%	3,166	1.3%	-	0.0%	31,789	54.5%	-	0.0%	0.0%	0.0%	26	-
Endeavor Hall	3H	73,364	5.7%	-	0.0%	-	0.0%	91,236	72.6%	-	0.0%	61,837	14.2%	-	0.0%	0.0%	0.0%	36	-
Aristotle Academy	4H	(110,569)	-39.4%	-	0.0%	-	0.0%	36,250	48.7%	-	0.0%	15,492	18.4%	-	0.0%	15.2%	0.0%	8	-
HighMark Charter School	5H	35,779	3.0%	-	0.0%	-	0.0%	12,267	37.1%	-	0.0%	83,780	37.1%	-	0.0%	-40.7%	0.0%	34	-
Promontory School of Expeditionary Learning	6H	-	0.0%	21,403	3.5%	-	0.0%	-	0.0%	1,400	2.0%	-	0.0%	3,000	15.8%	8.0%	2.0%	17	-
Pacific Heritage Academy	7H	(5,492)	0.8%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	67,891	36.6%	-	0.0%	1.6%	0.0%	16	-
Valley Academy	8H	-	0.0%	1,833	0.2%	-	0.0%	-	0.0%	-	0.0%	87,996	37.1%	9.3%	9.3%	0.0%	0.0%	22	-
Pioneer High School for the Performing Arts	9H	(40,650)	-13.4%	-	0.0%	-	0.0%	70,000	100.0%	-	0.0%	(79,391)	-23.7%	-	0.0%	-6.8%	-1.2%	11	-
Utah International Charter School	1I	14,930	4.0%	-	0.0%	-	0.0%	4,000	3.0%	-	0.0%	-	0.0%	-	0.0%	0.0%	0.0%	12	-
Esperanza Elementary Charter School	2I	-	0.0%	73,466	4.0%	-	0.0%	-	0.0%	12,500	10.0%	-	0.0%	53,432	4.0%	12.0%	11.9%	12	-
Leadership Learning Academy	3I	(30,858)	-4.0%	-	0.0%	-	0.0%	688	0.1%	-	0.0%	41,320	22.5%	-	0.0%	-42.5%	0.0%	21	-
Mana Academy Charter School	4I	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	1.0%	0.0%	24	-
Voyage Academy	5I	-	0.0%	33,750	4.6%	-	0.0%	-	0.0%	11,333	6.8%	-	0.0%	33,022	7.6%	43.0%	0.0%	24	-
Wasatch Institute of Technology	6I	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	0.0%	0.0%	-	-
Weber State University Charter Academy	7I	742	2.0%	-	0.0%	1,083	2.0%	-	0.0%	-	0.0%	350	2.0%	-	0.0%	0.0%	0.0%	1	-
Winter Sports School	8I	29,457	17.2%	-	0.0%	51,924	642.9%	-	0.0%	-	0.0%	5,000	3.8%	-	0.0%	0.0%	0.0%	-	-
Utah Career Path High	9I	6,028	2.0%	-	0.0%	(15,183)	-12.4%	-	0.0%	-	0.0%	40,187	111.0%	-	0.0%	-21.1%	0.0%	7	-
American International School of Utah	1J	-	0.0%	75,886	4.0%	-	0.0%	-	0.0%	2,500	1.0%	-	0.0%	30,607	4.0%	6.0%	6.0%	41	-
Ascent Academies of Utah	2J	1,059,331	34.0%	-	0.0%	441,641	66.0%	-	0.0%	-	0.0%	271,264	38.0%	-	0.0%	-23.3%	0.0%	79	-
Dixie Montessori Academy	3J	1,500	3.0%	-	0.0%	6,000	3.0%	-	0.0%	-	0.0%	650	3.0%	-	0.0%	7.0%	2.0%	17	-
Kairos Academy	4J	42,430	1000.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	196,926	40.5%	-	0.0%	7.5%	5.9%	2	-
Mountain West Montessori Academy	5J	150,336	20.8%	-	0.0%	49,240	23.0%	-	0.0%	-	0.0%	20,328	12.0%	-	0.0%	-21.1%	0.0%	20	-
Scholar Academy	6J	120,969	17.0%	-	0.0%	13,178	15.0%	-	0.0%	-	0.0%	73,691	23.0%	-	0.0%	-0.5%	100.0%	22	-
Greenwood Academy	7J	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	0.0%	0.0%	22	-
Utah Military Academy	2K	20,653	3.0%	-	0.0%	9,958	5.4%	-	0.0%	-	0.0%	43,695	18.1%	-	0.0%	13.1%	10.0%	22	-
Roots Charter High School	3K	367,000	0.0%	-	0.0%	109,560	0.0%	-	0.0%	-	0.0%	90,330	0.0%	-	0.0%	0.0%	0.0%	10	-
CHARTER TOTAL OR MEDIAN		6,993,228	1143%	1,113,959	85%	2,066,638	1237%	189,880	96%	3,505,883	782%	729,160	171%	185%	177%	4,462	-	-	-
ALL LEA TOTAL OR MEDIAN		52,714,870	1241%	26,722,112	155%	7,995,520	1358%	2,514,390	148%	19,826,265	890%	8,580,892	420%	413%	261%	31,140	1	-	-

*Did Not Report