

Utah State Office of Education
Wage and Benefit Adjustment Summary by Employee Classification for School Districts and Charter Schools
Fiscal Year 2014

**School & Wage Benefit Adjustments
(Negotiations) Report Summary**

Utah State Code 53A-1-301(3)(d)(vi)
Fiscal Year 2014

	Licensed Teachers				Licensed Administrators				Classified Employees				Medical Ins. Percentage Increase	Dental Ins. Percentage Increase	# 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/Lane Increase		Base Wage Increase		Step Increase					
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent				
Alpine	1,833,913	1.0%	1,833,913	1.0%	132,572	1.0%	132,572	1.0%	243,048	1.0%	243,048	1.0%	9.3%	0.0%	3,229	0
Beaver	0	0.0%	110,000	3.4%	0	0.0%	15,000	3.0%	0	0.0%	30,000	5.4%	5.0%	0.0%	78	0
Box Elder	0	0.0%	422,390	1.7%	0	0.0%	7,975	0.2%	0	0.0%	67,223	0.7%	0.0%	0.0%	563	0
Cache	206,963	0.6%	273,493	0.8%	(130,222)	-3.6%	56,485	1.6%	65,738	0.5%	97,863	0.7%	NA	0.0%	792	0
Carbon	0	1.5%	0	5.0%	0	1.5%	0	5.0%	0	1.5%	0	5.0%	15.5%	0.0%	210	0
Daggett	78,728	1.2%	5,237	0.0%	2,493	1.0%	9,336	0.0%	(28,665)	0.0%	5,079	0.0%	13.5%	0.0%	19	0
Davis	(1,091,175)	-0.7%	3,248,929	2.1%	237,517	1.5%	0	0.0%	1,130,625	2.0%	0	0.0%	3.2%	0.0%	3,220	0
Duchesne	115,000	1.0%	236,000	2.1%	14,000	1.0%	30,000	2.0%	40,000	1.0%	52,000	1.3%	0.0%	0.0%	271	2
Emery	0	0.0%	125,601	2.7%	0	0.0%	0	0.0%	0	0.0%	64,166	1.8%	9.5%	4.0%	137	0
Garfield	0	0.0%	40,011	1.2%	0	0.0%	2,432	1.0%	0	0.0%	3,889	1.1%	14.3%	-3.3%	58	0
Grand	69	0.3%	121,238	3.2%	149	0.3%	4,586	0.7%	72	0.3%	49,800	2.7%	0.0%	0.0%	99	0
Granite	561,596	0.3%	2,617,897	1.5%	49,623	0.3%	157,710	1.1%	133,090	0.3%	359,254	0.9%	0.0%	0.0%	3,559	0
Iron	0	0.0%	206,489	1.1%	0	0.0%	0	0.0%	0	0.0%	119,651	1.3%	4.6%	0.0%	451	0
Jordan	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0.0%	0.0%	2,400	10
Juab	58,043	1.0%	43,173	0.7%	7,278	1.0%	5,408	0.7%	22,062	1.0%	16,419	0.7%	0.0%	0.0%	104	0
Kane	57,654	1.5%	17,346	0.5%	52,849	14.7%	3,500	1.0%	35,407	1.5%	14,500	0.6%	12.5%	-3.0%	84	N/A
Millard	87,570	1.3%	105,250	1.5%	16,243	1.3%	6,440	0.5%	56,465	1.5%	92,957	2.5%	-13.1%	0.0%	166	0
Morgan	(32,436)	0.0%	114,299	2.0%	(50,455)	0.0%	3,510	0.5%	(32,253)	0.0%	43,493	1.4%	0.0%	0.0%	127	0
Nebo	0	0.0%	559,579	1.0%	0	0.0%	33,247	0.4%	0	0.0%	111,616	0.5%	1.2%	0.0%	0	0
North Sanpete	0	0.0%	78,839	1.5%	0	0.0%	16,238	2.0%	0	0.0%	27,707	1.0%	12.7%	0.0%	132	0
North Summit	25,665	1.0%	37,298	1.5%	4,868	1.0%	4,238	0.9%	11,269	1.0%	18,598	1.7%	13.5%	-2.0%	60	0
Park City	98,433	0.6%	317,701	2.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	6.8%	5.6%	296	0
Piute	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0.0%	0.0%	27	0
Rich	35,320	4.0%	(35,403)	-1.7%	0	0.0%	0	0.0%	30,862	5.0%	14,249	0.0%	0.0%	0.0%	35	0
San Juan	143,486	1.2%	205,580	1.6%	33,012	1.2%	36,798	1.3%	77,593	1.2%	130,057	1.9%	13.3%	0.0%	264	0
Sevier	148,642	1.5%	160,093	1.6%	18,005	1.5%	8,904	0.7%	73,398	1.5%	63,967	1.3%	13.3%	-3.3%	239	0
South Sanpete	82,902	1.0%	172,279	0.6%	6,216	1.0%	12,918	0.1%	50,812	1.0%	105,592	0.7%	0.0%	0.0%	224	0
South Summit	165,798	4.3%	34,187	0.9%	3,121	0.6%	3,528	0.7%	(33,765)	-1.7%	44,888	2.3%	1.0%	0.0%	87	1
Tintic	3,897	0.5%	19,866	2.2%	1,357	0.5%	4,531	1.7%	2,721	0.5%	5,363	1.4%	13.4%	-3.0%	18	0
Tooele	0	0.0%	62,670	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	4.6%	0.0%	768	0
Uintah	0	0.0%	277,565	1.6%	0	0.0%	14,011	1.5%	0	0.0%	77,058	1.5%	0.0%	0.0%	356	0
Wasatch	281,219	2.0%	356,903	2.8%	29,486	2.0%	33,842	2.6%	95,244	2.0%	76,028	1.7%	13.3%	-2.9%	324	0
Washington	174,830	0.3%	1,400,000	2.0%	20,442	0.3%	143,000	1.7%	60,246	0.3%	480,000	2.0%	3.0%	3.0%	1,479	0
Wayne	27,460	2.0%	(11,475)	-7.9%	7,563	2.0%	4,548	0.0%	26,426	2.0%	1,031	1.6%	0.0%	0.0%	37	0
Weber	926,038	1.2%	393,566	0.5%	96,435	1.2%	40,985	0.5%	384,220	1.2%	163,293	0.5%	1.5%	0.0%	1,513	0
Salt Lake	784,726	1.0%	(394,259)	-0.5%	74,239	1.0%	150,947	2.0%	171,798	1.0%	(79,848)	-0.5%	2.8%	0.0%	1,357	0
Ogden	300,000	1.0%	269,000	0.9%	41,000	1.0%	44,000	1.1%	127,000	1.0%	115,000	0.1%	0.0%	0.0%	697	4
Provo	156,000	0.4%	777,000	2.0%	40,000	2.0%	0	0.0%	191,000	2.0%	0	0.0%	8.0%	N/A	781	4
Logan	0	0.0%	58,242	0.4%	16,562	1.3%	22,947	1.7%	0	0.0%	(57,583)	-1.0%	-14.5%	0.0%	0	310
Murray	326,352	2.1%	364,166	2.2%	54,564	2.2%	22,820	1.1%	55,569	1.3%	92,608	2.2%	0.0%	0.0%	332	0
Canyons	416,713	0.5%	2,500,400	3.0%	63,033	0.5%	82,353	0.7%	341,317	1.0%	838,416	3.5%	-0.4%	0.0%	1,741	0
DISTRICT TOTAL OR MEDIAN	5,973,406	0.6%	17,125,064	1.5%	841,950	0.6%	1,114,809	0.7%	3,331,299	0.5%	3,487,383	1.0%	2.8%	0.0%	26,334	331

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Ogden Preparatory Academy 68	21,429	1.0%	0	0.0%	82,000	100.0%	0	0.0%	7,731	1.0%	0	0.0%	25.0%	2.1%	51	0
American Preparatory Academy 74	1,237,630	53.3%	0	0.0%	0	0.0%	0	0.0%	936,588	48.7%	0	0.0%	0.0%	0.0%	158	0
Walden School of Liberal Arts 81	1,185	3.0%	NA	0.0%	2,000	3.3%	NA	0.0%	482	4.5%	NA	0.0%	0.0%	0.0%	38	0
Freedom Academy 82	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0.0%	0.0%	52	0
Academy for Math, Engineering & Science (AM 83	0	0.0%	22,700	1.8%	0	0.0%	0	0.0%	0	0.0%	10,830	5.8%	0.0%	0.0%	21	0
Pinnacle 86	26,000	0.0%	1,200	4.6%	60,000	0.0%	1,200	2.0%	10,098	0.0%	0	0.0%	0.0%	0.0%	0	0
City Academy 87	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	8.8%	0.0%	18	0
Soldier Hollow Charter School 89	42,130	5.7%	42,130	5.7%	(26,143)	-24.0%	(26,143)	-24.0%	0	0.0%	0	0.0%	0.0%	0.0%	0	0
Tuacahn 90	9,241	2.6%	0	0.0%	10,890	5.9%	0	0.0%	811	1.3%	0	0.0%	5.9%	0.0%	21	0
Uintah River High School 92	0	0.0%	17,097	4.0%	0	0.0%	(7,853)	-12.0%	1,390	5.0%	0	0.0%	10.0%	40.0%	0	0
John Hancock Charter School 93	3,121	1.0%	0	0.0%	2,294	1.0%	0	0.0%	1,646	1.0%	0	0.0%	0.0%	0.0%	12	0
Thomas Edison Charter School 94	0	0.0%	76,568	3.6%	0	0.0%	4,970	2.0%	0	0.0%	27,499	5.5%	-8.1%	4.8%	75	0
Timpanogos Academy Foundation 95	51,757	5.7%	0	0.0%	1,000	1.1%	0	0.0%	8,329	3.6%	0	0.0%	0.0%	0.0%	15	0
Salt Lake Arts Academy 97	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	15.8%	0.0%	0	0
Fast Forward Charter High School 98	6,350	2.0%	0	0.0%	1,625	2.0%	0	0.0%	625	2.0%	0	0.0%	0.0%	0.0%	14	0
NUAMES A1	74,537	4.0%	0	0.0%	11,050	3.2%	0	0.0%	5,600	4.2%	0	0.0%	7.6%	3.0%	18	0
The Ranches Academy A2	8,000	1.9%	49,432	7.8%	0	0.0%	5,200	6.0%	0	0.0%	15,324	7.6%	-6.5%	0.0%	15	0
DaVinci Academy A3	0	0.0%	25,750	2.1%	0	0.0%	0	0.0%	0	0.0%	(4,216)	-2.7%	3.0%	3.0%	37	0
Summit Academy A4	0	2.5%	0	0.0%	0	2.5%	0	0.0%	0	1.0%	0	0.0%	17.0%	0.0%	52	0
Itineris Early College High School A5	100,437	15.0%	0	0.0%	36,199	27.0%	0	0.0%	0	9.0%	0	0.0%	0.0%	0.0%	16	0
North Davis Preparatory Academy A6	17,765	1.0%	0	0.0%	2,957	3.0%	0	0.0%	5,967	1.0%	0	0.0%	25.0%	2.1%	42	0
Moab Charter School A7	40,385	18.0%	0	0.0%	3,000	5.0%	0	0.0%	17,868	14.0%	0	0.0%	15.8%	0.0%	9	0
East Hollywood High School A8	15,850	1.7%	0	0.0%	2,930	1.7%	0	0.0%	1,340	1.7%	0	0.0%	0.0%	0.0%	17	0
SUCCESS Academy A9	0	0.0%	11,204	6.0%	5,000	6.3%	0	0.0%	0	0.0%	2,195	3.2%	0.0%	0.0%	12	0
Utah County Academy of Sciences 1B	38,706	1.5%	0	0.0%	67,169	1.5%	0	0.0%	35,183	1.5%	0	0.0%	16.0%	0.0%	15	0
Lincoln Academy 2B	51,151	4.6%	0	0.0%	2,660	4.0%	0	0.0%	18,046	3.4%	0	0.0%	13.9%	13.3%	30	0
Beehive Science & Technology Academy 3B	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	15.7%	0.0%	15	0
Wasatch Peak Academy 4B	14,633	2.5%	\$-	0.0%	1,784	2.0%	\$-	0.0%	576	2.0%	\$-	0.0%	25.0%	2.1%	18	0
North Star Academy 5B	18,604	1.5%	0	0.0%	1,000	1.5%	0	0.0%	1,797	1.5%	0	0.0%	25.0%	2.1%	25	0
Reagan Academy 7B	33,960	3.0%	0	0.0%	21,000	10.0%	0	0.0%	3,008	3.0%	0	0.0%	0.0%	0.0%	40	0
American Leadership Academy 8B	34,506	1.0%	0	0.0%	9,000	2.0%	0	0.0%	5,400	1.0%	0	0.0%	16.0%	0.0%	87	0
Navigator Pointe 9B	98,000	7.9%	0	0.0%	0	0.0%	0	0.0%	9,211	0.5%	0	0.0%	0.0%	0.0%	34	0
Odyssey Charter School 1C	12,718	1.6%	0	0.0%	0	0.0%	0	0.0%	11,340	1.8%	0	0.0%	0.0%	0.0%	25	0
InTech Collegiate High School 2C	0	0.0%	10,368	3.0%	0	0.0%	0	0.0%	0	0.0%	2,480	7.0%	15.8%	0.0%	13	0
Entheos Academy 3C	0	0.0%	29,390	1.7%	0	0.0%	2,500	1.7%	0	0.0%	13,880	8.5%	8.3%	3.6%	54	0
Lakeview Academy 4C	95,745	6.4%	0	0.0%	73,116	32.9%	0	0.0%	4,523	0.7%	0	0.0%	15.8%	0.0%	47	0
Legacy Preparatory Academy 5C	0	0.0%	57,140	3.1%	0	0.0%	4,000	2.1%	0	0.0%	12,100	2.8%	8.0%	2.0%	56	0
Liberty Academy 6C	186,762	24.4%	0	0.0%	0	0.0%	0	0.0%	65,893	36.6%	0	0.0%	0.0%	0.0%	39	0
Monticello Academy 7C	0	0.0%	26,484	2.6%	0	0.0%	5,420	4.7%	0	0.0%	13,680	4.9%	8.0%	2.0%	41	0
Mountainville Academy 8C	0	0.0%	42,310	3.8%	0	0.0%	(29,000)	-15.4%	0	0.0%	17,150	14.4%	0.0%	0.0%	35	0
Paradigm High School 9C	398,175	8.1%	0	0.0%	(64,086)	-1.0%	0	0.0%	55,026	7.4%	0	0.0%	0.0%	0.0%	38	0
Renaissance Academy 1D	0	0.0%	29,426	2.3%	0	0.0%	10,000	11.1%	0	0.0%	20,787	6.9%	0.0%	0.0%	27	0
Channing Hall 2D	(75,518)	-5.1%	21,655	2.0%	12,592	8.8%	8,000	5.4%	26,211	4.9%	11,290	2.0%	1.0%	0.0%	36	0
Spectrum Academy 3D	0	0.0%	18,654	3.0%	0	0.0%	0	0.0%	0	0.0%	7,932	2.6%	0.0%	0.0%	38	0
Syracuse Arts Academy 4D	19,305	1.0%	0	0.0%	1,845	1.0%	0	0.0%	4,985	1.0%	0	0.0%	25.0%	2.1%	48	0
George Washington Academy 5D	0	0.0%	6,111	8.1%	0	0.0%	1,630	10.0%	0	0.0%	14,666	4.8%	0.0%	0.0%	47	0
Noah Webster Academy 6D	0	0.0%	11,458	1.6%	0	0.0%	0	0.0%	0	0.0%	(11,437)	3.2%	0.0%	0.0%	23	0
Salt Lake School for the Performing Arts 7D	17,988	6.3%	0	0.0%	6,701	6.0%	0	0.0%	4,593	3.1%	0	0.0%	4.4%	0.0%	11	0
Open Classroom 8D	11,461	1.0%	(465)	0.0%	938	1.0%	0	0.0%	898	1.0%	3,807	4.2%	2.8%	0.0%	21	0
Canyon Rim Academy 9D	32,619	3.5%	0	0.0%	8,525	6.3%	0	0.0%	9,826	2.0%	0	0.0%	0.0%	15.0%	22	0
Guadalupe Charter School 1E	13,428	4.7%	0	0.0%	2,400	3.0%	0	0.0%	10,219	3.4%	0	0.0%	0.0%	0.0%	9	0
Karl G. Maeser Academy 2E	45,487	3.2%	0	0.0%	16,308	9.0%	0	0.0%	20,968	14.2%	0	0.0%	0.0%	0.0%	31	0
C.S. Lewis Academy 3E	0	0.0%	(149)	0.0%	0	0.0%	0	0.0%	0	0.0%	(149)	0.0%	0.0%	0.0%	9	0
Dual Immersion Academy 4E	0	0.0%	12,000	1.4%	0	0.0%	0	0.0%	0	0.0%	7,000	2.6%	9.8%	0.0%	28	0
Edith Bowen 5E	0	0.0%	18,348	2.5%	1,239	1.2%	0	0.0%	6,973	2.7%	0	0.0%	0.0%	0.0%	20	0
Gateawy Preparatory Academy 7E	71,995	8.5%	0	0.0%	11,817	10.4%	0	0.0%	(11,916)	-1.9%	0	0.0%	15.8%	0.0%	30	0
Merit College Preparatory Academy 8E	88,043	13.8%	0	0.0%	0	0.0%	0	0.0%	20,342	13.8%	0	0.0%	6.1%	40.6%	17	0
Providence Hall 9E	(1,806)	-0.1%	0	0.0%	69,502	26.5%	0	0.0%	26,276	2.1%	0	0.0%	1.9%	0.0%	85	0
Quest Academy 1F	63,270	2.0%	0	0.0%	1,500	2.0%	0	0.0%	2,350	0.5%	0	0.0%	25.0%	2.1%	42	0
Rockwell Charter High School 2F	0	0.0%	13,500	2.0%	0	0.0%	0	0.0%	0	0.0%	2,000	3.0%	6.8%	0.0%	22	0

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Venture Academy	3F	0	0.0%	30,930	3.3%	0	0.0%	4,950	3.3%	0	0.0%	3,200	2.0%	6.3%	5.4%	37	0
S.L. Center for Science Education	4F	11,745	1.0%	(24,025)	-2.0%	938	1.0%	2,394	2.4%	1,203	1.0%	1,547	1.3%	2.8%	0.0%	23	0
Utah Virtual Academy	5F	521,328	-0.3%	0	0.0%	106,417	5.9%	0	0.0%	118,115	1.8%	0	0.0%	0.0%	0.0%	54	0
Early Light Academy	6F	33,947	3.0%	0	0.0%	3,155	2.0%	0	0.0%	852	2.5%	0	0.0%	25.0%	2.1%	34	0
Excelsior Academy	7F	(72,299)	-6.5%	0	0.0%	30,491	17.3%	0	0.0%	147,246	23.4%	0	0.0%	0.0%	0.0%	29	0
Hawthorn Academy	8F	28,289	2.5%	\$-	0.0%	3,155	2.0%	\$-	0.0%	853	2.0%	\$-	0.0%	25.0%	2.1%	38	0
Mountain Heights Academy	9F	194,675	29.9%	0	0.0%	13,050	18.0%	0	0.0%	46,586	41.3%	0	0.0%	7.5%	0.0%	25	0
Oquirrh Mountain Charter School, DBA Jeffers	1G	23,015	2.0%	\$-	0.0%	1,705	2.0%	\$-	0.0%	570	2.0%	\$-	0.0%	25.0%	2.1%	35	0
Vista at Entrada	2G	119,355	7.5%	0	0.0%	13,339	10.0%	0	0.0%	65,307	11.8%	0	0.0%	0.0%	0.0%	46	0
Bear River Charter School	3G	0	0.0%	6,807	3.8%	0	0.0%	0	0.0%	0	0.0%	1,223	0.5%	8.5%	2.0%	12	0
Maria Montessori Academy	4G	16,511	2.0%	0	0.0%	65,000	100.0%	0	0.0%	3,878	2.0%	0	0.0%	25.0%	2.1%	20	0
Quail Run Primary School dba Canyon Grove	5G	(20,950)	-2.6%	0	0.0%	(10,108)	-14.4%	0	0.0%	(43,628)	-6.4%	0	0.0%	0.0%	0.0%	18	0
Weilenmann School of Discovery	6G	(26,144)	-1.7%	0	0.0%	42,531	31.4%	0	0.0%	(7,778)	-1.6%	0	0.0%	9.5%	3.0%	34	0
Summit Academy High School	7G	0	2.5%	0	0.0%	0	2.5%	0	0.0%	0	0.0%	0	0.0%	17.0%	0.0%	29	0
Good Foundations Academy	8G	0	0.0%	(8,557)	-1.0%	0	0.0%	0	0.0%	0	0.0%	17,085	10.3%	1.0%	0.0%	25	0
Allianza Academy	2G	0	0.0%	17,518	3.0%	0	0.0%	0	0.0%	0	0.0%	4,754	1.9%	12.0%	0.0%	11	0
Utah Connections Academy	2H	0	0.0%	0	0.0%	0	1.2%	0	0.0%	0	2.7%	0	0.0%	0.0%	0.0%	0	0
Endeavor Hall	3H	192,761	21.8%	0	0.0%	4,020	3.0%	0	0.0%	185,301	13.4%	0	0.0%	5.6%	5.8%	26	0
Aristotle Academy	4H	15,645	18.5%	0	0.0%	15,000	25.0%	0	0.0%	0	0.0%	0	0.0%	10.4%	0.0%	10	0
HighMark Charter School	5H	16,452	2.0%	0	0.0%	12,000	2.0%	0	0.0%	2,240	2.0%	0	0.0%	25.0%	2.1%	34	0
Promontory School of Expeditionary Learning	6H	0	0.0%	14,850	2.3%	0	0.0%	0	0.0%	0	0.0%	3,622	1.6%	5.0%	0.0%	22	0
Pacific Heritage Academy	7H	91,856	14.3%	0	0.0%	39,176	30.5%	0	0.0%	6,893	9.5%	0	0.0%	0.0%	0.0%	15	0
Valley Academy	8H	12,000	2.0%	500	2.0%	0	0.0%	0	0.0%	5,000	5.0%	0	0.0%	0.0%	0.0%	24	0
Pioneer High School	9H	DNR*	DNR*	DNR*	DNR*	DNR*	DNR*	DNR*	DNR*	DNR*	DNR*	DNR*	DNR*	DNR*	DNR*	DNR*	DNR*
Utah International Charter School	1I	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0.0%	0.0%	9	0
Leadership Learning Academy	3I	742,178	100.0%	0	0.0%	68,000	100.0%	0	0.0%	222,073	100.0%	0	0.0%	100.0%	100.0%	11	0
Career Path High	9I	146,000	100.0%	0	0.0%	190,700	100.0%	0	0.0%	0	0.0%	0	0.0%	100.0%	100.0%	4	0
CHARTER TOTAL OR MEDIAN		4,971,414	1.3%	580,334	0.0%	1,038,381	1.2%	(12,732)	0.0%	2,084,914	1.0%	0	0.0%	3.7%	0.0%	2,489	0
ALL LEA TOTAL OR MEDIAN		10,944,820	1.0%	17,705,398	0.0%	1,880,330	1.0%	1,102,077	0.0%	5,416,213	1.0%	0	0.0%	3.0%	0.0%	28,824	331

*Did Not Report