

Utah State Office of Education  
Wage and Benefit Adjustment Summary by Employee Classification for School Districts and Charter Schools  
Fiscal Year 2015

School & Wage Benefit Adjustments (Negotiations) Report Summary Utah State Code 53A-1-301(3)(d)(vi) Fiscal Year 2015		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				
Ogden Preparatory Academy	68	197,123	9.0%	-	0.0%	21,421	8.0%	-	0.0%	61,585	9.0%	-	0.0%	13.3%	0.0%	55	-
American Preparatory Academy	74	1,496,524	41.7%	-	0.0%	190,642	34.5%	-	0.0%	558,856	59.7%	-	0.0%	9.1%	0.0%	20	-
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	-
Freedom Preparatory Academy	82	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	0.0%	0.0%	55	-
Academy for Math, Engineering & Science (AMES)	83	-	0.0%	2,991	0.3%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	9.9%	8.0%	21	-
Pinnacle Canyon Academy	86	26,000	0.0%	-	0.0%	60,000	0.0%	-	0.0%	12,273	17.7%	-	0.0%	0.0%	0.0%	30	-
City Academy	87	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	9.9%	-3.0%	18	-
Soldier Hollow Charter School	89	(115,032)	14.1%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	0.0%	0.0%	14	-
Tuacahn High School for the Performing Arts	90	1,220	3.0%	-	0.0%	1,480	3.0%	-	0.0%	1,217	3.0%	-	0.0%	0.0%	0.0%	25	-
Uintah River High School	92	-	0.0%	17,097	4.1%	-	0.0%	(14,938)	-33.0%	1,459	4.8%	-	0.0%	10.0%	10.0%	-	-
John Hancock Charter School	93	2,942	4.2%	-	0.0%	3,939	4.0%	-	0.0%	2,288	4.0%	-	0.0%	0.0%	0.0%	12	-
Thomas Edison Charter School	94	-	0.0%	86,881	3.3%	-	0.0%	9,801	4.4%	-	0.0%	7,500	5.1%	-1.2%	0.0%	74	-
Timpanogos Academy	95	91,567	9.0%	-	0.0%	1,810	2.0%	-	0.0%	19,346	8.0%	-	0.0%	0.0%	0.0%	38	-
Salt Lake Arts Academy	97	(64,356)	-6.5%	109,725	2.8%	23,399	20.0%	1,561	1.5%	(45,520)	-16.0%	38,769	1.5%	23.0%	0.0%	19	-
Fast Forward Charter High School	98	15,245	3.0%	-	0.0%	1,800	3.0%	-	0.0%	1,029	3.0%	-	0.0%	0.0%	0.0%	15	-
Northern Utah Academy for Math, Engineering & Science	A1	236,590	21.0%	-	0.0%	18,000	5.0%	-	0.0%	(28,393)	-18.0%	-	0.0%	11.0%	0.0%	-	-
The Ranches Academy	A2	-	0.0%	25,929	3.3%	-	0.0%	5,850	5.8%	-	0.0%	2,000	3.0%	-8.5%	-7.4%	16	-
DaVinci Academy of Science & the Arts	A3	-	0.0%	54,000	3.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	0.0%	0.0%	49	-
Summit Academy	A4	-	2.5%	-	0.0%	-	3.0%	-	0.0%	-	1.0%	-	0.0%	0.0%	0.0%	78	-
Itineris Early College High School	A5	45,942	5.4%	-	0.0%	1,573	1.0%	-	0.0%	9,340	8.9%	-	0.0%	0.0%	0.0%	19	-
North Davis Preparatory Academy	A6	130,622	7.0%	-	0.0%	82,573	40.0%	-	0.0%	(106,783)	-18.0%	-	0.0%	13.3%	0.0%	43	-
Moab Charter School	A7	24,321	8.0%	-	0.0%	(5,665)	-8.0%	-	0.0%	(7,253)	-9.0%	-	0.0%	5.5%	-2.8%	11	-
East Hollywood High School	A8	16,838	2.0%	-	0.0%	3,200	2.0%	-	0.0%	1,785	2.0%	-	0.0%	0.0%	0.0%	16	-
SUCCESS Academy	A9	-	0.0%	14,765	4.3%	-	0.0%	-	0.0%	-	0.0%	1,079	3.3%	0.0%	0.0%	12	-
Utah County Academy of Sciences	1B	(3,969)	-1.0%	-	0.0%	5,566	2.0%	-	0.0%	1,344	2.0%	-	0.0%	0.0%	0.0%	14	-
Lincoln Academy	2B	211	0.5%	-	0.0%	1,552	2.4%	-	0.0%	(1,435)	-8.5%	-	0.0%	6.1%	15.0%	40	-
Beehive Science & Technology Academy	3B	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-16.0%	0.0%	17	-
Wasatch Peak Academy	4B	21,198	3.0%	-	0.0%	(8,708)	-10.0%	-	0.0%	(8,177)	-2.0%	-	0.0%	13.3%	0.0%	20	-
North Star Academy	5B	118,120	11.0%	-	0.0%	40,314	44.0%	-	0.0%	(121,138)	-36.0%	-	0.0%	13.3%	0.0%	26	-
Ronald Reagan Academy	7B	31,767	2.8%	-	0.0%	13,500	6.5%	-	0.0%	2,347	3.0%	-	0.0%	0.0%	0.0%	37	-
American Leadership Academy	8B	365,000	1.0%	-	0.0%	32,000	1.0%	-	0.0%	47,000	1.0%	-	0.0%	9.9%	0.0%	81	-
Navigator Pointe Academy	9B	(90,370)	-7.0%	-	0.0%	-	0.0%	-	0.0%	122,663	25.0%	-	0.0%	9.0%	1.5%	30	-
Odyssey Charter School	1C	34,000	3.6%	-	0.0%	-	0.0%	-	0.0%	9,350	2.4%	-	0.0%	0.0%	0.0%	24	-
InTech Collegiate High School	2C	270	0.9%	768	1.8%	2,052	2.3%	-	0.0%	240	0.9%	-	0.0%	9.9%	-3.0%	11	-
Entheos Academy	3C	-	0.0%	13,258	0.8%	-	0.0%	4,625	3.2%	-	0.0%	17,242	2.3%	0.0%	0.0%	48	-
Lakeview Academy	4C	113,209	7.0%	-	0.0%	62	0.0%	-	0.0%	68,721	10.0%	-	0.0%	0.0%	0.0%	48	-
Legacy Preparatory Academy	5C	-	0.0%	64,289	0.0%	-	0.0%	6,000	0.0%	-	0.0%	7,396	0.0%	10.6%	15.1%	54	-
Liberty Academy	6C	(82,483)	-9.4%	-	0.0%	-	0.0%	-	0.0%	31,443	8.1%	-	0.0%	12.5%	0.0%	3	-
Monticello Academy	7C	-	0.0%	23,000	1.6%	-	0.0%	3,000	1.4%	-	0.0%	(9,000)	-1.9%	-12.0%	0.0%	36	-
Mountainville Academy	8C	-	0.0%	61,278	6.0%	-	0.0%	7,000	5.8%	-	0.0%	14,320	10.9%	-20.2%	9.3%	38	-
Paradigm High School	9C	(106,992)	-9.9%	-	0.0%	(91,081)	-7.5%	-	0.0%	(76,836)	-8.2%	-	0.0%	0.0%	0.0%	22	-
Renaissance Academy	1D	-	0.0%	59,400	3.3%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	0.0%	0.0%	36	-
Channing Hall	2D	146,800	10.5%	-	0.0%	5,100	3.3%	-	0.0%	(9,165)	-1.7%	-	0.0%	-1.1%	0.0%	38	-
Spectrum Academy	3D	-	0.0%	21,396	3.0%	6,500	4.0%	-	0.0%	-	0.0%	9,102	2.7%	0.0%	0.0%	65	-
Syracuse Arts Academy	4D	44,247	2.0%	-	0.0%	20,557	6.0%	-	0.0%	63,074	19.0%	-	0.0%	13.3%	0.0%	54	-
George Washington Academy	5D	-	0.0%	55,755	3.0%	-	0.0%	-	0.0%	-	0.0%	500	1.0%	-7.0%	0.0%	49	-
Noah Webster Academy	6D	-	0.0%	16,446	2.2%	-	0.0%	15,982	1.5%	-	0.0%	30,121	-6.0%	0.0%	0.0%	23	-
Salt Lake School of Performing Arts	7D	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	0.0%	0.0%	-	-
Open Classroom	8D	1,141,547	1.0%	6,393	0.6%	95,680	1.0%	459	0.5%	83,206	1.0%	483	0.6%	3.0%	0.0%	21	-
Canyon Rim Academy	9D	20,050	2.5%	-	0.0%	4,468	3.0%	-	0.0%	6,196	3.0%	-	0.0%	0.0%	0.0%	27	-
Guadalupe School	1E	35,500	10.6%	-	0.0%	13,000	15.9%	-	0.0%	40,341	13.2%	-	0.0%	0.0%	0.0%	16	-
Karl G. Maeser Preparatory Academy	2E	(349,130)	-25.0%	-	0.0%	1,582	1.0%	-	0.0%	16,500	8.0%	-	0.0%	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%	13	-
Dual Immersion Academy	4E	-	0.0%	19,000	2.6%	-	0.0%	5,000	3.1%	-	0.0%	3,488	3.9%	0.0%	0.0%	22	-
Edith Bowen Laboratory School	5E	25,037	3.6%	-	0.0%	4,300	4.3%	-	0.0%	10,824	4.9%	-	0.0%	0.0%	0.0%	22	-
Gateway Preparatory Academy	7E	51,612	5.0%	-	0.0%	(40,401)	-32.0%	-	0.0%	57,833	9.0%	-	0.0%	1.0%	0.0%	29	-
Merit College Preparatory Academy	8E	(6,725)	-0.9%	-	0.0%	1,300	0.6%	-	0.0%	34,638	12.4%	-	0.0%	0.0%	0.0%	20	-
Providence Hall	9E	4,155,765	45.0%	-	0.0%	399,800	17.0%	-	0.0%	1,562,054	7.0%	-	0.0%	0.0%	0.0%	119	-
Quest Academy	1F	21,277	1.0%	-	0.0%	24,406	12.0%	-	0.0%	118,687	29.0%	-	0.0%	13.3%	0.0%	39	-
Rockwell Charter High School	2F	-	0.0%	21,099	3.1%	-	0.0%	4,000	2.7%	-	0.0%	6,735	11.0%	8.6%	6.1%	25	-
Venture Academy	3F	-	0.0%	42,436	3.3%	-	0.0%	4,500	5.0%	-	0.0%	20,805	17.5%	-9.1%	0.0%	35	-
Salt Lake Center for Science Education	4F	1,309,327	1.0%	7,332	0.6%	105,901	1.0%	508	0.5%	134,914	1.0%	783	0.6%	3.0%	0.0%	23	-
Utah Virtual Academy	5F	2,423,066	-6.9%	-	0.0%	300,750	-6.9%	-	0.0%	95,000	-6.9%	-	0.0%	0.0%	0.0%	79	-

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		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				
The Early Light Academy at Daybreak	6F	(11,041)	-1.0%	-	0.0%	(20,226)	-16.0%	-	0.0%	39,130	10.0%	-	0.0%	13.3%	0.0%	30	-
Excelsior Academy	7F	5,723	0.5%	Not Applicable	Not Applicable	(48,000)	-40.0%	-	0.0%	142,053	18.1%	-	0.0%	0.0%	0.0%	29	-
Hawthorn Academy	8F	100,262	8.0%	-	0.0%	10,204	5.0%	-	0.0%	105,511	37.0%	-	0.0%	13.3%	0.0%	41	-
Mountain Heights Academy	9F	(15,948)	-2.0%	-	0.0%	1,892	1.0%	-	0.0%	22,994	18.0%	-	0.0%	13.3%	0.0%	24	-
Jefferson Academy	1G	(396,249)	-31.0%	-	0.0%	(71,227)	-48.0%	-	0.0%	38,040	15.0%	-	0.0%	13.3%	0.0%	24	-
Vista at Entrada School of Performing Arts & Technology	2G	57,866	3.0%	-	0.0%	2,987	2.3%	-	0.0%	18,561	3.0%	-	0.0%	-2.2%	0.0%	49	-
Bear River Charter School	3G	-	0.0%	9,335	3.5%	-	0.0%	-	0.0%	-	0.0%	1,000	3.2%	11.3%	1.0%	11	-
Maria Montessori Academy	4G	219,148	26.0%	-	0.0%	10,284	9.0%	-	0.0%	4,296	1.0%	-	0.0%	13.3%	0.0%	24	-
Canyon Grove Academy	5G	25,028	4.0%	-	0.0%	(4,538)	-3.0%	-	0.0%	161,155	77.0%	-	0.0%	0.0%	0.0%	23	-
Weilenmann School of Discovery	6G	117,547	5.5%	-	0.0%	(14,653)	-9.8%	-	0.0%	34,410	6.1%	-	0.0%	1.0%	3.0%	39	-
Summit Academy High School	7G	-	2.5%	-	0.0%	-	3.0%	-	0.0%	-	0.0%	-	0.0%	0.0%	0.0%	29	-
Good Foundations Academy	8G	-	0.0%	49,630	5.9%	-	0.0%	1,000	1.4%	10,092	5.1%	-	0.0%	0.0%	0.0%	25	-
Alianza Academy	9G	-	0.0%	(33,922)	-8.0%	-	0.0%	-	0.0%	-	0.0%	19,819	5.0%	-11.2%	0.0%	13	-
Utah Connections Academy	2H	142,977	23.2%	-	0.0%	62,087	32.8%	-	0.0%	1,270	2.2%	-	0.0%	21.2%	18.0%	12	-
Endeavor Hall	3H	(20,040)	-1.5%	-	0.0%	16,850	13.5%	-	0.0%	30,263	6.9%	-	0.0%	0.0%	0.0%	32	-
Aristotle Academy	4H	11,341	2.8%	-	0.0%	-	0.0%	-	0.0%	2,508	2.5%	-	0.0%	0.0%	0.0%	-	-
HighMark Charter School	5H	139,832	12.0%	-	0.0%	(6,496)	45.0%	-	0.0%	93,306	45.0%	-	0.0%	13.3%	0.0%	34	-
Promontory School of Expeditionary Learning	6H	-	0.0%	16,446	2.2%	-	0.0%	15,982	1.5%	-	0.0%	30,121	-6.0%	7.8%	0.0%	19	-
Pacific Heritage Academy	7H	162,553	22.0%	-	0.0%	-	0.0%	-	0.0%	(4,633)	-2.0%	-	0.0%	0.0%	0.0%	21	-
Valley Academy	8H	-	0.0%	15,416	2.0%	-	0.0%	-	0.0%	-	0.0%	5,000	10.0%	0.0%	0.0%	25	-
Pioneer High School for the Performing Arts	9H	186,563	52.8%	-	0.0%	-	0.0%	-	0.0%	4,136	2.1%	-	0.0%	0.0%	0.0%	-	-
Utah International Charter School	1I	4,560	2.0%	-	0.0%	1,200	2.0%	-	0.0%	-	0.0%	-	0.0%	0.0%	0.0%	10	-
Esperanza Elementary Charter School	2I	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	0.0%	0.0%	17	-
Leadership Learning Academy	3I	147,833	20.0%	-	0.0%	34,565	49.0%	-	0.0%	(4,441)	-2.0%	-	0.0%	13.3%	0.0%	16	-
Mana Academy Charter School	4I	7,200	1.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	0.0%	0.0%	15	-
Voyage Academy	5I	-	0.0%	17,400	2.3%	-	0.0%	14,500	11.6%	-	0.0%	7,164	2.0%	-22.0%	0.0%	23	-
Wasatch Institute of Technology	6I	-	0.0%	15,416	2.0%	-	0.0%	-	0.0%	-	0.0%	5,000	10.0%	0.0%	0.0%	25	-
Weber State University Charter Academy	7I	-	0.0%	15,416	2.0%	-	0.0%	-	0.0%	-	0.0%	5,000	10.0%	0.0%	0.0%	25	-
Winter Sports School	8I	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	0.0%	0.0%	-	-
Utah Career Path High	9I	64,286	27.0%	-	0.0%	42,383	35.0%	-	0.0%	29,683	39.0%	-	0.0%	11.8%	0.0%	8	-
American International School of Utah	1J	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	0.0%	0.0%	35	-
Ascent Academies of Utah	2J	1,920,300	100.0%	-	0.0%	279,769	100.0%	-	0.0%	494,596	100.0%	-	0.0%	11.8%	0.0%	18	-
Dixie Montessori Academy	3J	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	0.0%	0.0%	-	-
Kairos Academy	4J	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	0.0%	0.0%	-	-
Mountain West Montessori Academy	5J	734,703	100.0%	-	0.0%	139,333	100.0%	-	0.0%	213,210	100.0%	-	0.0%	11.8%	0.0%	18	-
Scholar Academy	6J	716,910	100.0%	-	0.0%	95,833	100.0%	-	0.0%	390,553	100.0%	-	0.0%	100.0%	100.0%	19	-
Greenwood Academy	7J	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	0.0%	0.0%	-	-
Terra Academy	8J	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	0.0%	0.0%	-	-
MyOptions	9J	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	0.0%	0.0%	-	-
Vanguard Academy	1K	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	0.0%	0.0%	-	-
Utah Military Academy	2K	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	0.0%	0.0%	-	-
Roots Charter High School	3K	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	0.0%	0.0%	-	-
Athenian Academy	4K	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	0.0%	0.0%	-	-
<b>CHARTER TOTAL OR MEDIAN</b>		<b>15,846,420</b>	<b>655%</b>	<b>828,375</b>	<b>64%</b>	<b>1,876,619</b>	<b>572%</b>	<b>84,831</b>	<b>17%</b>	<b>4,598,031</b>	<b>745%</b>	<b>224,426</b>	<b>90%</b>	<b>391%</b>	<b>171%</b>	<b>2,747</b>	<b>-</b>
<b>ALL LEA TOTAL OR MEDIAN</b>		<b>27,214,387</b>	<b>703%</b>	<b>19,575,219</b>	<b>137%</b>	<b>3,496,905</b>	<b>649%</b>	<b>1,223,044</b>	<b>156%</b>	<b>8,972,148</b>	<b>802%</b>	<b>5,428,544</b>	<b>167%</b>	<b>525%</b>	<b>180%</b>	<b>29,726</b>	<b>5</b>

\*Did Not Report