

Utah State Office of Education  
 Wage and Benefit Adjustment Summary by Employee Classification for School Districts and Charter Schools  
 Fiscal Year 2017

School & Wage Benefit Adjustments (Negotiations) Report Summary	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					
Utah State Code 53A-1-301(3)(d)(vi) <b>Fiscal Year 2017</b>																	
Ogden Preparatory Academy	68	-	0.0%	112,594	6.2%	-	0.0%	22,246	7.4%	-	0.0%	5,531	4.1%	-7.0%	-2.0%	59	-
American Preparatory Academy	74	196,347	3.3%	-	0.0%	205,989	16.7%	-	0.0%	104,041	2.4%	-	0.0%	20.3%	54.1%	200	-
Walden School of Liberal Arts	81	974	3.0%	-	0.0%	6,000	12.0%	-	0.0%	1,440	4.0%	-	0.0%	0.0%	0.0%	46	-
Freedom Preparatory Academy	82	577,690	19.0%	-	0.0%	66,000	18.0%	-	0.0%	(112,519)	-15.0%	-	0.0%	17.8%	0.0%	77	-
Academy for Math, Engineering & Science (AMES)	83	11,236	1.0%	38,571	3.4%	1,742	1.0%	1,790	1.0%	700	1.0%	-	0.0%	0.0%	0.0%	27	-
Pinnacle Canyon Academy	86	(95,525)	-28.0%	-	0.0%	(27,000)	-22.2%	-	0.0%	32,000	-16.4%	-	0.0%	0.0%	0.0%	24	-
City Academy	87	12,000	2.9%	-	0.0%	-	0.0%	-	0.0%	2,655	2.2%	-	0.0%	8.1%	3.4%	14	-
Soldier Hollow Charter School	89	24,057	3.4%	-	0.0%	(18,720)	-13.5%	-	0.0%	12,397	13.1%	-	0.0%	19.5%	1.0%	16	-
Tuacahn High School for the Performing Arts	90	2,500	3.0%	-	0.0%	6,100	3.0%	-	0.0%	2,563	3.0%	-	0.0%	7.5%	2.5%	28	-
Uintah River High School	92	-	0.0%	(31,931)	-7.3%	-	0.0%	2,612	4.2%	-	0.0%	-	0.0%	10.0%	10.0%	10	-
John Hancock Charter School	93	20,552	3.0%	-	0.0%	3,400	3.0%	-	0.0%	1,977	3.0%	-	0.0%	0.0%	0.0%	13	-
Thomas Edison Charter School	94	-	0.0%	93,071	3.3%	-	0.0%	9,717	2.3%	-	0.0%	18,348	9.5%	9.8%	0.5%	69	-
Timpanogos Academy	95	60,393	1.1%	-	0.0%	2,825	1.0%	-	0.0%	2,756	1.0%	-	0.0%	0.0%	0.0%	24	-
Salt Lake Arts Academy	97	105,648	11.0%	56,168	2.8%	4,744	3.0%	4,744	2.8%	32,722	12.0%	20,044	2.8%	0.0%	0.0%	18	-
Fast Forward Charter High School	98	17,373	3.0%	-	0.0%	2,163	3.0%	-	0.0%	1,075	3.0%	-	0.0%	15.0%	0.0%	17	-
Northern Utah Academy for Math, Engineering & Science	A1	200,650	12.6%	-	0.0%	97,500	25.7%	-	0.0%	3,410	3.1%	-	0.0%	-20.6%	3.0%	36	-
The Ranches Academy	A2	-	0.0%	20,197	2.4%	-	0.0%	-	0.0%	-	0.0%	13,519	4.6%	0.0%	0.0%	17	-
DaVinci Academy of Science & the Arts	A3	-	0.0%	74,542	2.4%	-	0.0%	108,975	10.0%	-	0.0%	98,860	5.0%	12.9%	2.2%	104	-
Summit Academy	A4	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	0.0%	0.0%	-	-
Itineris Early College High School	A5	42,386	5.6%	-	0.0%	(58,115)	-15.9%	-	0.0%	(6,785)	-3.9%	-	0.0%	1.4%	1.0%	17	-
North Davis Preparatory Academy	A6	158,044	8.0%	-	0.0%	199,496	205.0%	-	0.0%	16,640	3.0%	-	0.0%	2.9%	0.0%	87	-
Moab Charter School	A7	(23,959)	-7.3%	-	0.0%	(12,195)	-14.9%	-	0.0%	73,927	58.7%	-	0.0%	7.9%	3.0%	9	-
East Hollywood High School	A8	19,663	3.0%	-	0.0%	3,904	3.0%	-	0.0%	1,720	3.0%	-	0.0%	15.0%	0.0%	18	-
SUCCESS Academy	A9	46,581	18.0%	11,756	52.0%	12,644	10.0%	-	0.0%	41,712	23.0%	5,585	4.0%	37.0%	31.0%	15	-
Utah County Academy of Sciences	1B	-	0.0%	29,971	4.0%	-	0.0%	14,630	4.0%	-	0.0%	5,018	4.0%	0.0%	0.0%	15	-
Lincoln Academy	2B	1,088	2.7%	-	0.0%	1,847	2.4%	-	0.0%	2,486	12.1%	-	0.0%	10.4%	-13.4%	41	-
Beehive Science & Technology Academy	3B	20,995	3.0%	-	0.0%	14,807	5.8%	-	0.0%	2,250	3.0%	-	0.0%	13.4%	0.0%	15	-
Wasatch Peak Academy	4B	13,081	2.0%	-	0.0%	3,411	4.0%	-	0.0%	14,202	4.0%	-	0.0%	8.1%	4.0%	45	-
North Star Academy	5B	47,776	5.0%	-	0.0%	42,797	45.0%	-	0.0%	27,082	8.0%	-	0.0%	7.3%	0.0%	57	-
Ronald Reagan Academy	7B	39,769	3.8%	-	0.0%	(25,000)	-11.0%	-	0.0%	9,627	3.5%	-	0.0%	9.8%	0.0%	37	-
American Leadership Academy	8B	161,116	5.0%	-	0.0%	16,000	3.0%	-	0.0%	10,000	3.0%	-	0.0%	2.0%	0.0%	94	-
Navigator Pointe Academy	9B	75,426	5.9%	-	0.0%	(39,547)	-22.6%	-	0.0%	142,350	25.1%	-	0.0%	6.5%	-3.0%	33	-
Odyssey Charter School	1C	30,847	3.5%	-	0.0%	3,823	7.0%	-	0.0%	5,670	0.0%	-	0.0%	17.2%	0.0%	23	-
InTech Collegiate High School	2C	11,287	2.8%	5,520	3.1%	2,658	2.8%	-	0.0%	146	2.8%	-	0.0%	2.1%	3.3%	13	-
Entheos Academy	3C	-	0.0%	124,458	45.5%	-	0.0%	131,737	48.1%	-	0.0%	17,470	6.4%	5.0%	0.0%	48	-
Lakeview Academy	4C	174,386	9.9%	-	0.0%	(16,851)	-4.7%	-	0.0%	153,723	21.6%	-	0.0%	9.4%	5.3%	50	-
Legacy Preparatory Academy	5C	-	0.0%	187,777	10.4%	-	0.0%	17,875	8.8%	-	0.0%	43,280	28.1%	22.2%	4.0%	54	-
Monticello Academy	7C	-	0.0%	54,296	5.5%	-	0.0%	5,000	7.8%	-	0.0%	600	1.3%	7.9%	17.3%	37	-
Mountainville Academy	8C	-	0.0%	55,381	5.6%	-	0.0%	9,600	5.8%	-	0.0%	6,260	2.6%	7.9%	0.0%	36	-
Paradigm High School	9C	(18,218)	-1.3%	-	15.0%	24,441	8.1%	-	15.0%	(66,560)	-17.1%	-	15.0%	5.0%	0.0%	34	-
Renaissance Academy	1D	(94,108)	-5.0%	-	0.0%	82,809	29.0%	-	0.0%	-	0.0%	-	0.0%	15.0%	3.0%	39	-
Channing Hall	2D	132,551	8.8%	-	0.0%	8,093	4.8%	-	0.0%	(35,889)	-5.8%	-	0.0%	12.0%	0.0%	38	-
Spectrum Academy	3D	89,332	3.1%	97,545	2.8%	34,521	6.5%	-	0.0%	47,560	4.2%	-	0.0%	0.0%	0.0%	86	-
Syracuse Arts Academy	4D	351,415	12.0%	-	0.0%	48,399	11.0%	-	0.0%	331,810	50.0%	-	0.0%	10.3%	0.0%	108	-
George Washington Academy	5D	-	0.0%	62,062	3.4%	-	0.0%	8,421	3.4%	-	0.0%	-	0.0%	14.0%	0.0%	44	-
Noah Webster Academy	6D	183,297	23.9%	-	0.0%	10,182	3.7%	-	0.0%	1,624	36.0%	-	0.0%	11.1%	-5.0%	25	-
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%	13	-
Open Classroom	8D	23,100	2.0%	6,500	0.6%	2,000	2.0%	500	0.5%	700	2.0%	200	0.5%	1.0%	0.0%	21	-
Canyon Rim Academy	9D	96,172	9.8%	-	0.0%	(68,465)	-42.0%	-	0.0%	7,148	4.6%	-	0.0%	14.5%	0.0%	21	-
Guadalupe School	1E	(7,681)	-1.2%	-	0.0%	(31,500)	-37.1%	-	0.0%	39,479	6.0%	-	0.0%	12.7%	0.0%	16	-
Karl G. Maeser Preparatory Academy	2E	86,844	1.1%	-	0.0%	17,241	1.1%	-	0.0%	12,710	1.0%	-	0.0%	0.0%	0.0%	41	-
C.S. Lewis Academy	3E	-	0.0%	13,554	5.0%	-	0.0%	-	0.0%	-	0.0%	3,000	5.0%	0.0%	0.0%	14	-
Dual Immersion Academy	4E	-	0.0%	64,346	91.0%	-	0.0%	5,500	7.7%	-	0.0%	4,720	6.6%	6.5%	8.0%	15	-
Edith Bowen Laboratory School	5E	12,169	1.1%	-	0.0%	1,983	1.2%	-	0.0%	7,087	2.9%	-	0.0%	0.0%	0.0%	24	-
Gateway Preparatory Academy	7E	18,207	1.6%	-	0.0%	3,829	1.4%	-	0.0%	103,859	17.1%	-	0.0%	12.6%	4.8%	30	-
Merit College Preparatory Academy	8E	27,643	3.0%	-	0.0%	(4,236)	-2.0%	-	0.0%	56,216	19.2%	-	0.0%	7.0%	6.6%	24	-
Providence Hall	9E	244,244	5.1%	-	0.0%	106,442	12.9%	-	0.0%	312,611	22.8%	-	0.0%	0.0%	0.0%	142	-
Quest Academy	1F	85,936	5.0%	-	0.0%	667	0.0%	-	0.0%	(4,719)	-1.0%	-	0.0%	0.0%	0.0%	76	-
Rockwell Charter High School	2F	-	0.0%	29,377	4.0%	-	0.0%	12,053	4.0%	-	0.0%	2,258	4.0%	4.0%	0.0%	19	-
Venture Academy	3F	-	0.0%	49,900	3.2%	-	0.0%	11,875	5.0%	-	0.0%	4,750	4.4%	7.9%	-13.4%	42	-
Salt Lake Center for Science Education	4F	27,500	2.0%	7,700	0.6%	1,800	2.0%	400	0.5%	700	2.0%	200	0.5%	1.0%	0.0%	23	-
Utah Virtual Academy	5F	1,480	4.5%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	0.0%	0.0%	70	-
The Early Light Academy at Daybreak	6F	138,021	9.0%	-	0.0%	95,934	59.0%	-	0.0%	139,031	24.0%	-	0.0%	6.8%	0.0%	77	-
Excelsior Academy	7F	(26,991)	-2.3%	-	0.0%	(7,189)	-3.0%	-	0.0%	66,829	8.6%	-	0.0%	2.2%	0.0%	27	-
Hawthorn Academy	8F	198,910	9.0%	-	0.0%	17,692	6.0%	-	0.0%	74,221	14.0%	-	0.0%	17.6%	0.0%	84	-

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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								
Utah State Code 53A-1-301(3)(d)(vi) <b>Fiscal Year 2017</b>																				
Mountain Heights Academy	9F	106,968	10.0%	-	0.0%	90,530	53.0%	-	0.0%	27,593	13.0%	-	0.0%	0.0%	0.0%	38	-			
Jefferson Academy	1G	47,014	5.0%	-	0.0%	2,125	3.0%	-	0.0%	(6,844)	-2.0%	-	0.0%	7.2%	0.0%	46	-			
Vista at Entrada School of Performing Arts & Technology	2G	89,056	4.9%	-	0.0%	21,722	8.7%	-	0.0%	41,726	6.7%	-	0.0%	0.0%	0.0%	50	-			
Bear River Charter School	3G	-	0.0%	9,018	4.0%	-	0.0%	2,920	4.0%	-	0.0%	2,500	7.7%	4.0%	5.1%	14	-			
Maria Montessori Academy	4G	103,840	9.0%	-	0.0%	110,916	128.0%	-	0.0%	(36,231)	-7.0%	-	0.0%	20.2%	0.0%	62	-			
Canyon Grove Academy	5G	55,550	8.7%	-	0.0%	5,087	4.4%	-	0.0%	639,322	2.0%	-	0.0%	0.0%	0.0%	22	-			
Weilenmann School of Discovery	6G	(21,570)	-1.3%	-	0.0%	51,669	21.1%	-	0.0%	7,940	1.5%	-	0.0%	3.0%	0.0%	38	-			
Summit Academy High School	7G	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	0.0%	0.0%	-	-			
Good Foundations Academy	8G	-	0.0%	71,147	8.8%	-	0.0%	2,400	3.9%	-	0.0%	2,600	4.4%	5.4%	0.8%	26	-			
Utah Connections Academy	2H	142,881	17.4%	-	0.0%	6,736	2.6%	-	0.0%	13,277	14.7%	-	0.0%	0.0%	0.0%	29	-			
Endeavor Hall	3H	139,395	11.0%	-	0.0%	6,915	2.1%	-	0.0%	112,535	31.4%	-	0.0%	7.0%	4.0%	31	-			
Aristotle Academy	4H	10,000	4.3%	-	0.0%	-	0.0%	-	0.0%	1,000	3.0%	-	0.0%	12.8%	0.0%	7	-			
HighMark Charter School	5H	52,335	4.0%	-	0.0%	17,167	29.0%	-	0.0%	78,168	29.0%	-	0.0%	3.7%	0.0%	56	-			
Promontory School of Expeditionary Learning	6H	-	0.0%	42,780	6.3%	-	0.0%	12,300	10.5%	-	0.0%	2,357	2.7%	6.1%	4.0%	23	-			
Pacific Heritage Academy	7H	83,081	12.5%	-	0.0%	(5,561)	-4.0%	-	0.0%	52,658	20.0%	-	0.0%	11.7%	6.0%	20	-			
Valley Academy	8H	-	0.0%	37,216	5.9%	-	0.0%	4,119	3.1%	-	0.0%	2,102	3.9%	10.0%	7.4%	23	-			
Pioneer High School for the Performing Arts	9H	-	0.0%	4,400	7.3%	-	0.0%	-	0.0%	-	0.0%	650	1.4%	13.8%	0.0%	9	-			
Utah International Charter School	1I	13,264	3.0%	-	0.0%	3,114	3.0%	-	0.0%	3,434	3.0%	-	0.0%	0.0%	0.0%	16	-			
Esperanza Elementary Charter School	2I	-	0.0%	25,050	97.0%	-	0.0%	-	0.0%	-	0.0%	756	3.0%	14.8%	9.8%	13	-			
Leadership Learning Academy	3I	(147,223)	-15.0%	-	0.0%	1,032	1.0%	-	0.0%	131,624	48.0%	-	0.0%	6.5%	0.0%	47	-			
Mana Academy Charter School	4I	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	12.0%	0.0%	28	-			
Voyage Academy	5I	-	0.0%	25,665	4.0%	-	0.0%	15,040	7.0%	-	0.0%	95,103	3.4%	4.7%	4.7%	33	-			
Weber State University Charter Academy	7I	757	2.0%	-	0.0%	276	2.0%	-	0.0%	582	2.0%	-	0.0%	7.3%	0.0%	2	-			
Winter Sports School	8I	12,636	6.0%	-	0.0%	4,000	80.0%	-	0.0%	-	0.0%	-	0.0%	-5.0%	0.0%	12	-			
Utah Career Path High	9I	107,277	36.0%	-	0.0%	23,221	19.0%	-	0.0%	(94,541)	-52.0%	-	0.0%	2.9%	0.0%	13	-			
American International School of Utah	1J	-	0.0%	231,478	2.0%	-	0.0%	6,360	2.0%	-	0.0%	170,188	2.0%	9.0%	0.0%	-	-			
Ascent Academies of Utah	2J	342,034	11.0%	-	0.0%	94,559	20.0%	-	0.0%	455,605	48.0%	-	0.0%	2.9%	0.0%	126	-			
Dixie Montessori Academy	3J	85,313	1.2%	961	1.5%	1,200	3.0%	-	3.0%	-	3.0%	-	0.0%	0.0%	0.0%	13	4			
Kairos Academy	4J	69,885	0.0%	-	0.0%	67,885	13.0%	-	0.0%	32,047	5.0%	-	0.0%	0.0%	0.0%	2	-			
Mountain West Montessori Academy	5J	109,481	15.0%	-	0.0%	61,826	86.0%	-	0.0%	(19,761)	-6.0%	-	0.0%	0.0%	0.0%	44	-			
Scholar Academy	6J	142,243	18.0%	-	0.0%	(9,983)	-9.0%	-	0.0%	6,799	1.0%	-	0.0%	5.3%	0.0%	48	-			
Greenwood Academy	7J	-	0.0%	20,959	3.0%	-	0.0%	1,875	3.0%	-	0.0%	3,725	0.0%	-15.0%	0.0%	19	-			
Terra Academy	8J	179,904	15.9%	-	0.0%	21,844	8.0%	-	0.0%	124,543	30.8%	-	0.0%	8.0%	0.0%	28	-			
Lumen Scholar (MyOptions)	9J	56,858	8.3%	-	0.0%	(21,937)	-9.2%	-	0.0%	155,049	128.1%	-	0.0%	18.5%	-3.4%	15	-			
Vanguard Academy	1K	120,845	21.1%	-	0.0%	-	0.0%	-	0.0%	34,494	21.7%	-	0.0%	0.0%	0.0%	18	-			
Utah Military Academy	2K	344,897	31.7%	-	0.0%	26,916	7.4%	-	0.0%	12,226	5.9%	-	0.0%	3.6%	0.0%	26	-			
Roots Charter High School	3K	73,568	20.6%	-	0.0%	35,459	25.4%	-	0.0%	43,680	35.3%	-	0.0%	0.0%	0.0%	8	-			
Athenian eAcademy	4K	(1,363)	-0.1%	-	0.0%	(126,620)	-36.5%	-	0.0%	(74,517)	-15.2%	-	0.0%	158.9%	28.1%	38	-			
<b>CHARTER TOTAL OR MEDIAN</b>		<b>5,878,919</b>	<b>3.00%</b>	<b>1,632,029</b>	<b>0.00%</b>	<b>1,327,058</b>	<b>1.06%</b>	<b>412,688</b>	<b>0.00%</b>	<b>3,400,302</b>	<b>2.00%</b>	<b>529,624</b>	<b>0.00%</b>	<b>6.10%</b>	<b>0.00%</b>	<b>3,739</b>	<b>4</b>			
<b>ALL LEA TOTAL OR MEDIAN</b>		<b>37,007,678</b>	<b>5.00%</b>	<b>25,614,963</b>	<b>1.67%</b>	<b>5,497,829</b>	<b>3.06%</b>	<b>2,326,526</b>	<b>0.94%</b>	<b>15,004,487</b>	<b>4.00%</b>	<b>8,510,622</b>	<b>1.60%</b>	<b>12.00%</b>	<b>0.00%</b>	<b>32,776</b>	<b>7</b>			

\*Did Not Report