

# Utah County Academy of Science:

## 2019-2020 CERTIFIED SALARY SCHEDULE "B"

Board Approved March 19, 2019

Step	Bachelors Degree		Bachelors Degree + 20 Semester Hours		Bachelors Degree + 36 Semester Hours		Masters Degree		Masters Degree + 30 Semester Hours		Masters Degree + 60 Semester Hours		Doctorate Degree	
	Index	Salary	Index	Salary	Index	Salary	Index	Salary	Index	Salary	Index	Salary	Index	Salary
1	100%	\$ 39,014	103%	\$ 40,058	106%	\$ 41,103	112%	\$ 43,192	115%	\$ 44,236	118%	\$ 45,281	124%	\$ 47,369
2	103%	\$ 40,058	106%	\$ 41,103	109%	\$ 42,147	115%	\$ 44,236	118%	\$ 45,281	121%	\$ 46,325	127%	\$ 48,414
3	106%	\$ 41,103	109%	\$ 42,147	112%	\$ 43,192	118%	\$ 45,281	121%	\$ 46,325	124%	\$ 47,369	130%	\$ 49,458
4	109%	\$ 42,147	112%	\$ 43,192	115%	\$ 44,236	121%	\$ 46,325	124%	\$ 47,369	127%	\$ 48,414	133%	\$ 50,503
5	112%	\$ 43,192	115%	\$ 44,236	118%	\$ 45,281	124%	\$ 47,369	127%	\$ 48,414	130%	\$ 49,458	136%	\$ 51,547
6	115%	\$ 44,236	118%	\$ 45,281	121%	\$ 46,325	127%	\$ 48,414	130%	\$ 49,458	133%	\$ 50,503	139%	\$ 52,591
7	118%	\$ 45,281	121%	\$ 46,325	124%	\$ 47,369	130%	\$ 49,458	133%	\$ 50,503	136%	\$ 51,547	142%	\$ 53,636
8	121%	\$ 46,325	124%	\$ 47,369	127%	\$ 48,414	133%	\$ 50,503	136%	\$ 51,547	139%	\$ 52,591	145%	\$ 54,680
9	124%	\$ 47,369	127%	\$ 48,414	130%	\$ 49,458	136%	\$ 51,547	139%	\$ 52,591	142%	\$ 53,636	148%	\$ 55,725
10	127%	\$ 48,414	130%	\$ 49,458	133%	\$ 50,503	139%	\$ 52,591	142%	\$ 53,636	145%	\$ 54,680	151%	\$ 56,769
11	130%	\$ 49,458	133%	\$ 50,503	136%	\$ 51,547	142%	\$ 53,636	145%	\$ 54,680	148%	\$ 55,725	154%	\$ 57,814
12	133%	\$ 50,503	136%	\$ 51,547	139%	\$ 52,591	145%	\$ 54,680	148%	\$ 55,725	151%	\$ 56,769	157%	\$ 58,858
13	136%	\$ 51,547	139%	\$ 52,591	142%	\$ 53,636	148%	\$ 55,725	151%	\$ 56,769	154%	\$ 57,814	160%	\$ 59,902
14	139%	\$ 52,591	142%	\$ 53,636	145%	\$ 54,680	151%	\$ 56,769	154%	\$ 57,814	157%	\$ 58,858	163%	\$ 60,947
15	142%	\$ 53,636	145%	\$ 54,680	148%	\$ 55,725	154%	\$ 57,814	157%	\$ 58,858	160%	\$ 59,902	166%	\$ 61,991
16	145%	\$ 54,680	148%	\$ 55,725	151%	\$ 56,769	157%	\$ 58,858	160%	\$ 59,902	163%	\$ 60,947	170%	\$ 63,384
17	148%	\$ 55,725	151%	\$ 56,769	154%	\$ 57,814	160%	\$ 59,902	163%	\$ 60,947	167%	\$ 62,339	174%	\$ 64,776
18	151%	\$ 56,769	154%	\$ 57,814	157%	\$ 58,858	163%	\$ 60,947	166%	\$ 61,991	170%	\$ 63,384	177%	\$ 65,821
19	154%	\$ 57,814	157%	\$ 58,858	160%	\$ 59,902	166%	\$ 61,991	169%	\$ 63,036	173%	\$ 64,428	180%	\$ 66,865
20	157%	\$ 58,858	160%	\$ 59,902	163%	\$ 60,947	169%	\$ 63,036	171%	\$ 63,732	177%	\$ 65,821	183%	\$ 67,910

### FACTORS

2019-2020 Base	\$34,814
Legislative Salary Adjustment (b)	\$
Contract Days	185

### EMPLOYEE - HEALTH PLAN FOR 1.0 FTE EMPLOYEES

Coverage Type	Annual Premium for Employees	Annual HSA Employer Contribution	Total Employer Annual Cost	Annual Employee Cost	Monthly Employee Cost
Family	\$ 17,202	\$ 1,800	\$ 19,002	\$ 1,200	\$ 100
Two-Party	\$ 11,098	\$ 1,800	\$ 12,898	\$ 600	\$ 50
Single	\$ 5,549	\$ 1,800	\$ 7,349	\$ 300	\$ 25

### NOTES

- (a) Effective for those hired on or after JULY 1, 2018 and paid in conjunction with first regular paycheck.
  - (b) Each step and lane value shown above includes Legislative Salary Adjustment.
  - (c) Distributed over 12 months beginning in September 2018.
  - (d) Withheld over 12 months beginning in September 2018.
- New teachers to the school may receive credit for their past teaching experience up to a maximum of 7 upon approval of the Board of Trustees.

ASD	39,000
PSD	40,500
NSD	42,380

Full time employees who are currently covered by medical insurance from another source may elect to receive copay compensation for medical expenses and co-pays instead of receiving coverage of medical benefits. The copay will be paid in equal payments with the regular pay check. The copay amount for insurance is \$3,600 per year.

Step and lane changes are not automatic. Each change must be approved by the Administration and Board of Trustees. Board Policy indicates hiring on the 7th year level, unless there is a extenuating circumstance - at which time negotiation may take place.

Employees receive 12 school days sick leave, 5 days bereavement leave, 3 days personal leave per year. Bereavement days, and personal leave do not roll over to the next year

Sick days may be accumulated up to 30. This is only a summary of benefits. Please see UCAS Polices for more information

The Salary for Counselors is based on the teacher salary daily rate times the number of days defined in the salary agreement..