

Nebo School District 2011-2012 CERTIFIED SALARY SCHEDULE

DRAFT

Prior Year Base: \$ 26,867 Signing Bonus: \$ -
 Percent Increase: 1.66% (1) Ongoing Salary Adjustment: \$ 4,200 Contract Days: 184
 2011-2012 Base: \$ 27,312

Step	Bachelors Degree		Bachelors Degree + 20 Semester Hours		Bachelors Degree + 36 Semester Hours		Masters Degree		Masters Degree + 30 Semester Hours		Doctorate Degree	
	Index	Salary	Index	Salary	Index	Salary	Index	Salary	Index	Salary	Index	Salary
1	100%	31,512	103%	32,331	106%	33,151	110%	34,243	114%	35,336	120%	36,974
2	104%	32,604	107%	33,424	110%	34,243	114%	35,336	118%	36,428	124%	38,067
3	108%	33,697	111%	34,516	114%	35,336	118%	36,428	122%	37,521	128%	39,159
4	113%	35,063	116%	35,882	120%	36,974	125%	38,340	131%	39,979	141%	42,710
5	119%	36,701	122%	37,521	126%	38,613	131%	39,979	137%	41,617	147%	44,349
6	126%	38,613	129%	39,432	133%	40,525	138%	41,891	144%	43,529	154%	46,260
7	133%	40,525	136%	41,344	140%	42,437	145%	43,802	151%	45,441	161%	48,172
8	140%	42,437	143%	43,256	147%	44,349	152%	45,714	158%	47,353	168%	50,084
9	147%	44,349	150%	45,168	154%	46,260	159%	47,626	165%	49,265	175%	51,996
10	154%	46,260	157%	47,080	161%	48,172	166%	49,538	172%	51,177	182%	53,908
11	161%	48,172	164%	48,992	168%	50,084	173%	51,450	179%	53,088	189%	55,820
12	168%	50,084	171%	50,904	175%	51,996	180%	53,362	186%	55,000	196%	57,732
15	175%	51,996	178%	52,815	182%	53,908	187%	55,273	193%	56,912	203%	59,643
20					189%	55,820	194%	57,185	200%	58,824	210%	61,555
24							201%	59,097	207%	60,736	217%	63,467
27	182%	53,908	185%	54,727	196%	57,732	208%	61,009	214%	62,648	224%	65,379

Employee Health and Accident Insurance Program for Full-Time Employees

Coverage	Standard Plan				High-Deductible Plan							
	Annual Premium Cost	Annual HSA Cost	Total Annual Cost	Annual District Cost	Annual Employee Cost	Monthly Employee Cost (2)	Annual Premium Cost	Annual HSA Cost	Total Annual Cost	Annual District Cost	Annual Employee Cost	Monthly Employee Cost (2)
Family	12,670	-	12,670	11,276	1,394	139.37	9,582	2,940	12,522	11,145	1,377	137.75
Two-Party	9,098	-	9,098	8,097	1,001	100.07	6,861	2,100	8,961	7,975	986	98.57
Single	4,221	-	4,221	3,756	464	46.43	3,192	1,020	4,212	3,749	463	46.33
Dual Family	16,552	-	16,552	15,159	1,394	139.37	11,786	3,430	15,216	13,839	1,377	137.75
Dual Two-Party	11,924	-	11,924	10,923	1,001	100.07	8,370	3,430	11,800	10,814	986	98.57

Notes:
 (1) Percent increase is to change contract days from 181 to 184 days.
 (2) Withheld over 10 months.