

# Nebo School District

## 2016-2017 CERTIFIED SALARY SCHEDULE

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	104%	\$ 34,637	107%	\$ 35,515	110%	\$ 36,393	114%	\$ 37,563	118%	\$ 38,734	124%
2	106%	35,222	109%	36,100	112%	36,978	116%	38,149	120%	39,319	126%	41,075
3	108%	35,807	111%	36,685	114%	37,563	118%	38,734	122%	39,905	128%	41,660
4	113%	37,271	116%	38,149	120%	39,319	125%	40,783	131%	42,538	141%	45,465
5	119%	39,027	122%	39,905	126%	41,075	131%	42,538	137%	44,294	147%	47,221
6	126%	41,075	129%	41,953	133%	43,124	138%	44,587	144%	46,343	154%	49,270
7	133%	43,124	136%	44,002	140%	45,172	145%	46,636	151%	48,392	161%	51,318
8	140%	45,172	143%	46,050	147%	47,221	152%	48,684	158%	50,440	168%	53,367
9	147%	47,221	150%	48,099	154%	49,270	159%	50,733	165%	52,489	175%	55,416
10	154%	49,270	157%	50,148	161%	51,318	166%	52,782	172%	54,538	182%	57,464
11	161%	51,318	164%	52,196	168%	53,367	173%	54,830	179%	56,586	189%	59,513
12	168%	53,367	171%	54,245	175%	55,416	180%	56,879	186%	58,635	196%	61,561
15	175%	55,416	178%	56,293	182%	57,464	187%	58,927	193%	60,683	203%	63,610
20					189%	59,513	194%	60,976	200%	62,732	210%	65,659
24							201%	63,025	207%	64,781	217%	67,707
27	182%	57,464	185%	58,342	196%	61,561	208%	65,073	214%	66,829	224%	69,756
30	189%	59,513	192%	60,391	203%	63,610	215%	67,122	221%	68,878	231%	71,804

### Factors

Prior Year Base:	\$ 28,692
Percent Increase:	2.00%
2016-2017 Base:	\$ 29,266
Signing Bonus:	\$ 500 (a)
Legislative Salary Adjustment:	\$ 4,200
Contract Days:	185 (b)

### Employee Consumer-Driven Health Plan for 1.0 FTE Employees

Coverage Type	Annual Premium	Annual HSA Cost (c)	Total Annual Cost	Annual District Cost	Annual Employee Cost	Monthly Employee Cost (d)
	Cost	Cost (c)	Annual Cost	District Cost	Cost	Cost (d)
Family	\$ 14,179	\$ 2,100	\$ 16,279	\$ 14,279	\$ 2,000	\$ 200.00
Two-Party	10,183	1,500	11,683	10,183	1,500	150.00
Single	4,758	250	5,008	4,758	250	25.00
Dual Family	16,646	3,450	20,096	18,096	2,000	200.00
Dual Two-Party	11,954	3,450	15,404	13,904	1,500	150.00

(a) Signing bonus effective for those hired on or after January 1, 2017

(b) Includes an additional preparation day on a one-time basis

(c) 25% distributed in September 2016 and remainder distributed evenly over the following nine months

(d) Withheld over 10 months beginning in September 2016