

INDEPENDENT SCHOOL DISTRICT OF BOISE CITY
BOISE, IDAHO
CERTIFIED SALARY SCHEDULE - BASED ON 189 DAYS (includes 2 CLC days)
2022-2023
TEACHER - COUNSELOR - NURSE - SLP - SOCIAL WORKERS

INDEX	I BA	II BA+9	III BA+15	IV BA+30	V BA+45 or MA	VI MA+9	VII MA+15	VIII MA+30
A	43,954	44,278	44,600	44,924	45,246	45,893	46,539	47,224
B	44,278	44,600	44,924	45,246	45,893	46,539	47,224	49,587
C	44,600	44,924	45,246	45,893	46,539	47,224	49,587	52,066
D	44,924	45,246	45,893	46,539	47,224	49,587	52,066	54,669
E	45,246	45,893	46,539	47,224	49,587	52,066	54,669	57,402
F	45,893	46,539	47,224	49,587	52,066	54,669	57,402	60,272
G	45,893	46,539	49,587	52,066	54,669	57,402	60,272	63,286
H	45,893	46,539	52,066	54,669	57,402	60,272	63,286	64,868
I	45,893	46,539	52,066	57,402	60,272	63,286	64,868	66,490
J	45,893	46,539	52,066	57,402	63,286	64,868	66,490	68,152
K	45,893	46,539	52,066	57,402	64,868	66,490	68,152	69,855
L	45,893	46,539	52,066	57,402	66,490	68,152	69,855	71,602
M	45,893	46,539	52,066	57,402	68,152	69,855	71,602	73,393
N	45,893	46,539	52,066	57,402	69,855	71,602	73,393	75,227
O	45,893	46,539	52,066	57,402	71,602	73,393	75,227	77,108
P	45,893	46,539	52,066	57,402	73,393	75,227	77,108	79,036
Q	45,893	46,539	52,066	57,402	73,393	75,227	77,108	81,012

For initial placement on this schedule (determined by the individual's experience index step and education lane), the maximum salary for teachers new to the District will be \$75,227

Employees hired into the District will be subject to an Experience Index adjustment for initial salary schedule placement. Placement after this adjustment may not match the employee's actual years of certificated teaching experience. See the "New to District – Experience Portability Schedule" under the Human Resources tab of the Boise School District website for that adjustment calculation.

Transcripts received for Salary Advancement: Professional employees completing academic requirements for advancement on the salary schedule must submit official transcripts no later than October 1, 2022. Transcripts must be date stamped in the Human Resources Office by October 1, 2022 to receive retro pay, effective to the beginning of the school year. Transcripts received after October 1, 2022 will be applied to the following school year.

Credits earned beyond the BA Degree and which are in the field of education, or toward an advanced degree, or in the individual's major/minor field of study will be recognized for placement and/or advancement on the salary schedule, except for those credit hours required by the State Department of Education for initial teacher certification. For placement on the salary schedule at the MA + level, credits earned must be subsequent to a Masters degree received after initial state certification. In the case of a professional employee who has accepted an extra-curricular assignment, physical education credits shall be recognized for the advancement on the salary schedule, regardless of the professional employee's major or minor field, with the following provisions: [1] athletic coaches may only count credits which are identified as physical education credits on the official transcript; [2] no more than three physical education credits will be used for advancement on the salary schedule; and [3] only physical education credits earned after being employed by the Boise School District may be used for advancement on the salary schedule.

Note: In determining the education factor, only credits earned after the initial certification, shall be allowed.

This salary schedule is adopted only for the 2022-2023 school year. Any reference to future lane or step increases is advisory only and subject to further approval by the Board of Trustees.

ARTICLE I: SALARY SCHEDULE

For the 2022-2023 school year only, the following provisions shall be in effect. The standard base contract, and the corresponding Salary Schedule, shall be based on 187 days.

Teachers are contracted to work 187 days; there will be four full non-student contact days, termed Professional Learning Days, throughout the school year that are to be used as follows: 3 hours 30 minutes of each of these days are professional development AM/PM sessions (both District and building designed), 1 hour for lunch/transition, 2 hours for collaborative teams / PLC at Work and 1 hour 30 minutes for teacher prep time.

Each eligible 2022-2023 certified employee will receive the amount stated in the ARPA funds, as identified by the State Department of Education, less applicable taxes, and benefits. The first distribution will occur on or before October 15, 2022, for certified staff hired on or before September 30, 2022, and employed as of September 30, 2022. A second distribution will occur on November 15, 2022, for those eligible certified employees hired between October 1, 2022, and October 15, 2022, and employed as of October 31, 2022.

**See Paragraph E of this article for information regarding the Occupational Specialist Certificate enhancement.*

2022-2023 Salary Schedule				
		BA	BA +24	MA
Residency	1	\$40,742		
Residency	2	\$41,720		
Residency	3	\$42,680		
Professional	1	\$43,600	\$45,600	\$47,100
Professional	2	\$44,821	\$46,821	\$48,321
Professional	3	\$46,076	\$48,076	\$49,576
Professional	4	\$47,366	\$49,366	\$50,866
Professional	5	\$48,692	\$50,692	\$52,192
Professional	6	\$50,055	\$52,055	\$53,555
Professional	7	\$51,457	\$53,457	\$54,957
Professional	8	\$52,898	\$54,898	\$56,398
Professional	9	\$54,379	\$56,379	\$57,879
Professional	10	\$55,902	\$57,902	\$59,402
Legacy	1	\$57,606	\$59,606	\$61,106
Legacy	2	\$59,622	\$61,622	\$63,122
Legacy	3	\$61,709	\$63,709	\$65,209
Legacy	4	\$63,869	\$65,869	\$67,369
Legacy	5	\$66,104	\$68,104	\$69,604
Legacy	6	\$68,418	\$70,418	\$71,918
Legacy	7	\$71,155	\$73,155	\$74,655

Loyalty Enhancement*	
In order to be eligible for Loyalty Enhancement, employees must have a professional endorsement and either a BA +24 or master's degree.	
Years of District Service	Amount of Enhancement
18-19	\$500
20-24	\$1,000
25-29	\$1,500
30-34	\$2,000
35+	\$3,000

**Employees who have been continuously employed by the District and who received Career Enhancement during the 2014-2015 school year at a higher rate than they would be entitled to receive per the table above will be grandfathered in. They will continue to receive Career Enhancement at the same rate as received in 2014-2015 until such time the amount to which they are entitled per the above table is greater than the amount they receive through Career Enhancement.*

- A. All Certified Staff with a year of experience during the 2021-2022 school year will advance one rung on the salary schedule for the 2022-2023 school year. Eligible employees must have worked one semester as a 1.0 FTE Employee under contract or one contract year of .50 FTE or greater employment in order to advance a rung and meet the applicable performance criteria for movement on the Salary Schedule. See Idaho Statutes 33-1001 and 33-1004B. Employees on probation will not advance on the Salary Schedule.
- B. Placement on the 2022-2023 Salary Schedule for experienced new hires for 2022-2023 will be placed on the salary schedule according to Appendix A.
- C. Employees must request and review full and official transcripts from all universities prior to submitting the transcript(s) to the District. Only those official transcripts submitted to the District by the last Friday in September will be eligible for Salary Schedule placement purposes and for the BA +24 or master's allocation.
- D. The second and third column of the salary schedule include the BA +24 and the master's allocation. To receive either of these allocations, credits must be submitted to the District on or before the last Friday of September. To qualify for this allocation, the Employee must possess a professional endorsement as defined in Idaho Code 33-1201A.
- E. In order to receive the Professional with Occupational Specialist Certificate (OSC) allocation, the certificated employee must be holding an occupational specialist certificate in the area for which they are teaching as a part of the career technical education instructional staff. The funding that we receive from the State of Idaho for an individual employee will be passed through to that employee as the OSC allocation. Employees eligible for either the BA +24 or master's allocation in addition to the OSC allocation will receive these monies in the same manner stated above (section D).
- F. Qualified employees employed as School Psychologists, Speech Language Pathologists, Occupational Therapists, Physical Therapists and any other specialist (Qualified Specialist) that is required for IEP services that must have a master's degree prior to receiving a

teaching certificate will receive an enhancement that is equal to 11.5% of Legacy Rung 7 multiplied by their FTE as a Qualified Specialist (Enhancement).

Requirements to qualify for the Enhancement are as follows:

- i. School Psychologist: Completion of an accredited program in school psychology; a minimum of a 1,000-hour school psychology internship completed including clinical practicum; and Idaho certification as a School Psychologist.
 - ii. Occupational Therapist: Pupil Personnel Certificate from the State Department of Education, licensed through the Division of Occupational and Professional Licenses (DOPL) and continuing education for renewal.
 - iii. Physical Therapist: Pupil Personnel Certificate from the State Department of Education, licensed through the Division of Occupational and Professional Licenses (DOPL) and continuing education for renewal.
 - iv. Speech Language Pathologist: Pupil Personnel Certificate from the State Department of Education, ASHA certification (CCCs) and licensed through the Division of Occupational and Professional Licenses (DOPL) and continuing education for renewal.
- G. Individual adjustment in the Salary Schedule shall not be made except as provided for in the Supplemental Salary Schedule or as otherwise addressed in this Agreement.
- H. Requirements for School Nurses are as follows: A state-certified "R.N." will be considered equivalent to a BA. Initial placement on the Salary Schedule will be on Professional Rung 1. Continuing education units (CEU) will be accepted at a ratio of fifteen (15) CEUs for one (1) college credit.
- I. A professional development stipend of \$407.42 annually (1% of the minimum certified salary amount) will be provided to all Employees for the 2022-2023 school year. This amount will be prorated based upon the Employee's full-time equivalency (FTE). This stipend will be paid out one twelfth (1/12) per month and separately identified as a professional development stipend on the Employee's pay stub.
- J. Corrections to an Employee's contracted salary amount from the 2022-2023 school year must be requested on or before December 1, 2022, and the correction will be made within the next sixty (60) calendar days.
- K. Employees retained to replace an Employee on official leave will be issued a contract for the length of the leave of the Employee they are replacing. Accordingly, the contract may be for a duration of less than 187 days.
- L. The Board agrees to provide two (2) additional release periods for the Middle School Activities Directors.
- M. All full-time equivalent Employees shall have an eight (8) hour workday, during which time they are expected to be present upon the school's property, unless otherwise arranged through the Employee's Building Administrator (refer to Policy 401.6 Workday).

The District will work collaboratively with the Association should a revision to Policy 401.6 Workday be necessary. This collaboration will occur prior to any revisions being presented to the Board of Trustees.

- N. Any Employee who travels between schools for their assignment, and whose travel between schools occurs during their preparation period or duty-free lunch shall communicate such concern to their Building Administrator for review and possible accommodations where appropriate. If a Building Administrator finds that an Employee has an assignment that cannot be accommodated through discussion at the Building-level, the District shall be contacted to address possible solutions for the accommodations. In addition, Employees who travel between schools shall be given notice of expected locations, times, and critical development meetings for no-contact days.
- O. If administration requests an Employee cover a class other than their own or supervise students other than those regularly assigned to the Employee, the Employee will be compensated at \$40.00 per hour.
- P. Elementary Overcrowded Stipend – Pursuant to Board Policy 601.30, elementary classrooms are eligible for one hour of overcrowded aide assistance for every student that is enrolled in the classroom over the enrollment numbers stated in Policy 601.30. Elementary Employees shall have the option to waive the opportunity to have an aide in the classroom at their discretion, provided they meet the following requirements:
- i. The Elementary Employee must be on the Professional Rung 1 or beyond.
 - ii. The Elementary Employee must not be on an improvement plan.
 - iii. The Elementary Employee must not have any documented classroom management concerns in the current or previous school year.
 - iv. The only exception to the above requirements is when an aide is not available or cannot be placed in the classroom during instructional time. If this is the case, the Elementary Employee will be compensated pro rata for the time that the aide was not available to assist during the allotted instructional time.

The stipend amount available to the Elementary Employee is as follows:

- i. \$200 per month per student over the stated enrollment levels identified in Policy 601.30
 - a. This amount will be prorated during the month(s) based upon number of days that the overcrowded situation existed.
 - ii. The option available for Kindergarten through Third grade will be limited to the first two students above the enrollment level (this limit will be waived if no aide is available).
 - iii. The option available for Fourth and Fifth grade will be limited to the first three students above the enrollment level (this limit will be waived if no aide is available).
- Q. Placement for all certified staff, including but not limited to, counselors, speech language pathologists, occupational therapists, physical therapists, that are required under Idaho law to earn a master's degree prior to receiving a teaching certificate.
- i. Initial placement shall be on Residency 3
 - ii. Will be paid the MA education allocation prior to receiving their professional endorsement
 - iii. Current employees will be placed at a minimum of Professional 1

R. Terms and conditions in this Agreement supersede all previous Contracts.

APPENDIX A

Completed Years of Certified Service	Placement on West Ada Salary Schedule	
-	Residency	1
1	Residency	2
2	Residency	3
3	Professional	1
4	Professional	2
5	Professional	3
6	Professional	4
7	Professional	5
8-11	Professional	6
12-14	Professional	7
15	Professional	8
16	Professional	9
17	Professional	10
18-20	Legacy	1
21	Legacy	2
22	Legacy	3
23	Legacy	4
24	Legacy	5
25	Legacy	6
26 or Greater	Legacy	7

New employees will be placed on the Salary Schedule based upon qualified completed years of service according to I.C. 33-1004A(2).

003 Kuna School District

22-23 Proposed											
	Salary Schedule for Staff Hired Before July, 2017										
	Year	BA	BA +12	BA +24	BA +36	MA	BA +48	MA +12	BA +60	MA +24	MA +36
	0	40,742	40,742	40,742	40,742	40,742	40,742	40,742	40,742	40,742	40,742
	1	40,742	40,742	40,742	40,742	40,742	40,742	40,742	40,742	40,742	40,742
	2	42,756	42,756	42,762	42,762	42,762	42,762	42,762	42,762	42,762	42,762
	3	43,284	43,284	43,272	43,272	43,272	43,272	43,272	43,272	43,272	43,272
	4	45,171	45,171	46,835	46,835	48,121	46,835	48,121	46,835	48,121	48,121
	5	45,171	45,171	46,835	46,835	48,121	46,835	48,121	46,835	48,121	48,121
	6	47,114	47,114	48,756	48,756	50,041	48,756	50,041	48,756	50,041	50,041
	7	47,114	47,114	48,756	48,756	50,041	48,756	50,041	48,756	50,041	50,041
	8	47,114	47,114	48,820	48,820	50,105	48,820	50,105	48,820	50,105	50,385
	9	47,114	47,114	48,820	48,820	50,105	48,820	50,105	49,100	50,385	52,285
	10	47,114	47,114	48,883	48,883	50,168	49,164	50,449	51,063	52,348	52,711
	11	47,114	47,114	48,883	49,164	50,449	51,063	52,348	52,711	52,711	54,626
	12	47,114	47,324	49,227	51,126	52,412	52,775	52,775	54,689	54,689	56,675
	13	47,324	49,097	51,126	52,775	52,775	54,689	54,689	56,675	56,675	58,737
	14	47,404	50,940	52,838	54,753	54,753	56,739	56,739	58,800	58,800	60,939
	15	47,404	50,940	53,414	56,739	56,739	58,800	58,800	60,939	60,939	63,159
	16	47,404	50,940	53,414	56,739	56,739	60,939	60,939	63,159	63,159	65,460
	17+	47,404	50,940	53,414	56,739	56,739	60,939	60,939	63,159	63,159	67,849
	Salary Schedule for Staff Hired after July, 2017										
	Year	BA	BA +24	MA	MA +36						
	0	40,742	40,742	40,742	40,742						
	1	40,742	40,742	40,742	40,742						
	2	42,756	42,762	42,762	42,762						
	3	43,284	43,272	43,272	43,272						
	4	45,171	46,835	48,121	48,121						
	5	45,171	46,835	48,121	48,121						
	6	47,114	48,756	50,041	50,041						
	7	47,114	48,756	50,041	50,041						
	8	47,114	48,820	50,105	50,385						
	9	47,114	48,820	50,105	52,285						
	10	47,114	48,883	50,168	52,711						
	11	47,114	48,883	50,449	54,626						
	12	47,114	49,227	52,412	56,675						
	13	47,324	51,126	52,775	58,737						
	14	47,404	52,838	54,753	60,939						
	15	47,404	53,414	56,739	63,159						
	16	47,404	53,414	56,739	65,460						
	17+	47,404	53,414	56,739	67,849						
	0										

Meadows Valley #011

ARTICLE I - Salary Schedule

STEP	BA	+ \$2,000.00 BA+24	+ \$3,500.00 MA
RP1	42,387.00	X	X
RP2	42,525.00	X	X
RP3	43,050.00	45,050.00	46,550.00
P1	44,625.00	46,625.00	48,125.00
P2	45,015.00	47,015.00	48,515.00
P3	45,404.00	47,404.00	48,904.00
P4	45,794.00	47,794.00	49,294.00
P5	47,283.00	47,283.00	50,783.00
P6	48,819.00	50,819.00	52,319.00
P7	50,405.00	52,405.00	53,905.00
P8	52,044.00	54,044.00	55,544.00
P9	53,735.00	55,735.00	57,235.00
P10A	55,481.00	57,481.00	58,981.00
P10B	57,285.00	69,285.00	60,785.00
P10C	59,143.00	61,143.00	62,643.00
P10D	61,064.00	63,064.00	64,564.00

Approved by the Board of Directors on 10/1/2011

013 Council School District

From: [Mindy Ivey](#)
To: [Tania Scurtu](#)
Subject: Re: Salary schedule attached
Date: Tuesday, October 11, 2022 1:49:17 PM

CAUTION: This email originated outside the State of Idaho network. Verify links and attachments BEFORE you click or open, even if you recognize and/or trust the sender. Contact your agency service desk with any concerns.

Oh my gosh! I was wondering why it originally said 2021-2022. I had to change it to 2022-23. Maybe that's because I grabbed the wrong one. I apologize. Below is the correct one.

2022-2023 Career Ladder Rung	2022-23 Salary Amount
AP3	\$55,389
AP2	\$54,442
AP1	\$53,478
P5	\$50,743
P4	\$48,930
P3	\$47,116
P2	\$45,302
P1	\$43,488
R3	\$42,231
R2	\$41,486
R1	\$40,742

On Tue, Oct 11, 2022 at 1:28 PM Tania Scurtu <tscurtu@sde.idaho.gov> wrote:

Hello!

I wanted to clarify just so I make sure I got everything right.

The state base for this year for R1 is \$40,742 and for P1 is \$43,488. The one you sent me is lower.

Would you please clarify this for me?

Thank you!

Tania Goretoy

Program Information Coordinator

Public School Finance

Superintendent of Public Instruction's Office

Phone: (208) 332-6841

2023 Marsh Valley School District Instructional Salary Schedule

	BA	BA+24	MA
RP1	\$40,742.00		
RP2	\$40,850.00		
RP3	\$40,950.00		
P01	\$43,488.00	\$45,488.00	\$46,988.00
P02	\$45,101.70	\$47,101.70	\$48,601.70
P03	\$46,476.15	\$48,476.15	\$49,976.15
P04	\$48,259.05	\$50,259.05	\$51,759.05
P05	\$49,729.05	\$51,729.05	\$53,229.05
P06	\$51,624.30	\$53,624.30	\$55,124.30
P07	\$53,190.90	\$55,190.90	\$56,690.90
P08	\$55,201.65	\$57,201.65	\$58,701.65
P09	\$56,869.05	\$58,869.05	\$60,369.05
P10	\$58,581.60	\$60,581.60	\$62,081.60
AP1	\$53,478.00	\$55,478.00	\$56,978.00
AP2	\$54,442.00	\$56,442.00	\$57,942.00
AP3	\$55,389.00	\$57,389.00	\$58,889.00

School District Number 25
Salary Schedule
Teacher / Pupil Service Staff
2022-2023

	Step	BA Only	BA24+	MA+
<u>Residency</u>	1	42,500	44,500	46,000
	2	43,300	46,550	48,275
	3	44,100	48,600	50,550
<u>Professional</u>	1	44,900	50,650	53,500
	2	45,700	52,700	55,550
	3	46,500	54,750	57,375
	4	47,300	56,800	59,650
	5	48,100	58,850	61,925
	6	48,900	60,900	64,200
	7	49,700	62,950	66,475
	8	50,500	65,000	68,750
	9	51,300	67,050	71,025
	10	52,100	69,100	73,300

Bear Lake School District #33
Certified Salary Schedule
2022-2023

	BA	BA+24	MA
RP1 (1)	\$40,742	\$42,742	\$44,242
RP2 (2)	\$41,486	\$43,486	\$44,986
RP3 (3)	\$42,231	\$44,231	\$45,731
P1 (4)	\$43,488	\$45,488	\$46,988
P2 (5)	\$45,302	\$47,302	\$48,802
P3 (6)	\$47,116	\$49,116	\$50,616
P4 (7)	\$48,930	\$50,930	\$52,430
P5 (8)	\$50,743	\$52,743	\$54,243
AP1 (9)	\$53,478	\$55,478	\$56,978
AP2(10)	\$54,442	\$56,442	\$57,942
AP3(11)	\$55,389	\$57,389	\$58,889

St. Maries Joint School District #41
Certified Salary Schedule
2022-2023

New Hire Yrs Exp		BA	BA+24	MA	MA+24
0	R1	40,750			
1	R2	41,750			
2	R3	42,750			
3	P1	44,875	46,875	48,375	49,875
4-5	P2	46,375	48,375	49,875	51,375
6-7	P3	47,875	49,875	51,375	52,875
8-9	P4	49,375	51,375	52,875	54,375
10-11	P5	50,875	52,875	54,375	55,875
12	P6	52,375	54,375	55,875	57,375
13	P7	53,875	55,875	57,375	58,875
14	P8	55,375	57,375	58,875	60,375
15	P9	56,875	58,875	60,375	61,875
16-17	P10	58,375	60,375	61,875	63,375
18-19	P11	59,875	61,875	63,375	64,875
20	P12	61,375	63,375	64,875	66,375
	GFL	64,780	66,780	68,280	69,780

Certified staff who have achieved an Advanced Professional Endorsement, as per Idaho Code 33-1201A, shall be paid an additional allowance of \$1,000.

To recognized certified staff that have completed fifteen (15) or more continuous years of certified employment with St. Maries Joint School District #41, an additional longevity allowance shall be paid as follows:

15-19 years	500.00
20-24 years	750.00
25-29 years	100.00
30+ years	1,250.00

No movement will be made from the professional rung to the Grandfathered Legacy Row GFL.

Plummer Worley Jt School District #44
2022-2023 Career Ladder Salary Schedule
Instructional and Pupil Services Staff

		BA+24	MA
		\$ 2,000.00	\$ 3,500.00
RP1	\$ 40,742.00		
RP2	\$ 41,486.00		
RP3	\$ 42,231.00		
P1	\$ 46,099.00	\$ 48,099.00	\$ 49,599.00
P2	\$ 48,490.00	\$ 50,490.00	\$ 51,990.00
P3	\$ 51,500.00	\$ 53,500.00	\$ 55,000.00
P4	\$ 53,149.00	\$ 55,149.00	\$ 56,649.00
P5	\$ 55,025.00	\$ 57,025.00	\$ 58,525.00
P6	\$ 57,682.00	\$ 59,682.00	\$ 61,182.00
AP1	\$ 60,513.00	\$ 62,513.00	\$ 64,013.00
AP2	\$ 61,511.00	\$ 63,511.00	\$ 65,011.00
AP3	\$ 62,491.00	\$ 64,491.00	\$ 65,991.00

SNAKE RIVER SCHOOL DISTRICT

ARTICLE IX.

**TEACHERS SALARY SCHEDULE
2022-2023**

	BA	BA+24	MA
1 (R1)	40,800	41,100	41,400
2 (R2)	41,400	42,333	42,642
3 (R3)	42,400	43,603	43,921
4 (P1)	43,500	45,500	47,000
Step 5	44,805	46,865	48,410
Step 6	46,149	48,271	49,862
Step 7	47,533	49,719	51,358
Step 8	48,959	51,211	52,899
Step 9	50,428	52,747	54,486
Step 10	51,941	54,329	56,121
Step 11	53,499	55,959	57,805
Step 12		57,638	59,539
Step 13		59,367	61,325
Step 14 (Longevity Stipend)		62,500	65,000

***Longevity Stipend: Individuals already on Step 13 and meeting the eligibility requirements (BA+24 or Masters with an overall proficient ranking and no areas that are unsatisfactory) during the 2022-23 school year will receive a longevity stipend in addition to the Step 13 salary. The contract amount for such teachers shall be \$62,500 for teachers residing in the BA+24 column. Teachers residing in the MA column will receive a contract in the amount of \$65,000.**

Teachers placed on the Advanced Professional ladder will be paid either the AP rung allocation (including the education award) or their step on the Salary Schedule, whichever is greater.

BLACKFOOT SCHOOL DISTRICT NO. 55
PROFESSIONAL COMPENSATION
INSTRUCTIONAL AND PUPIL SERVICE STAFF
SALARY SCHEDULE 2022-23

Exp	BA	BA + 24	MA
R1	\$41,200		
R2	\$41,700		
R3	\$42,700		
P1	\$43,900	\$45,900	\$47,400
P2	\$45,200	\$47,200	\$48,700
P3	\$46,700	\$48,700	\$50,200
P4	\$47,700	\$49,700	\$51,200
P5	\$47,800	\$49,800	\$51,700
P6		\$50,900	\$52,700
P7		\$53,100	\$54,600
P8		\$56,900	\$58,100
P9		\$61,000	\$62,700
P10			\$64,000

Employees who have received their Advanced Professional Endorsement will receive an additional amount added to the base salary of their salary placement. AP1 = \$2,700 AP2 = \$3,700 AP3 = \$4,700

Any employee who, during the 2021-22 contract year, resided in either of the following cells: BA+24, P9 or MA, P10, and are not eligible to receive an Advanced Professional Endorsement will be eligible for the following "Longevity Stipend":

Longevity Stipend #1 = \$1,000 Criteria – have at least 9 years of certified experience with the BSD #55.

Longevity Stipend #2 = \$1,500 Criteria – have between 15 and 19 years of certified experience with the BSD #55.

Longevity Stipend #3 = \$2,000 Criteria – have between 20 and 24 years of certified experience with the BSD #55.

Longevity Stipend #4 = \$2,500 Criteria – have more than 24 years of certified experience with the BSD #55.

*An employee is only eligible for a single longevity stipend. These stipends are not cumulative.

LONGEVITY BENEFIT: Employees must have been employed in the district for at least 15 consecutive years or a combined 20 years and meet the Rule of 85 (age and years of service), or be age 62 in the year they will retire. Employees must notify the district administration by March 1 of their plan to retire at the end of the following year. The longevity benefit for a teacher is \$9,000. The longevity benefit will be paid in the employee's final paycheck.

SICK LEAVE: 12 days

PERSONAL LEAVE: 5 days

BEREAVEMENT LEAVE: Bereavement leave is granted to employees in the event of the death of an immediate family member. Prior to receiving days from the bereavement leave bank, the employee who is a member of the bereavement leave bank must first use two (2) days of sick leave and may then be granted an additional five (5) days from the bereavement leave bank. Employees who are not members of the bereavement leave bank may use five (5) days sick leave in the event of the death of an immediate family member. These days are per occurrence.

BENEFITS: Employee Health Insurance
Life Insurance

Board Approved May 26, 2022

ABERDEEN SCHOOL DISTRICT #58

2022-2023

LEVEL				
1	Resident	\$ 40,742.00	\$ 40,742.00	\$ 40,742.00
2	Resident	\$ 41,486.00	\$ 41,486.00	\$ 41,486.00
3	Resident	\$ 42,231.00	\$ 42,231.00	\$ 42,231.00
4	Professional (1)	\$ 43,488.00	\$ 45,488.00	\$ 46,988.00
5	Professional (2)	\$ 45,302.00	\$ 47,302.00	\$ 48,802.00
6	Professional (3)	\$ 47,116.00	\$ 49,116.00	\$ 50,616.00
7	Professional (4)	\$ 48,930.00	\$ 50,930.00	\$ 52,430.00
8	Professional (5)	\$ 50,743.00	\$ 52,743.00	\$ 54,243.00
9	Professional (6)	\$ 51,000.00	\$ 54,000.00	\$ 56,000.00
10	Professional (7)	\$ 51,000.00	\$ 56,000.00	\$ 58,000.00
11	Professional (8)	\$ 51,000.00	\$ 58,000.00	\$ 60,000.00
12	Professional (9)	\$ 51,000.00	\$ 59,000.00	\$ 61,000.00
13	Professional (10)	\$ 51,000.00	\$ 59,500.00	\$ 61,500.00
14	Professional (11)	\$ 51,000.00	\$ 60,000.00	\$ 62,000.00
15	Professional (12)	\$ 51,000.00	\$ 60,500.00	\$ 62,500.00

1	Advanced Placement	\$ 53,478.00	\$ 55,478.00	\$ 56,978.00
2	Advanced Placement	\$ 54,442.00	\$ 56,442.00	\$ 57,942.00
3	Advanced Placement	\$ 55,389.00	\$ 57,389.00	\$ 58,889.00

*** Advanced Placement will be paid on a Supplemental Contract**

* Working Retiree will be paid salary based on the State Index as received by the district.

* This salary schedule will be used as the official salary schedule for the district.

Teachers will be able to move down and across according to years of experience and college credits. Movement will also be dependent on successful evaluations.

* If the State allocates funds to be placed specifically on the Salary Schedule the District will adjust the salary schedule. The District will not pay more than the State allocates or what was negotiated on the 2022-2023 School year.

***As of 2022 anyone progressing beyond P9 will have to qualify for the advanced placement rung.**

Firth School District #59

Instruction & Pupil Service Staff
2022-2023 Career Ladder

Career Ladder Placement	2022-23
Res/Prof 1	\$40,742.00
Res/Prof 2	\$41,486.00
Res/Prof 3	\$42,231.00
Prof 1	\$43,488.00
Prof 2	\$45,302.00
Prof 3	\$47,116.00
Prof 4	\$48,930.00
Prof 5	\$50,743.00
AP 1	\$53,478.00
AP 2	\$54,442.00
AP 3	\$55,389.00

2022-2023 Educational Allocation

BA - \$2,000

MA - \$3,500

2022-2023 CERTIFIED SALARY SCHEDULE

[illegible]

BLAINE COUNTY SCHOOL DISTRICT No. 61

2022-2023 CERTIFIED SALARY SCHEDULE

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
BA+0	\$ 52,000.00	\$ 53,560.00	\$ 55,166.80	\$ 56,821.80	\$ 58,526.46											
BA+9	\$ 53,250.00	\$ 54,847.50	\$ 56,492.93	\$ 58,187.71	\$ 59,933.34	\$ 61,731.34	\$ 63,583.28									
BA+18	\$ 54,500.00	\$ 56,135.00	\$ 57,819.05	\$ 59,553.62	\$ 61,340.23	\$ 63,180.44	\$ 65,075.85									
BA+27	\$ 55,750.00	\$ 57,422.50	\$ 59,145.18	\$ 60,919.53	\$ 62,747.12	\$ 64,629.53	\$ 66,568.42	\$ 68,565.47	\$ 70,622.43							
BA+36	\$ 57,000.00	\$ 58,710.00	\$ 60,471.30	\$ 62,285.44	\$ 64,154.00	\$ 66,078.62	\$ 68,060.98	\$ 70,102.81	\$ 72,205.89	\$ 74,372.07	\$ 76,603.23	\$ 78,901.33	\$ 81,268.37			
BA+45	\$ 58,250.00	\$ 59,997.50	\$ 61,797.43	\$ 63,651.35	\$ 65,560.89	\$ 67,527.71	\$ 69,553.55	\$ 71,640.15	\$ 73,789.36	\$ 76,003.04	\$ 78,283.13	\$ 80,631.62	\$ 83,050.57	\$ 85,542.09	\$ 88,108.35	\$ 90,751.60
MA+0	\$ 58,250.00	\$ 59,997.50	\$ 61,797.43	\$ 63,651.35	\$ 65,560.89	\$ 67,527.71	\$ 69,553.55	\$ 71,640.15	\$ 73,789.36	\$ 76,003.04	\$ 78,283.13	\$ 80,631.62	\$ 83,050.57	\$ 85,542.09	\$ 88,108.35	\$ 90,751.60
MA+9	\$ 59,500.00	\$ 61,285.00	\$ 63,123.55	\$ 65,017.26	\$ 66,967.77	\$ 68,976.81	\$ 71,046.11	\$ 73,177.49	\$ 75,372.82	\$ 77,634.00	\$ 79,963.02	\$ 82,361.92	\$ 84,832.77	\$ 87,377.76	\$ 89,999.09	\$ 92,699.06

- A. The above salary schedule has been adopted for the 2022-2023 school year. All steps will be a 3% increase and all lanes will be a 2.5% increase with the exception of lane MA + 0. Staff moving from MA + 9, Step 18 on the 2021-2022 salary schedule to MA + 9, Step 16 on the 2022-2023 salary schedule, will receive a one-time longevity payment of \$1,000 to be paid in the October 2022 payroll.
- B. Initial placement of certified professional employees will be at BA + 0, on the salary schedule until employment verification(s) are received and verified showing 120 or more days during one (1) school year of full-time experience or two (2) years (120 days each year) of half-time experience in a public school recognized by a State, an accredited private or accredited parochial school, or an accredited college or accredited university. The District will place current BCSD staff on the 2022-2023 salary schedule based on their actual years of experience in an accredited educational institution as accepted by the State of Idaho. After placement on the new salary schedule, staff may appeal step placement by contacting HR to set up a review panel with the Superintendent, Finance Director, HR Director and BCEA representative, by the last Friday of September 2022.
- C. Pupil Service Personnel limited to Speech Language Pathologist, Occupational Therapist, School Social Worker, School Nurse and School Psychologist shall be given an additional 5 years of experience on the Certified Salary Schedule beyond experience accepted by the State of Idaho.
- D. Career technical education instructional staff holding an occupational specialist certificate shall be given half a year of experience for each year of industry experience in a field closely related to the subject they seek to teach, up to 8 years of industry experience may be brought in.
- E. Original transcripts verifying education and letters verifying experience must be on file in the District Office on or before the last Friday in September for individuals hired before the first day of school, and within 30 business days if hired after the first day of school of the current contract year in order to be considered for placement. While initial placement on the Certified Salary Schedule is based on years of experience, after the initial placement, movement on the salary schedule therefore has no basis in experience, and the steps are strictly placement and not a basis in years of experience.
- F. Advancement: 120 or more days during one (1) year of full-time experience or two (2) years (120 days each year) of half-time experience in the District shall be used for the purpose of advancement on the salary schedule.



Credits completed after the highest documented and confirmed degree will be recognized for advancement on the salary schedule if they meet all of the following criteria:

- 1. All upper division and/or graduate level semester credit hours (as defined by the university, 300+ courses) submitted on an official transcript from an accredited college or university.
- 2. All credits earned must be in a relevant pedagogy or content area as determined by the State Department of Education per Idaho Code 33-1004B(6).
- 3. Original transcripts must be on file in the District Office on or before the last Friday in September of the current contract year for advancement.

Hourly pay for certified professional employees: In the event a certified professional employee is requested or required by the Principal to use their prep period to substitute in a classroom when a substitute cannot be found, they will be paid at the current hourly extra pay rate of thirty (\$30) dollars per hour.

In the event a certified classroom elementary employee (classroom teacher, co-teacher, specials teacher) is requested or required by the principal to temporarily increase their class size above the District policy for the recommended maximum student class size limit when a substitute cannot be found, they will be paid the certified short-term substitute teacher rate in addition to their regular salary for the day the teacher works in these conditions. Pay rate will be the full short-term substitute rate for a full day of having the additional students in their classroom, or a half day rate for a half day of these conditions.

Garden Valley Career Ladder Placement:

2022-2023		Base Salary + Education Allocation		
		Education Allocation contingent on funding		
Placement	Base Salary	\$ 2,000.00 BA+24	\$ 3,500.00 MA	\$ 3,900.00 ES/DR
RP1	\$40,742	Does not qualify for Education Allocation.		
RP2	\$41,486			
RP3	\$42,231			
	Must have Professional Endorsement to move to Professional Rungs.			
P1	\$43,488	\$45,488	\$46,988	\$47,388
P2	\$45,302	\$47,302	\$48,802	\$49,202
P3	\$47,116	\$49,116	\$50,616	\$51,016
P4	\$48,930	\$50,930	\$52,430	\$52,830
P5	\$50,743	\$52,743	\$54,243	\$54,643
	Must have Advanced Professional Endorsement to move to Advanced Professional Rungs.			
AP1	\$53,478	\$55,478	\$56,978	\$57,378
AP2	\$54,442	\$56,442	\$57,942	\$58,342
AP3	\$55,389	\$57,389	\$58,889	\$59,289
AP4				
AP5				

Basin School District 72

2022-2023 Certified Salary Schedule

Career Ladder Placement	Salary Apportionment	<u>BA + 24</u>	<u>BA + 36</u>	<u>MA</u>
		\$2,000	\$2,750	\$3,500
R1	\$40,742	-	-	-
R2	\$41,486	-	-	-
R3	\$42,231	-	-	-
P1	\$43,488	\$45,488	\$46,238	\$46,988
P2	\$45,302	\$47,302	\$48,052	\$48,802
P3	\$47,116	\$49,116	\$49,866	\$50,616
P4	\$48,930	\$50,930	\$51,680	\$52,430
P5	\$50,743	\$52,743	\$53,493	\$54,243
AP1	\$53,478	\$55,478	\$56,228	\$56,978
AP2	\$54,442	\$56,442	\$57,192	\$57,942
AP3	\$55,389	\$57,389	\$58,139	\$58,889

Career Ladder based on Idaho Code 33-1004B

R1 - R3: (1) Instructional staff and pupil service staff who are in their first year of holding an Idaho certificate shall be placed in the first cell of the residency compensation rung and shall move one (1) cell on the residency compensation rung for each year they hold an Idaho certificate and are employed in an Idaho public school thereafter for up to three (3) years, at which point they will remain in the third cell of the residency rung until they earn a professional endorsement.

(2) Instructional staff and pupil service staff in their first year of holding a professional endorsement shall be placed in the first cell of the professional compensation rung.

P1-P5: (3) Instructional staff and pupil service staff on the professional compensation rung with four (4) years of experience shall move one (1) cell on the professional compensation rung unless they have failed to meet the professional compensation rung performance criteria for three (3) of the previous four (4) years. Instructional staff and pupil service staff on the professional compensation rung who meet the performance criteria for three (3) of the previous five (5) years, one (1) of which must be during the fourth or fifth year, shall move one (1) cell. Allocations for instructional staff and pupil service staff who do not meet the professional compensation rung performance criteria for three (3) of the previous five (5) years, one (1) of which must be during the fourth or fifth year, shall remain at the previous fiscal year allocation level. This also applies to the educational allocation.

AP1-AP3: (4) Instructional staff and pupil service staff in their first year of holding an advanced professional endorsement shall be placed in the first cell of the advanced professional compensation rung.
 (5) Instructional staff and pupil service staff on the advanced professional compensation rung who met the performance criteria for the advanced professional rung in the previous year shall move one (1) cell on the advanced professional compensation rung. Allocations for instructional staff and pupil service staff who do not meet the advanced professional compensation rung performance criteria shall remain at the previous fiscal year allocation level.

Check out Idaho Code for more details- <https://legislature.idaho.gov/statutesrules/idstat/title33/t33ch10/sect33-1004b/>

073 Horseshoe Bend School District

ARTICLE IV Salaries and Benefits

- A. The Board of Trustees is committed to a single salary program for teachers, which is based upon training and experience. Such a program makes no distinction between grade levels of teaching.
- B. Certified employees working less than nine (9) months, or working a full nine (9) months but less than a full day shall be compensated on a pro-rata basis. For example, certificated employees working part of a seven (7) period day will be paid one-seventh (1/7) of their daily salary for each period worked. Where the working day is not comprised of instructional periods, the length of the working day shall be determined by the number of instructional hours the professional employee is required to be present in the building.
- C. The Standard Salary Schedule for certificated employees for the 2022-23 school year only shall be as follows:

RUNGS	1	2	3	4	5
Residency	40,742	41,486	42,231		
Professional	43,488	45,302	47,116	48,930	50,743
Advanced Professional	53,478	54,442	55,389		

1. Certified staff on Professional or Advanced Professional Rungs who have earned the BA+24 stipend will receive \$2,000 as a supplemental contract.
2. Certified staff on Professional Rungs or Advanced Professional Rungs who have earned the Masters stipend will receive \$3,500 as a supplemental contract.
3. In order to receive the BA+24 or Masters stipend, credits must be submitted to the district on or before the last Friday of September.
4. Staff will move one rung on the Standard Salary Schedule for each year they are employed by the district and meet the applicable performance criteria for the compensation rung (see Idaho Statutes 33-1001 and 33-1004B).
5. For staff whose salary on the 2022-23 Standard Salary Schedule would be less than their 2021-22 base contract amount, the 2022-23 Legacy Salary Schedule (below) will be used.
6. If earned, staff on the Legacy Salary Schedule will receive a BA+24 or Masters stipend as a supplemental contract.

2022-23 Legacy Salary Schedule

YEAR	BA	BA+12	BA+24	MA BA+36	MA+12 BA+48	MA+24 BA+60	MA+36 ES/DR
0	40,369	40,369	40,369	40,369	40,369	40,369	40,369
1	40,369	40,369	40,369	40,369	40,369	40,369	40,369
2	40,369	40,369	40,369	40,369	40,369	40,369	40,369
3	40,369	40,369	40,369	40,369	40,369	40,369	40,369
4	40,369	40,369	40,369	40,369	40,369	40,369	41,009
5	40,369	40,369	40,369	40,369	40,369	41,009	42,547
6	40,369	40,369	40,369	40,369	41,009	42,547	44,142
7	40,369	40,369	40,369	41,009	42,547	44,142	45,796
8	40,369	40,369	41,009	42,547	44,142	45,796	47,513
9	40,369	41,009	42,547	44,142	45,796	47,513	49,295
10	40,369	42,547	44,142	45,796	47,513	49,295	51,143
11	40,369	42,547	44,142	45,796	49,295	51,143	53,061
12	40,369	42,547	44,142	45,796	49,295	53,061	55,050
13 or more	40,369	42,547	44,142	45,796	49,295	53,061	57,114

* Base - \$28,378 (4% increase from 2020-21 Master Contract amount of \$27,287)

D. Initial Placement

1. Prior teaching experience outside the District may be counted for salary purposes. Only those semester credit(s) earned subsequent to initial certification are counted for placement for new hires. Years of certificated experience are counted only if the experience was in an accredited public or private school. Years of service will be evaluated by the superintendent and placement made on the salary schedule. No credit will be given for substitute teaching or less than three-quarters (3/4) of a year of teaching.
2. All State or Board approved Credit(s) earned after the conferring of the Bachelor Degree will be accepted as additional professional preparation for initial placement.

E. Salary Schedule Advancement

1. All State or Board approved Credit(s) earned after the conferring of the Bachelor Degree will be accepted as additional professional preparation for advancement on the salary schedule.
2. Certificated employees who have worked full-time in the District for a period of time equivalent to one (1) school calendar year shall be advanced one (1) step on the salary schedule for the following year. Step advancement of half-time (.5 FTE), or less, employees shall require two (2) calendar years.

Appendix A
WEST BONNER COUNTY SCHOOL DISTRICT
Certified Pay Scale
Revision June 30, 2022

Minimum Salary = \$40,742

P1 Minimum Salary = \$43,488

YRS EXP	BA	BA-12	BA-24	BA-36 MA	BA-48 MA-12	BA-60 MA-24	MA-36 ES/DR
0	\$ 40,742	\$ 40,742	\$ 40,742	\$ 40,742	\$ 40,742	\$ 40,742	\$ 41,815
1	\$ 40,742	\$ 40,742	\$ 40,742	\$ 40,742	\$ 40,742	\$ 40,742	\$ 43,384
2	\$ 40,742	\$ 40,742	\$ 40,742	\$ 40,742	\$ 40,742	\$ 43,384	\$ 45,010
3	\$ 43,488	\$ 43,488	\$ 43,488	\$ 43,488	\$ 43,488	\$ 45,010	\$ 46,696
4	\$ 43,488	\$ 43,488	\$ 43,488	\$ 43,488	\$ 45,010	\$ 46,696	\$ 48,446
5	\$ 43,488	\$ 43,488	\$ 43,488	\$ 45,010	\$ 46,696	\$ 48,446	\$ 50,264
6	\$ 43,488	\$ 43,488	\$ 45,010	\$ 46,696	\$ 48,446	\$ 50,264	\$ 52,148
7	\$ 43,488	\$ 45,010	\$ 46,696	\$ 48,446	\$ 50,264	\$ 52,148	\$ 54,101
8	\$ 45,010	\$ 46,696	\$ 48,446	\$ 50,264	\$ 52,148	\$ 54,101	\$ 56,130
9	\$ 46,696	\$ 48,446	\$ 50,264	\$ 52,148	\$ 54,101	\$ 56,130	\$ 58,236
10	\$ 46,696	\$ 50,264	\$ 52,148	\$ 54,101	\$ 56,130	\$ 58,236	\$ 60,418
11	\$ 46,696	\$ 50,264	\$ 52,148	\$ 54,101	\$ 58,236	\$ 60,418	\$ 62,684
12	\$ 46,696	\$ 50,264	\$ 52,148	\$ 54,101	\$ 58,236	\$ 62,684	\$ 65,034
13	\$ 46,696	\$ 50,264	\$ 52,148	\$ 54,101	\$ 58,236	\$ 62,684	\$ 67,472
14	\$ 46,696	\$ 50,264	\$ 52,148	\$ 54,101	\$ 58,236	\$ 64,676	\$ 67,472

Experience is given for the years at accredited public schools, in an accredited private or parochial school, or in an accredited college or university as defined by ID Code 33-1004A.

LONGEVITY STIPENDS*

5	\$ 500	\$ 500	\$ 500	\$ 500
10	\$ 500	\$ 500	\$ 750	\$ 750
15	\$ 500	\$ 500	\$ 1,000	\$ 1,000
20	\$ 500	\$ 500	\$ 1,500	\$ 1,500
25	\$ 500	\$ 500	\$ 2,000	\$ 2,000
30	\$ 500	\$ 500	\$ 2,500	\$ 2,500

** Longevity stipends are based on total years of experience in-district and BA+24.*

ADVANCED PROFESSIONAL RUNG**

AP1 **\$2,000**

*** Certified staff who are placed on the advanced professional compensation rung of the Idaho Career Ladder shall receive a stipend based on individual placement on the SDE CLDS report.*

New Hire Conversion Chart**SCHEDULE EFFECTIVE****09/01/22**

Year	Placement
1	1
2	2
3	3
4	4
5-6	5
7-8	6
9	7
10-11	8
12-13	9
14-15	10
16	11
17+	12

Contract Step	Salary Schedule
1	43,955
2	45,274
3	46,632
4	48,031
5	49,472
6	50,956
7	52,485
8	54,059
9	55,681
10	57,351
11	59,072
12	60,844
13	63,886
14	67,719
15	71,105
16	74,661
17	76,900
25	79,207

NOTES:

1. Employees with at least a **Bachelor's + 24** shall receive a **\$1,500** addition to their regular salary.
2. Employees with a **Master's** shall receive a **\$3,000** addition to their regular salary.
3. Employees with a **Doctoral Degree** shall receive a **\$4,000** addition to their regular salary.
4. Employees who obtain **National Board Certification** will receive any state level stipends paid for holding this certification.
5. Employees holding an **Occupational Specialist certificate** (in a subject area which they teach) shall receive a **\$2,250** addition to their regular salary.
6. With the exception of the National Board Certification and the Occupational Specialist endorsement, additional salary for education is not cumulative.
7. In order to be eligible, credits must be after initial certification.
8. An employee enters **contract step 25** after completing **24 years** of certificated service with at least the last **15** of those years served continuously in the Lake Pend Oreille School District. If a person meets these conditions but has not yet spent one year in **contract step 16** that employee shall receive a **3%** addition to their salary rather than placement in **contract step 25**.

091 Idaho Falls School District

STEP	AP-0	AP-24	AP MA-0	APEDS-0	APPHD-0	BA-0	BA-24	EDS-0	MA-0	PHD-0
1.00						\$41,142.00	\$43,142.00	\$45,142.00	\$45,142.00	\$45,142.00
2.00						\$43,460.00	\$45,560.00	\$47,135.00	\$47,135.00	\$47,135.00
3.00						\$44,112.00	\$46,212.00	\$47,787.00	\$47,787.00	\$47,787.00
4.00						\$45,561.00	\$47,661.00	\$49,236.00	\$49,236.00	\$49,236.00
5.00						\$47,498.00	\$49,598.00	\$51,173.00	\$51,173.00	\$51,173.00
6.00						\$48,466.00	\$50,566.00	\$52,141.00	\$52,141.00	\$52,141.00
6.01						\$49,435.00	\$51,535.00	\$53,110.00	\$53,110.00	\$53,110.00
7.00						\$51,372.00	\$53,472.00	\$55,047.00	\$55,047.00	\$55,047.00
8.00						\$53,309.00	\$55,409.00	\$56,984.00	\$56,984.00	\$56,984.00
9.00	\$55,791.00	\$57,891.00	\$59,466.00	\$59,466.00	\$59,466.00					
10.00	\$57,671.00	\$59,771.00	\$61,346.00	\$61,346.00	\$61,346.00					
11.00	\$59,771.00	\$61,871.00	\$63,446.00	\$63,446.00	\$63,446.00					
12.00	\$61,950.00	\$64,050.00	\$65,625.00	\$65,625.00	\$65,625.00					
13.00	\$63,814.00	\$65,914.00	\$67,489.00	\$67,489.00	\$67,489.00					
14.00	\$65,363.00	\$67,463.00	\$69,038.00	\$69,038.00	\$69,038.00					
15.00	\$67,226.00	\$69,326.00	\$70,901.00	\$70,901.00	\$70,901.00					
16.00	\$68,933.00	\$71,033.00	\$72,608.00	\$72,608.00	\$72,608.00					

2022-2023 Certified Salary Schedule for Swan Valley School District #92

Career Ladder Placement	Salary Apportionment
RP1	\$40,742
RP2	\$41,486
RP3	\$42,231
P1	\$43,488
P2	\$45,302
P3	\$47,116
P4	\$48,930
P5	\$50,743
AP1	\$53,478
AP2	\$54,442
AP3	\$55,389

Effective July 1, 2022, the education allocation for full time instructional staff and pupil service staff holding a professional endorsement, a baccalaureate degree and twenty-four (24) or more credits is \$2,000. Full time instructional staff and pupil service staff holding a professional endorsement and a master's degree is \$3,500. (I.C. 33-1004B)

In addition to the above salary schedule, The Swan Valley School District #92 will provide the following for all full-time employees:

- Premiums on group health, dental, vision and group term life insurance.
- Employees may purchase additional insurance for spouse and/or dependent children. Spouse and family are NOT included in employees benefit package.
- One sick leave day for each month worked. (No limit on sick days accumulated)
- Three (3) personal leave days per year for the first through third consecutive years of employment. Four (4) personal leave days for the fourth and fifth consecutive years of employment. Five (5) personal leave days for the sixth or subsequent consecutive year of employment. Full time staff will be able to accumulate unused days year to year, up to seven (7) days. Days not taken will be paid at an amount equal to the daily pay for regular certified substitute pay in June.
- The Superintendent may grant professional leave days. Professional leave is generally limited to two (2) days per year, but may be extended with the Superintendent's approval.

Bonneville School District 93
Instructional and Pupil Service Staff Salary Schedule FY 2023

	[BA]	[BA+24]	[MA]
R1	\$41,149.00	\$41,149.00	\$41,149.00
R2	\$41,901.00	\$41,901.00	\$42,401.00
R3	\$42,653.00	\$43,153.00	\$43,653.00
P1	\$43,923.00	\$45,923.00	\$47,423.00
P2	\$45,755.00	\$47,755.00	\$49,255.00
P3	\$47,587.00	\$49,587.00	\$51,087.00
P4	\$49,419.00	\$51,419.00	\$52,919.00
P5	\$51,250.00	\$53,250.00	\$54,750.00
P5 (15)	\$53,025.00	\$55,025.00	\$56,525.00
AP1	\$54,022.00	\$56,022.00	\$57,522.00
AP2	\$54,986.00	\$56,986.00	\$58,486.00
AP3	\$55,943.00	\$57,943.00	\$59,443.00
P5 (20)	\$55,550.00	\$57,550.00	\$59,050.00
P5 (20) - AP1	\$57,570.00	\$59,570.00	\$61,070.00
P5 (20) - AP2	\$58,075.00	\$60,075.00	\$61,575.00
P5 (20) - AP3	\$58,580.00	\$60,580.00	\$62,080.00
P5 (25)	\$58,075.00	\$60,075.00	\$61,575.00
P5 (25) - AP1	\$60,095.00	\$62,095.00	\$63,595.00
P5 (25) - AP2	\$60,600.00	\$62,600.00	\$64,100.00
P5 (25) - AP3	\$61,105.00	\$63,105.00	\$64,605.00
P5 (30)	\$60,600.00	\$62,600.00	\$64,100.00
P5 (30) - AP1	\$62,620.00	\$64,620.00	\$66,120.00
P5 (30) - AP2	\$63,125.00	\$65,125.00	\$66,625.00
P5 (30) - AP3	\$63,630.00	\$65,630.00	\$67,130.00
GR	\$63,125.00	\$65,125.00	\$66,625.00
GR - AP1	\$65,145.00	\$67,145.00	\$68,645.00
GR - AP2	\$65,650.00	\$67,650.00	\$69,150.00
GR - AP3	\$66,155.00	\$68,155.00	\$69,655.00

101 Boundary County School District

FY 2022 – 2023 - Appendix A – Salary Schedule

Contract Rung	\$
0	41,000
1	42,640
2	43,472
3	44,346
4	44,886
5	45,968
6	46,887
7	47,825
8	48,781
9	49,757
10	50,862
11	52,897
12	55,542
13	58,319
14 (AP)	62,119
15 (AP)	64,877

1. Teachers with a Master's degree and an Idaho Professional Endorsement shall receive a stipend of \$3,000 in addition to their regular salary.
2. Teachers with a Master's degree without an Idaho Professional Endorsement shall receive a stipend of \$3,000 in addition to their regular salary.
3. Teachers with a BA +24 credits and an Idaho Professional Endorsement shall receive a stipend of \$1,600 in addition to their regular salary.
4. Movement on the salary schedule is limited to one contract rung per year. Advancement to rung 14 and 15 requires an Idaho Advanced Professional Endorsement (ID§ 33-1201A).
5. Teachers who obtain National Board Certification will receive any State stipends paid for holding this certification.
6. Teachers and Professional personnel paid by funds other than the general funds will be paid according to the above salary schedule as long as funding continues.
7. New BCSD 101 personnel will be placed according to their 2014-15 SDE index; all employees will be placed on contract rung 0 until all hiring documentation is provided to the district office.
8. The salary schedule is based on a 163 day contract to include student instructional days, in-services, and district approved paid holidays. Instructional and Pupil Service Staff covered under this agreement who are required to spend more than 163 days at their assignment shall have their contract amount of each additional day or portion thereof beyond the 163 adjusted for each day. Principals will be required to submit to the superintendent additional time documentation before payroll payment will be processed or released.
9. If our support units drop below the 97% protected support units and/or the district's general fund balance drops below 15% in reserves, then furlough days may be instituted.

Butte County School District #111 is using the Career Ladder as the basis of our salary schedule.

FY 2022-2023	Enter	2022-2023
Career Ladder Placement	Estimated Staff FTE by cohort	Salary Apportionment
R1	-	\$ 40,742
R2	-	\$ 41,486
R3	-	\$ 42,231
P1	-	\$ 43,488
P2	-	\$ 45,302
P3	-	\$ 47,116
P4	-	\$ 48,930
P5	-	\$ 50,743
AP1	-	\$ 53,478
AP2		\$ 54,442
AP3	-	\$ 55,389

Certificated Salary Schedule
Camas County School District #121
2022-2023

Career Ladder	Salary	Education Allocation BA+24 \$2,000	Education Allocation MS ES/DR \$3,500
R1	\$40,742		
R2	\$41,486		
R3	\$42,231		
P1	\$43,488	\$45,488	\$46,988
P2	\$45,302	\$47,302	\$48,802
P3	\$47,116	\$49,116	\$50,616
P4	\$48,930	\$50,930	\$52,430
P5	\$50,743	\$52,743	\$54,243
AP1	\$53,478	\$55,478	\$56,978
AP2	\$54,442	\$56,442	\$57,942
AP3	\$55,389	\$57,389	\$58,889

To be eligible to receive the additional educational allocation, teachers must submit an official transcript(s) of earned credits to the District Office no later than September 15. Only credits earned after initial certification in the employee's pedagogy or content area shall be allowed, pursuant to Idaho Code 33-1004.

2022-2023 Certified Salary Schedule

	BA	BA + 24	MA/BA+36	MA+12/BA+48	MA+24/BA+60	MA+36/ES/DR
0	40,742	40,742	40,742	40,742	40,742	40,742
1	41,686	41,686	41,686	41,686	41,686	41,686
2	42,231	42,231	42,231	42,231	42,231	42,231
3	43,488	45,645	45,752	45,860	45,966	46,073
4	45,538	45,645	45,752	45,860	45,966	46,237
5	45,538	45,645	45,752	45,860	45,966	47,880
6	45,538	45,645	45,752	45,860	47,659	49,619
7	45,538	45,645	45,752	47,437	49,387	51,421
8	45,538	45,645	47,219	49,159	51,181	53,291
9	45,538	47,000	48,931	50,942	53,042	55,229
10	45,538	47,000	50,706	52,795	54,973	57,244
11	45,538	47,000	50,706	54,717	56,975	59,332
12	45,538	47,000	50,706	54,717	59,056	61,499
13	45,538	47,000	50,706	54,717	61,211	66,078

2022-2023 Psych/SLP/OT/PT Salary Schedule

	MA	MA+12	MA+24	EdS / MA+36	EdS / MA+48	PHD
0	40,742	42,921	44,746	46,647	48,630	50,696
1	41,686	44,531	46,423	48,395	50,453	52,597
2	44,318	46,201	48,164	50,211	52,345	54,569
3	45,978	47,933	49,970	52,094	54,307	56,615
4	47,703	49,729	51,845	54,048	56,345	58,738
5	49,492	51,595	53,789	56,076	58,458	60,942
6	51,347	53,530	55,805	58,176	60,650	63,227
7	53,273	55,538	57,899	60,359	62,923	65,598
8	55,271	57,620	60,069	62,621	65,284	68,059
9	57,344	59,781	62,322	64,969	67,732	70,610
10	59,494	62,023	64,659	67,407	70,272	73,259
11	61,726	64,349	67,084	69,934	72,906	76,004
12	64,040	66,450	69,599	72,558	75,640	78,854
13	67,996	70,818	73,870	76,830	80,030	83,365

2022-2023 CPE Salary Schedule

2022-2023			<i>Education Allocation is calculated using Column BA+12</i>			
	BA	BA+12	\$2,000.00 BA+24	\$3,500.00 MA	\$3,500.00 MA+24	\$3,900.00 ES/DR
STEP 1	\$40,742	<i>May not qualify for Education Allocation</i>				
STEP 2	\$41,486	<i>(See Education Allocation Page 5)</i>				
STEP 3	\$42,231	<i>CPEs must have Professional Endorsement to advance to Steps 4-13</i>				
STEP 4	\$43,488	\$43,488	\$45,488	\$46,988		\$47,388
STEP 5	\$44,867	\$44,867	\$46,867	\$48,367		\$48,767
STEP 6	\$46,217	\$46,217	\$48,217	\$49,717		\$50,117
STEP 7	\$46,502	\$46,502	\$48,502	\$50,002		\$50,402
STEP 8	\$47,480	\$48,430	\$50,430	\$51,930		\$52,330
STEP 9	\$47,480	\$48,736	\$50,736	\$52,236		\$52,636
STEP 10	\$47,480	\$50,687	\$52,687	\$54,187		\$54,587
STEP 11	\$47,480	\$51,017	\$53,017	\$54,517		\$54,917
STEP 12	\$47,480	\$52,992	\$54,992	\$56,492		\$56,892
STEP 13	\$47,480	\$53,347	\$55,347	\$56,847	\$56,978	\$57,247
<i>Must have MA+24 or ES/DR to advance to 13A-E</i>			<i>No movement allowed</i>			
			BA+24	MA	MA+24	ES/DR
13A			\$ 58,125	\$ 59,625	\$ 59,625	\$ 60,025
13B			\$ 60,203	\$ 61,703	\$ 61,703	\$ 62,103
13C			\$ 61,129	\$ 62,629	\$ 62,629	\$ 63,029
13D			\$ 64,454	\$ 65,954	\$ 65,954	\$ 66,354
13E					\$ 69,467	\$ 69,867

CPEs on 13A through 13E (BA+24/MA) shall not advance a step until MA+24 or ES/DR degree is obtained.

The corresponding salary schedule for the 2022-2023 school year shall be based on 183 contractual days.

1. CPEs in their first year of holding a certificate shall be placed on STEP 1.
2. CPEs placed on STEP 1 of the 2021-2022 CSD CPE Salary Schedule shall advance to STEP 2 on the 2022-2023 CSD CPE Salary Schedule.
3. CPEs placed on STEP 2 of the 2021-2022 CSD CPE Salary Schedule shall advance to STEP 3 on the 2022-2023 CSD CPE Salary Schedule.
4. CPEs placed on STEP 3 of the 2021-2022 CSD CPE Salary Schedule shall advance to STEP 4 of the 2022-2023 CPE Salary Schedule if they have obtained the Professional Endorsement. If they do not have the Professional Endorsement, they shall remain on STEP 3.
5. CPEs with the Professional Endorsement placed on STEP 4 through STEP 12 of the 2021-2022 CPE Salary Schedule shall advance one (1) step on the 2022-2023 CPE Salary Schedule, if they have met the compensation rung performance criteria in school year 2021-2022.
6. CPEs on STEP 13 of the 2021-2022 CPE Salary Schedule who earned the MA+24 or ES/DR on or before September 1, 2022, shall advance to 13A of the 2022-2023 CPE Salary Schedule.
7. CPEs placed on 13A-13E of the 2021-2022 CPE Salary Schedule with a BA+24 or MA shall hold the same placement on 13A-13E of the 2022-2023 CPE Salary Schedule with no step increase.
8. CPEs placed on 13A-13E of the 2021-2022 CPE Salary Schedule with a MA+24 or ES/DR shall advance one (1) STEP on the 2022-2023 CPE Salary Schedule if they have met the compensation rung performance criteria in school year 2021-2022.
9. CPEs transferring from another Idaho school district shall be placed on STEP 1 through STEP 13 in accordance to their verified years of contracted teaching experience. They must hold the Idaho Professional Endorsement to be placed on STEP 4 through STEP 13. Documentation for salary placement, such as official transcripts and/or completed verifications of employment, received later than 60 days from the contract start date will not be applicable for contract changes or retroactive pay in the current school year.
10. CPEs who hold a certificate from another state and who are approved to teach in Idaho shall be placed on STEP 1 through STEP 13 in accordance to their verified years of contracted teaching experience. They must be able to obtain the Idaho Professional Endorsement to be placed on STEP 4 through STEP 13. Documentation for salary placement, such as official transcripts and/or completed verifications of employment, received later than 60 days from the contract start date will not be applicable for contract changes or retroactive pay in the current school year.

The requirements for the Out of State Professional Endorsement are:

- a. Must have a written recommendation from the employing school district;
 - b. Must have worked in a certificated position in a compact-member state for three (3) to eight (8) years;
 - c. Would have been eligible to work in a certificated position in an Idaho public school based on that certificate for three (3) to eight (8) years
11. CPEs must have a Professional Endorsement to be placed on or to advance beyond STEP 4.
12. CPEs must submit official transcripts to the Human Resource Department on or before September 1, 2022, to validate placement on the 2022-2023 CPE Salary Schedule.
13. CPEs contractual compensation will be prorated over twelve months and paid in equal increments on or before the twenty-fifth day of each month.
14. Revised contracts reflecting the 2022-2023 salaries shall be issued in the fall after the Professional Endorsement, Advanced Professional Endorsement and compensation rung performance criteria have been verified.

4. Funds will be distributed on a first come first serve basis with a District maximum obligation under the program to be \$10,000. When the District's budget for scholarships under this program is exhausted, no additional funds will be paid for the remainder of the fiscal year.
5. To receive reimbursement payment the Employee must obtain pre-approval from the District Superintendent prior to enrollment and, upon completion of the course, provide copies of the class description, proof of successful completion and receipts showing the expenses incurred. Throughout the year, requests for reimbursement must be submitted within ninety (90) days from the date of course completion. Courses completed in May of 2023 must have reimbursement requests submitted on or before June 15, 2023

If an Employee uses the Scholarship Program after July 1, 2022, during the summer term, and does not return to the District for the 2022-2023 school year, he/she must refund the District the amount of scholarship that the Employee received from the District during the Summer of 2022.

II. COMPENSATION

A. SALARY SCHEDULE

1. SALARY SCHEDULE

This Salary Schedule is based upon a Standard Teacher Contract of 190 days.

**** Current District Mandated Minimum \$ shall be the same as the State's Mandated Minimum as determined annually (22/23 \$40,742)**

CAREER LADDER

For Certificated Teachers not placed on the Legacy Schedule the following Career Ladder Schedule shall apply for compensation for the 2022-2023 school year. Certificated Teachers shall be placed consistent with their Career Ladder reimbursement placement by the state.

2022-2023		
R-1		\$40,742
R-2		\$41,486
R-3		\$42,231
P-1		\$43,488
P-2		\$45,302
P-3		\$47,116

P-4		\$48,930
P-5		\$55,838
AP1		\$53,478
AP2		\$54,442
AP3		\$55,389

LEGACY SCHEDULE

For Certificated Teachers placed on the Wilder School District Legacy Schedule during the 2018-2019 school year such teachers shall remain on the Legacy and the following Legacy Schedule shall apply for compensation for the 2022-2023 school year.

	BA	BA +24	MA
L8	\$56,500	\$2,000	\$3,500
L9	\$60,455	\$2,000	\$3,500

2. Loyalty Stipend - Applicable to both Career Ladder Schedule and Legacy Schedule

To honor those Certificated Professional Employees who have remained dedicated to the Wilder School District, for the 2022-2023 school year a **one-time** Loyalty Stipend, in the amounts as detailed in the schedule below, shall be paid to qualifying Full-Time Certificated Personnel who hold a classroom teaching assignment:

An employee commencing their 6 th year of employment with the District through an employee in their 10 th year of employment.	\$2,000.00
An employee commencing their 11 th year of employment with the District through an employee in their 15 th year of employment.	\$4,000.00

An employee commencing their 16 th year of employment with the District through an employee in their 20 th year of employment.	\$6,000.00
--	------------

This Loyalty Stipend is a **one-time** stipend applicable solely to the year in question and is not intended nor shall it become part of the Certificated Teacher's base salary or base contract. There is no property right or right to continued entitlement to this sum or any other sum associated with this one-time stipend during any subsequent contract or school year.

This one-time stipend shall be paid in twelve (12) monthly payments and will be included in the Certificated Teacher's regular monthly payroll check and will not be paid in a lump sum payment.

B. ADVANCEMENT RULES

For the 2022-2023 School year qualifying Certificated Teachers, consistent with Career Ladder allocation, will move steps and lanes within the respective Salary Schedule structures.

No Certificated Employee can move between the Career Ladder Structure and the Legacy Employee Structure.

C. SUPERVISORY COMPENSATION

A Certificated Teacher may request additional compensation for Supervisory activities consistent with the provisions of this term.

Compensation may be received as follows:

- \$40.00 if the Certificated Teacher covers an entire class period for which they are not assigned.
 - Examples of such situations include, but may not necessarily be limited to the following:
 - A Certificated Teacher whose assigned preparation period is used to cover their own class or the class of another due to the absence or unavailability of the Individual assigned to teach that period (i.e. When an elementary teacher has to keep their class due to the "specials" teacher being absent or unavailable; a high school teacher covering the assigned class of a coach who has to leave school early for the day for an athletic event.).

Middleton School District 134

2022-2023 Career Ladder Salary Schedule					
Step	BA	BA+24	MA/BA+48	MA+24/GF	
R1	42,120				
R2	42,998				
R3	43,876				
P1	45,183	45,880	47,105	48,363	
P2	45,880	47,105	48,363	49,655	
P3	47,105	48,363	49,655	50,980	
P4		49,655	50,980	52,340	
P5		50,980	52,340	53,739	
P6		52,340	53,739	55,173	
P7		53,739	55,173	56,645	
P8		55,173	56,645	58,158	
P9		56,645	58,158	59,710	
P10				59,710	61,305
M1					62,942
M2					64,622
M3					67,927

D. COMMENCEMENT OF NEGOTIATIONS

Both parties agree to negotiate in good faith pursuant to the process and parameters established by the Idaho Code. Prior to the commencement of negotiations, each party shall submit to the other a written list of the members of the Negotiations Team, with identification of a spokesperson.

E. MODIFICATION

This agreement shall not be modified by amendment during the term of this contract year unless done so, in writing, agreed to by both parties or by court or other governmental action.

III. COMPENSATION**A. TERMS**

The contract length set by the Notus School Board Trustees for the 2022-2023 school year will be 170 days. Notus School District Certified Salary Schedule will be used for determining compensation. Personnel employed less than full time or less than the stated contract length shall be paid a pro-rated amount of the Certified Salary Schedule values.

Movement on the Notus School District Certified Salary Schedule will be permitted only if the individual employee meets the requirements per State Statute. Certified personnel employed less than full-time shall be paid a pro-rated amount of the Certified Salary Schedule values.

B. SALARY SCHEDULE PLACEMENT AND MOVEMENT

Although there are differences between the Career Ladder for Teachers identified in Idaho Code and the Salary Schedule identified within this Master Agreement, placement on and movement within this Master Agreement's Salary Schedule shall be consistent with the intent of Idaho Code 33-1004B parts (1), (2), (3), (4), (5), (7), and (9). The Notus School District Salary Schedule's RP1-RP3 rows are for those that hold an Idaho Certificate in their first three years, the Notus School District Salary Schedule's P1-P10 rows are for those that hold a professional or advanced professional endorsement.

C. SALARY SCHEDULE

Notus School District 135 Certified Salary Schedule				
Salary Schedule Placement	Salary	Salary BA+24	Salary MA	2 MA, PhD, or Ed.S.
RP1	\$41,350.00	\$43,350.00	\$44,850.00	\$46,050.00
RP2	\$42,528.48	\$44,528.48	\$46,028.48	\$47,228.48
RP3	\$43,740.54	\$45,740.54	\$47,240.54	\$48,440.54
P1	\$44,987.14	\$46,987.14	\$48,487.14	\$49,687.14
P2	\$46,269.28	\$48,269.28	\$49,769.28	\$50,969.28
P3	\$47,587.95	\$49,587.95	\$51,087.95	\$52,287.95
P4	\$48,944.21	\$50,944.21	\$52,444.21	\$53,644.21
P5	\$50,339.12	\$52,339.12	\$53,839.12	\$55,039.12
P6	\$51,773.78	\$53,773.78	\$55,273.78	\$56,473.78
P7	\$53,249.33	\$55,249.33	\$56,749.33	\$57,949.33
P8	\$54,766.94	\$56,766.94	\$58,266.94	\$59,466.94
P9	\$56,327.80	\$58,327.80	\$59,827.80	\$61,027.80
P10	\$57,933.14	\$59,933.14	\$61,433.14	\$62,633.14

Melba School District #136 Certificated & Pupil Services Salary Schedule
Career Ladder Cohort Funding for Certificated & Pupil Service Staff

The information represents a summary of the Certificated Career Ladder Cohort funding amounts as found in Idaho Code 33. The information provided in the table below shows the yearly approved OR projected cohort funding. See link for more information: <https://legislature.idaho.gov/statutesrules/data/IdStat33/>

Career Ladder ⁽¹⁾	Residency ⁽²⁾			Professional ⁽³⁾					Advanced Professional ⁽³⁾⁽⁴⁾				
	R1 ⁽⁵⁾	R2	R3	P1	P2	P3	P4	P5	AP1	AP2	AP3	AP4	AP5
2019 - 2020 ⁽⁶⁾	\$9500	\$9500	\$9500	\$2500	\$2500	\$4750	\$4750	\$5000					
2020 - 2021 ⁽⁶⁾	\$10000	\$10000	\$10000	\$2500	\$4750	\$4750	\$5250	\$5500	\$2000				
2021 - 2022 ⁽⁷⁾	\$10400	\$10400	\$10400	\$2500	\$4750	\$4750	\$5750	\$6000	\$2500	\$2000			
2022 - 2023 ⁽⁸⁾	\$10750	\$10750	\$10750	\$2500	\$4750	\$4750	\$6250	\$6500	\$3000	\$2500	\$2000		

⁽¹⁾ Previous year(s) Melba School Board approved Cohort funding

⁽²⁾ Approved 6/08/2021 Melba School Board

⁽³⁾ To be determined based on future State Legislation

⁽⁴⁾ Certificated or Pupil Service staff who are in their first year of holding an Idaho certificate or who have a valid out-of-state certification shall be placed in the R1 cohort.

⁽⁵⁾ Movement within the Residency cohorts and the Professional Cohorts is based on achievement of the professional compensation criteria as listed in Idaho Code and as approved by the Idaho State Department of Education (ISDE). This includes obtaining appropriate Idaho licensure as required by Idaho Code 33 and the State of Idaho Department of Education (ISDE). If an employee does NOT meet the Cohort professional compensation criteria or does not receive the appropriate Idaho Professional endorsement, the employee will remain in the same cohort as the previous year and at the previous year's funding level.

⁽⁶⁾ No employee should be at a higher cohort or higher cohort funding amount than determined by the State of Idaho Department of Education (ISDE). However, if an employee was advanced to a higher cohort and it was later determined by the ISDE that the employee did NOT meet the advancement criteria, the District will honor the current contract amount for the current fiscal year. However, in the next fiscal year, the District will correct the mistake and set both the cohort and corresponding contract amounts accordingly. The cohort correction will align with the cohort designation determination as stated by the State of Idaho Department of Education (ISDE) and the contract amount will align as determined by the career ladder cohort funding table above. Please note: An employee who does NOT meet the cohort movement criteria may remain at previous year's funding level as determined by the ISDE. This applies to all funding which may be affected by the cohort determination AND which a stipend or other payment is provided to the certificated or pupil service staff. Such an example would include the education money provided per Idaho Code 33.

⁽⁷⁾ Criteria must be met as set forth by the Melba School Board including a Master Degree, an Idaho Professional Endorsement AND 10+ "CONTINUOUS" Years of Service with the Melba School District. A break in service will disqualify employees for this Super Cell. *updated 5.11.21 from teacher negotiations.

Super Cell Salary & Qualification Criteria

The information provided in the column below shows the projected amount for qualifying employees who have a Master Degree, an Idaho Professional Endorsement, AND 10+ Years of CONTINUOUS Service with the Melba School District. This criteria must be met in order for an employee to be placed in the Super Cell.

"Melba" Super Cell ⁽¹⁾
\$10000
\$10000
\$10000
\$10000

PER Negotiations 2022

**ARTICLE I
PARMA EDUCATION ASSOCIATION
SALARY SCHEDULE
2022 – 2023**

This is a one year salary agreement for the 2021-2022 school year only.

2022 - 2023 Certified Salary Schedule

2022-2023 Career Ladder Placement	2022-2023 Certified Salary Schedule	2022-2023 Salary BA + 24	2022-2023 Salary MA
R1	\$ 40,742.00	\$ 40,742.00	\$ 44,242.00
RP2	\$ 41,486.00	\$ 41,486.00	\$ 44,986.00
RP3	\$ 42,231.00	\$ 42,231.00	\$ 45,731.00
P1	\$ 43,488.00	\$ 45,488.00	\$ 46,988.00
P2	\$ 45,302.00	\$ 47,302.00	\$ 48,802.00
P3	\$ 47,116.00	\$ 49,116.00	\$ 50,616.00
P4	\$ 48,930.00	\$ 50,930.00	\$ 52,430.00
P5	\$ 50,743.00	\$ 52,743.00	\$ 54,243.00
AP1	\$ 53,478.00	\$ 55,478.00	\$ 56,978.00
AP2	\$ 54,442.00	\$ 56,442.00	\$ 57,942.00
AP3	\$ 55,389.00	\$ 57,389.00	\$ 58,889.00
GP1	\$ 56,191.00	\$ 58,313.00	\$ 59,905.62

In order to qualify for AP1 following must be met as outlined in Idaho Code 33-1201A –

- Certified staff has held a renewable certificate for at least eight (8) years or more, or have completed a state board of education-approved interim certificate of three (3) years or longer and held a renewable certificate for five (5) years or more.
- An overall rating of proficient or higher on annual summative evaluation.
- No components rated as unsatisfactory or basic on annual summative evaluation.

VALLIVUE SCHOOL DISTRICT 139

2022 - 2023 CERTIFICATED SALARY SCHEDULE

(SEE PAGE 2 & 3 FOR PLACEMENT & GUIDELINES)

STEP	1 BS	2 BS + 15	3 BS + 30	4 M BS + 45	5 M + 15 BS + 60	6 M + 30 BA+75 & MA EDS/DR
1	40,742	40,742	40,742	40,992		
2 0.50%	40,946	40,946	40,946	41,196		
3 1.00%	41,355	41,355	41,355	41,858		
		1.75%	2.00%	2.00%	2.00%	2.00%
4 2.00%	42,182	42,920	43,779	44,654	45,548	46,458
5 2.00%	43,026	43,779	44,654	45,548	46,458	47,388
6 2.00%	43,026	44,654	45,548	46,458	47,388	48,335
7 2.00%	43,026	45,548	46,458	47,388	48,335	49,302
8 + 2.00%	43,026	46,458	47,388	48,685	50,102	51,288
9 2.00%	43,026	46,458	48,335	50,009	51,904	53,314
10 2.00%	43,026	46,458	49,302	51,359	53,742	55,380
11 2.00%	43,026	46,458	50,288	52,736	55,617	57,488
12 2.00%	43,026	46,458	50,288	54,141	57,529	59,638
13 2.00%	43,026	46,458	50,288	55,574	59,480	61,830
14 2.00%	43,026	46,458	50,288	55,574	61,470	64,067
15 2.00%					61,776	66,348
16						67,213

2022 – 2023 Certificated Employee Salary Schedule, Placement & Guidelines

Salary Schedule Main Points

1. Calculated Base
 - a. Certificated Employee Salary Schedule Calculating Base = Step 1 / Column 1 amount
 - b. Extra-Curricular Salary Calculating Base = \$31,465
2. Contracts are based on 188-days of service which includes six (6) paid holidays.
3. All full-time Certificated employees shall receive no less than the Vallivue School District Calculated Base in Step 1/ Column 1 of the salary schedule; or, the State of Idaho Career Ladder Residency Rung (R1) Minimum as stated in Idaho Code 33-1004B.
4. All Certificated employees who have received their Idaho Professional Endorsement as of September 1st of the current contract year, will make no less than the State of Idaho Career Ladder Professional Rung (P1) minimum as stated in Idaho Code 33-1004B.
5. Employees placed in the gray cell are grandfathered prior to the 2021 – 2022 school year.
6. School Psych, OT, PT, SLP and Nurses will be given five (5) additional years of experience upon initial placement on the certified salary schedule and should maintain a current State of Idaho Pupil Service Certificate.

Educational Placement on Salary Schedule (ref. Master Agreement 4-1)

1. Official transcripts and credits earned ***“after initial teaching certificate” and “after highest degree”*** will be used in determining educational placement on the salary schedule.
2. No credits shall be allowed in addition to the bachelor’s degree unless accepted for an approved graduate program relative to the assignment of the teacher or unless approved by the superintendent as applicable to a program related to the educational program of the district. Additional hours start only after awarding of the bachelor’s degree. No credits shall be allowed in addition to the bachelor’s degree prior to becoming eligible for a teaching certificate.
3. The district shall allow for one salary adjustment per year for additional credit earned as verified by official transcript or verification submitted for adjustment by September 10th of the current contract year. Salary adjustments shall be made in the September pay period.
4. If a teacher does not agree with the educational placement determined by the superintendent, and/or director of finance, he/she may request a review and a decision from the Education Placement Committee composed of two administrators appointed by the superintendent and two classroom teachers appointed by the VEA president, or in his/her absence, the vice president. Every effort shall be made by both parties to appoint knowledgeable members to the committee. In case of a tie, the committee may ask for an opinion form a college or university teacher, who is knowledgeable in the applicant’s field(s) if teaching. All recommendations shall be submitted to the board, and the final determination as to placement shall be made by the board of trustees.
5. An employee required to work for a period longer than the regular contracted school year shall be paid one/one-eighty eighth (1/188) of his/her regular salary for each additional day worked except in the event of emergency closure that required an extension of the school year.

Allowable Prior Experience (Ref. Master Agreement 4-1-4)

1. Experience for placement on the basic salary schedule will be limited to contracted services. At least five (5) month service is required for one year's experience. New certified employee's years of experience will be prorated according to the placement of current employees.
2. Teachers who are on a limited contact and subsequently rehired following the years of service, will be eligible for allowable prior experience.

Memorandum of Understanding added to the Master Agreement

COLUMNS: Educational advancement will be granted to all certificated employees who have earned additional graduate credits, after their initial teaching certificate, in the increments noted on the salary schedule.

STEPS: All certificated employees will be granted one year of experience for each contract year completed. New and current staff placement will reflect actual years of experience

SCHOOL CALENDAR: Certified employees will return to work on August 10, 2022, unless on an approved supplemental contract. Contracts will be based on 188 days.

DISTRICT PAID INSURANCE: The District shall maintain at no cost to the employees who are employed on a full-time basis a \$2,000 medical deductible plan.

BOARD CHAIR SIGNATURE: _____ (on file) _____ DATE: 5/10/2022

Legal Reference: Master Agreement 9/12/06, 8/07/07

Date of Adoption:

Reviewed/Revised: 6/8/93, 8/9/94, 8/22/95, 8/29/96, 7/8/97, 11/10/98, 10/12/99, 10/10/00, 8/31/01, 8/30/02, 9/9/03, 8/25/04, 12/14/05, 9/12/06, 8/14/07, 5/20/08, 6/09/09, 6/8/10, 9/14/10, 6/14/11, 8/18/11, 6/12/12, 6/11/13, 6/17/14, 6/8/15, 5/10/16, 6/13/17, 8/8/17, 5/11/18, 5/14/19, 6/9/20, 11/10/20, 5/12/21, 5/10/22

Reviewed by: Vallivue Education Association, District Administration, Board of Trustees

Grace School District

FY 23	FY 23
	District Salary Sched.
R1	\$40,742.00
R2	\$43,635.00
R3	\$44,754.00
P1	\$48,373.00
P2	\$50,309.00
P3	\$52,237.00
P4	\$54,091.00
P5	\$56,891.00
AP1	\$58,911.00
AP2	\$59,394.00
AP3	\$60,500.00

149 North Gem School District

% above the State Salary Apportionment	2022-23		2022-23	
	State Salary Apportionment		NORTH GEM SALARY SCHEDULE	
	\$	40,742.00	\$	40,742.00
1.50%	\$	41,486.00	\$	42,108.00
2.00%	\$	42,231.00	\$	43,075.62
2.50%	\$	43,488.00	\$	44,575.00
3.00%	\$	45,302.00	\$	46,661.00
3.50%	\$	47,116.00	\$	48,815.06
4.00%	\$	48,930.00	\$	50,887.00
4.50%	\$	50,743.00	\$	53,026.00
4.50%	\$	53,478.00	\$	55,885.00
4.50%	\$	54,442.00	\$	56,892.00
4.50%	\$	55,389.00	\$	57,882.00

Soda Springs Jt. School District #150

2022-2023 Career Ladder

Schedule II

	BA+00	BA+24	MA
Residency 1	\$43,242	\$45,242	\$46,742
Residency 2	\$44,346	\$46,346	\$47,846
Residency 3	\$44,731	\$46,731	\$48,231
Professional 1	\$45,988	\$47,988	\$49,488
Professional 2	\$47,802	\$49,802	\$51,302
Professional 3	\$49,616	\$51,616	\$53,116
Professional 4	\$51,430	\$53,430	\$54,930
Professional 5	\$53,243	\$55,243	\$56,743
ADV Professional 1	\$55,978	\$57,978	\$59,478
ADV Professional 2	\$56,942	\$58,942	\$60,442
ADV Professional 3	\$57,889	\$59,889	\$61,389

151 Cassia County School District

2021-22 CJSJ CAREER LADDER

Step		BA	BA+24	MA/ES/DR	22-23 MOVEMENT
1	Residency 1	\$ 40,369	\$ 40,369	\$ 40,869	Move to R2
2	Residency 2	\$ 40,990	\$ 40,990	\$ 41,740	Move to R3
3	Residency 3	\$ 41,611	\$ 41,611	\$ 42,611	Move to P1 if eligible
4	Professional 1	\$ 42,991	\$ 44,991	\$ 46,491	Move to P2
5	Professional 2	\$ 44,221	\$ 46,221	\$ 47,721	Move to P3
6	Professional 3	\$ 45,451	\$ 47,451	\$ 48,951	Move to P4
7	Professional 4	\$ 46,681	\$ 48,681	\$ 50,181	Move to P5
8	Professional 5	\$ 47,911	\$ 49,911	\$ 51,411	Stay P5 or AP-1
9	Professional 6	\$ 49,141	\$ 51,141	\$ 52,641	Move P5 or AP-1
10	Professional 7	\$ 50,370	\$ 52,370	\$ 53,870	Move P5 or AP-1
11	Adv Prof 1	\$ 52,734	\$ 54,734	\$ 56,234	Move AP2 if eligible
12	Adv Prof 2	\$ 53,207	\$ 55,207	\$ 56,707	Move AP3 if eligible
13	GF1 (Base \$52,734)		\$ 54,734	\$ 56,234	Move to GF2
14	GF2 (Base \$54,264)		\$ 56,264	\$ 57,764	Move to GF3
15	GF3 (Base \$56,712)		\$ 58,712	\$ 60,212	Stay GF3 or move GF4
16	GF4 (Base \$58,956)			\$ 62,456	Stay

*GF1-4 Grandfathered rungs (placed prior to 9-2021)

Professional Endorsement Requirements

Has held a certificate for at least 3 years OR has completed an approved interim certificate of 3 years or more.

Has met performance criteria for 2 of the 3 previous years or the 3rd year.

Criteria:

- Overall rating of proficient or higher, and no components rated as unsatisfactory on the state framework for teaching evaluation.
- Majority of their students have met their measurable student achievement targets or student success indicator targets.
- Has an individualized professional learning plan developed with their district supervisor.

Advanced Professional Endorsement Requirements

Has held a Professional Endorsement for 5 years or more. Has held a renewable certificate for at least 8 years, OR has completed an approved interim certificate of 3+ years and held a renewable certificate for 5+ years.

Has met professional compensation rung performance criteria for 4 of the 5 previous years OR the 3rd, 4th, and 5th year.

Has met advanced professional compensation performance criteria for 3 of the 5 previous years OR the 4th & 5th year.

Criteria:

- Overall rating of proficient or higher, no components rated as unsatisfactory or basic, and rated as distinguished overall in Domain II or Domain III on the state framework for teaching evaluation.
- Demonstrating 75% or more of their students have met their measurable student achievement targets or student success indicator targets.
- During 3 of the previous 5 years, has served in an additional building or district leadership role.

2022-23 CJSJ CAREER LADDER

RUNG		BA	BA+24	MA+
1	Residency 1	\$ 40,742	\$ 40,742	\$ 41,242
2	Residency 2	\$ 41,486	\$ 41,486	\$ 42,236
3	Residency 3	\$ 42,231	\$ 42,231	\$ 43,231
4	Professional 1	\$ 43,488	\$ 45,488	\$ 46,988
5	Professional 2	\$ 45,302	\$ 47,302	\$ 48,802
6	Professional 3	\$ 47,116	\$ 49,116	\$ 50,616
7	Professional 4	\$ 48,930	\$ 50,930	\$ 52,430
8	Professional 5	\$ 50,743	\$ 52,743	\$ 54,243
9	Adv. Prof 1	\$ 53,478	\$ 55,478	\$ 56,978
10	Adv. Prof 2	\$ 54,442	\$ 56,442	\$ 57,942
11	Adv. Prof 3	\$ 55,389	\$ 57,389	\$ 58,889
12	Adv. Prof 4		2023-24	
13	Adv. Prof 5		2024-25	
14	GF2 (Base \$55,349)		\$ 57,349	\$ 58,849
15	GF3 (Base \$57,846)		\$ 59,846	\$ 61,346
16	GF4 (Base \$60,135)			\$ 63,635

*GF1-4 Grandfathered rungs (placed prior to 9-2021)

Professional Endorsement Requirements

Has held a certificate for at least 3 years OR has completed an approved interim certificate of 3 years or more.

Has met performance criteria for 2 of the 3 previous years or the 3rd year.

Criteria:

- Overall rating of proficient or higher, and no components rated as unsatisfactory on the state framework for teaching evaluation.
- Majority of their students have met their measurable student achievement targets or student success indicator targets.
- Has an individualized professional learning plan developed with their district supervisor.

Advanced Professional Endorsement Requirements

Has held a Professional Endorsement for 5 years or more. Has held a renewable certificate for at least 8 years, OR has completed an approved interim certificate of 3+ years and held a renewable certificate for 5+ years.

Has met professional compensation rung performance criteria for 4 of the 5 previous years OR the 3rd, 4th, and 5th year.

Has met advanced professional compensation performance criteria for 3 of the 5 previous years OR the 4th & 5th year.

Criteria:

- Overall rating of proficient or higher, no components rated as unsatisfactory or basic, and rated as distinguished overall in Domain II or Domain III on the state framework for teaching evaluation.
- Demonstrating 75% or more of their students have met their measurable student achievement targets or student success indicator targets.
- During 3 of the previous 5 years, has served in an additional building or district leadership role.

161 Clark County School District

Career Ladder placement	Contract 2022 23
RP1	\$40,742
RP2	\$41,486
RP3	\$42,231
P1	\$43,488
P2	\$45,302
P3	\$47,116
P4	\$48,930
P5	\$50,743
AP1	\$53,478
AP2	\$54,078
AP3	\$54,678

Additional Stipends	
BA +24 credits	\$1,800
Master's Degree	\$3,300
Grandfathered Level	\$2,800

171 Orofino School District

CERTIFIED SALARY SCHEDULE				
	Base	BA + 24	MA	BA + 72 MA + 24
<i>22/23</i>	<i>22/23</i>	<i>2,000.00</i>	<i>3,500.00</i>	<i>6,000.00</i>
R1	41,750	41,750	41,750	41,750
R2	42,500	42,500	42,500	42,500
R3	43,250	43,250	43,250	43,250
P1	45,885	47,885	49,385	51,885
P2	46,148	48,148	49,648	52,148
P3	46,767	48,767	50,267	52,767
P4	48,452	50,452	51,952	54,452
P5	50,043	52,043	53,543	56,043
P6	51,634	53,634	55,134	57,634
P7	53,225	55,225	56,725	59,225
P8	55,346	57,346	58,846	61,346
P9	57,467	59,467	60,967	63,467
P10	59,588	61,588	63,088	65,588
P11	62,663	64,663	66,163	68,663

FY 2022-2023	2022-2023
Career Ladder Placement	Salary Apportionment
R1	\$ 40,742
R2	\$ 41,486
R3	\$ 42,231
P1	\$ 43,488
P2	\$ 45,302
P3	\$ 47,116
P4	\$ 48,930
P5	\$ 50,743
AP1	\$ 53,478
AP2	\$ 54,442
AP3	\$ 55,389

Mackay School District #182
Proposed Certificated Salary Schedule 2022-2023

FY 2022-2023	2022-2023
Career Ladder Placement	Salary Apportionment
R1	\$40,742
R2	\$41,486
R3	\$42,231
P1	\$43,488
P2	\$45,302
P3	\$47,116
P4	\$48,930
P5	\$50,743
AP1	\$53,478
AP2	\$54,442
AP3	\$55,389

191 Prairie Elementary School District

From: [Elaine Faddis](#)
To: [Tania Goretoy](#)
Subject: Re: Salary Schedule Submission
Date: Thursday, October 27, 2022 12:35:15 PM

CAUTION: This email originated outside the State of Idaho network. Verify links and attachments BEFORE you click or open, even if you recognize and/or trust the sender. Contact your agency service desk with any concerns.

Hi Tania,
Prairie Elementary uses the career ladder to determine pay scale. Thank you

*Victoria Davison, Clerk
Prairie Elementary School District 191
73 Smith Creek Road
Prairie, ID 83647
208-868-3337*

On Wednesday, October 26, 2022 at 09:14:20 AM MDT, Tania Goretoy <tgoretoy@sde.idaho.gov> wrote:

Hello Victoria!

I am reaching out because we do not have a submission from your district for the salary schedules this year.

If you are using Career Ladder just like last year please reply to this email and let me know, and if you use something else please send me a copy.

If you have any issues with it please let me know!

Tania Goretoy

Program Information Coordinator

Public School Finance

Superintendent of Public Instruction's Office

Phone: (208) 332-6841

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Glenns Ferry School District #192

Career Ladder Placement for Salary - FY 23

		BA+24= 2,000					MA= 3,500			
FY 2015-2016	1	2	3	4	5	6	7	8	9	10
residency / professional	\$32,700	\$33,200	\$33,822							
professional	\$35,498	\$36,885	\$38,311	\$39,775	\$41,282	\$42,089	\$43,668	\$45,305	\$47,004	\$47,603
FY 2016-2017	1	2	3	4	5	6	7	8	9	10
residency / professional	\$33,400	\$34,250	\$35,117							
professional	\$37,249	\$38,758	\$39,546	\$41,113	\$41,961	\$43,591	\$44,503	\$46,201	\$47,183	\$48,202
FY 2017-2018	1	2	3	4	5	6	7	8	9	10
residency / professional	\$34,600	\$35,500	\$36,411							
professional	\$38,999	\$40,630	\$41,155	\$42,825	\$43,391	\$45,102	\$45,711	\$47,467	\$48,122	\$48,802
FY 2018-2019	1	2	3	4	5	6	7	8	9	10
residency / professional	\$35,800	\$36,750	\$37,706							
professional	\$40,750	\$42,503	\$42,765	\$44,538	\$44,820	\$46,614	\$46,918	\$48,734	\$49,061	\$49,401
FY 2019-2020	1	2	3	4	5	6	7	8	9	10
residency / professional	\$38,500	\$39,000	\$39,500							
professional	\$42,500	\$44,375	\$46,250	\$48,125	\$50,000					
FY 2020-2021	1	2	3	4	5	AP1				
residency / professional	\$40,000	\$40,500	\$41,000							
professional	\$42,500	\$44,375	\$46,250	\$48,125	\$50,000	\$52,000				
FY 2021-2022	1	2	3	4	5					
residency / professional	\$40,369	\$40,990	\$41,611							
professional	\$42,991	\$44,836	\$46,681	\$48,526	\$50,370					
advanced/professional	\$52,734	\$53,207								
*Any rung can advance to the AP1 rung if criteria is met										
FY 2022-2023	1	2	3	4	5					
residency / professional	\$40,742	\$41,486	\$42,231							
professional	\$43,488	\$45,302	\$47,116	\$48,930	\$50,743					
advanced/professional	\$53,478	\$54,442	\$55,389							

*Any rung can advance to the AP1 rung if criteria is met

22-23 is good CF
9-26-22

193 Mountain Home School District

Certified Salary Schedule	
RP1	43,594
RP2	44,011
RP3	44,631
P1*	46,952
P2*	49,024
P3*	51,095
P4*	53,166
P5*	55,237
BA6*	57,446
BA7*	59,657
BA8*	62,970
MA9	65,611
MA10	71,844
*Master Stipend of \$1,000 for P1 to BA8	

PRESTON JOINT SCHOOL DISTRICT #201
INSTRUCTIONAL AND PUPIL SERVICE STAFFING SALARY SCHEDULE

*Approved by Preston School District Board of Trustees on:
6/15/2022*

	Lane					
Step	BA	BA+AP	BA+24	BA24+AP	MA	MA+AP
1	42,000		44,200		45,800	
2	43,277		45,477		47,077	
3	44,593		46,793		48,393	
4	45,949		48,149		49,749	
5	47,346	50,146	49,546	52,346	51,146	53,946
6	48,785	51,585	50,985	53,785	52,585	55,385
7	50,268	53,068	52,468	55,268	54,068	56,868
8	51,796	54,596	53,996	56,796	55,596	58,396
9	53,371	56,171	55,571	58,371	57,171	59,971
10	54,993	57,793	57,193	59,993	58,793	61,593
11	56,665	59,465	58,865	61,665	60,465	63,265
12	58,388	61,188	60,588	63,388	62,188	64,988
13	60,163	62,963	62,363	65,163	63,963	66,763

Step	2022-2023	% Increase when moving one step from 21-22
1	\$41,438	
2	\$42,681	5.06%
3	\$43,961	4.99%
4	\$45,280	4.92%
5	\$46,638	4.85%
6	\$48,037	4.77%
7	\$49,478	4.70%
8	\$50,962	4.63%
9	\$52,491	4.56%
10	\$54,066	4.49%
11	\$55,688	4.42%
12	\$57,359	4.35%
13	\$60,100	6.08%
AP1	\$2,364	
AP2	\$2,837	
AP3	\$3,404	
<p><i>The advanced professional endorsement may be earned beginning in the tenth year of teaching in based on an appropriate evaluation. Each year an individual earns the advanced professional endorsement, the additional amount in the AP column applicable to that individual's earned AP step will be added to the contract amount. Other additional amounts not shown above include an education allocation bonus (\$2,000 for bachelor's plus 24 credits and \$3,500 for a masters degree).</i></p>		

2022-2023 FREMONT SCHOOL DISTRICT 215 SALARY SCHEDULE

Residency	RP1	RP2	RP3				
	\$40,742	\$41,486	\$42,231				
	P1	P2	P3	P4	P5	#1	#2 Grandfather
Professional	\$43,488	\$45,302	\$47,116	\$48,930	\$50,743	\$52,604	\$55,070
						\$750 bonus for those who didn't move in	\$750 bonus
	AP1	AP2	AP3				
Advanced Professional	\$53,478	\$54,442	\$55,389			not for new	
			\$431 bonus				
BA+24	\$2,000						
MASTERS	\$3,500						

ARTICLE XIII – COMPENSATION1. Salary Schedule for Professional Employees**Certified Salary Schedule
2022-2023 School Year**

	BA	BA Plus 24	MA
R1	\$ 40,750	\$41,000	\$41,500
R2	\$ 41,000	\$41,500	\$42,000
R3	\$ 41,500	\$42,000	\$43,000
A	\$ 43,500	\$44,000	\$44,500
B	\$ 44,101	\$44,880	\$45,613
C	\$ 44,701	\$45,778	\$46,753
D	\$ 45,302	\$46,693	\$47,922
E	\$ 46,209	\$47,627	\$49,120
F	\$ 47,116	\$48,580	\$50,348
G		\$49,551	\$51,606
H		\$50,542	\$52,897
I		\$51,553	\$54,219
J		\$52,584	\$55,574
K		\$53,636	\$56,964
L	Grandfathered 2021	\$54,708	\$58,388
M	Grandfather	\$55,803	\$59,848
N	Grandfather	\$56,919	\$61,344
O	Grandfather	\$58,057	\$62,877
P	Grandfather	\$59,218	\$64,449
Q	Grandfather	\$60,403	\$66,061
R	Grandfather	\$61,611	\$67,712
S	Grandfather	\$62,843	\$69,405

	Must be continuously employed within the Emmett School District to be eligible for this stipend
Years	
10 to 14	\$500.00
15-19	\$1,000.00
20 plus	\$1,250.00
	Sunset June 2023
	Advanced Professional \$750

Appendix A	New hire placement grid		
Completed Years	Placement on Emmett Salary Schedule	Placement	
-	Residency	1	
1	Residency	2	
2	Residency	3	
3	Professional	A	Professional 1
4	Professional	B	
5	Professional	C	Professional 2
6	Professional	D	
7	Professional	E	Professional 3
8	Professional	F	
9	Professional/Advanced Professional	G	Professional 4
10	Professional/Advanced Professional	H	
11	Professional/Advanced Professional	I	
12	Professional/Advanced Professional	J	Professional 5
13	Professional/Advanced Professional	K	
14	Professional/Advanced Professional	L	
15	Professional/Advanced Professional	M	
16	Professional/Advanced Professional	N	
17	Professional/Advanced Professional	O	
18	Professional/Advanced Professional	P	
19	Professional/Advanced Professional	Q	
20	Professional/Advanced Professional	R	
21	Professional/Advanced Professional	S	
	Employees must meet the BA/MA * qualifications		
	Initial Placement above step K is capped * at step M without Superintendent approval		
	Out of state new hires will be placed dependent on State Department of Education Placement on the career * ladder.		

Fiscal Year 2022-2023 Instructional and Pupil Service Salary Schedule

FY 2022-2023	2022-2023
Career Ladder Placement	Salary Apportionment
R1	\$ 40,742
R2	\$ 41,486
R3	\$ 42,231
P1	\$ 43,488
P2	\$ 45,302
P3	\$ 47,116
P4	\$ 48,930
P5	\$ 50,743
AP1	\$ 53,478
AP2	\$ 54,442
AP3	\$ 55,389

Wendell School District Certified Salary Matrix

	2022-23	BA +24	Master's
Res 1	40,742		
Res 2	41,486		
Res 3	42,231		
Prof 1	43,488	45,488	46,988
Prof 2	45,302	47,302	48,802
Prof 3	47,116	49,116	50,616
Prof 4	48,930	50,930	52,430
Prof 5	50,743	52,743	54,243
Advanced I	53,478	55,478	56,978
Advanced I	54,442	56,442	57,942
Advanced I	55,389	57,389	58,889

Salary Schedule (Based on State Career Ladder)
Joint Hagerman School District No. 233
2022-2023

Career Ladder Rung	Career Ladder Salary
AP3	\$55,389
AP2	\$54,442
AP1	\$53,478
Prof 5	\$50,743
Prof 4	\$48,930
Prof 3	\$47,116
Prof 2	\$45,302
Prof 1	\$43,488
Res3	\$42,231
Res2	\$41,486
Res1	\$40,742

Bliss School District #234
Salary Schedule Certified and Pupil Services
2022 - 2023

2023

R1	\$ 40,742
R2	\$ 41,486
R3	\$ 42,231
P1	\$ 43,488
P2	\$ 45,302
P3	\$ 47,116
P4	\$ 48,930
P5	\$ 50,743
AP1	\$ 53,478
AP2	\$ 54,442
AP3	\$ 55,389

MA \$ **3,500** Additional
24 Credits \$ **2,000** Additional

COTTONWOOD SCHOOL DISTRICT #242
2022 - 2023 SALARY SCHEDULE

0.0375
0.0375

Exp	BA	BA+12	BA+24	MA BA+36	MA+12 BA+48	MA+24 BA+60	MA+36 ES/DR
0	32248	33457	34712	36014	37364	38765	40219
1	33457	34712	36014	37364	38765	40219	41727
2	34712	36014	37364	38765	40219	41727	43292
3	36014	37364	38765	40219	41727	43292	44915
4	37364	38765	40219	41727	43292	44915	46600
5	38765	40219	41727	43292	44915	46600	48347
6	40219	41727	43292	44915	46600	48347	50160
7	41727	43292	44915	46600	48347	50160	52041
8	43292	44915	46600	48347	50160	52041	53993
9	44915	46600	48347	50160	52041	53993	56018
10		48347	50160	52041	53993	56018	58118
11					56018	58118	60298
12						60298	62559
13							64905

The minimum salary paid will be \$40,742

3Salmon River Jt. School District 243

Certified Salary Schedule 2022-2023

RP1 = \$40,742

RP2 = \$41,986

RP3 = \$43,231

P1 = \$44,988

P2 = \$47,302

P3 = \$49,616

P4 = \$51,930

P5 = \$54,243

AP1 = \$57,478

AP2 = \$58,942

Ed Credit:

BA+24 = \$2,000

MA = \$3,500

**MOUNTAIN VIEW SCHOOL DISTRICT #244
SALARY SCHEDULE**

Salary Schedule is Based Upon a 171 Day Contract
2022-23 Negotiations Settled September 2022

<u>Steps</u>	<u>BA</u>	<u>BA + 24</u>	<u>MA</u>
1	40,742	<u>40,742</u>	<u>40,742</u>
2	41,486	<u>41,486</u>	<u>41,486</u>
3	42,231	<u>42,231</u>	<u>42,231</u>
4	43,488	<u>44,948</u>	<u>46,488</u>
5	45,302	<u>46,521</u>	<u>48,115</u>
6	47,116	<u>48,149</u>	<u>49,799</u>
7	48,930	<u>49,835</u>	<u>51,542</u>
8	50,743	<u>51,579</u>	<u>53,346</u>
9	52,243	<u>53,513</u>	<u>55,346</u>
10	53,743	<u>55,520</u>	<u>57,422</u>
11	55,243	<u>57,463</u>	<u>59,575</u>
12		<u>59,618</u>	62,107
13		<u>61,854</u>	<u>64,746</u>
14+			<u>67,498</u>

JEFFERSON SCHOOL DISTRICT 251
2023 CERTIFIED SALARY SCHEDULE

	Base	BA+24	MA
R1	40,742	42,742	44,242
R2	41,486	43,486	44,986
R3	42,231	44,231	45,731
P1	43,488	45,488	46,988
P2	45,302	47,302	48,802
P3	47,116	49,116	50,616
P4	49,000	51,000	52,500
P5	51,000	53,000	54,500
AP1	53,500	55,500	57,000
AP2	57,000	59,000	60,500
AP3	60,500	62,500	64,000
AP4	64,000	66,000	67,500
AP5	67,000	69,000	70,500

RIRIE SCHOOL DISTRICT - SALARY SCHEDULE CERTIFICATED EMPLOYEES AND COUNSELOR(S)
2022-2023

Placement	Salary Apportionment	Monthly Amount
R1	\$40,742.00	\$3,395.17
R2	\$41,486.00	\$3,457.17
R3	\$42,231.00	\$3,519.25
P1	\$43,488.00	\$3,624.00
P2	\$45,302.00	\$3,775.17
P3	\$47,116.00	\$3,926.33
P4	\$48,930.00	\$4,077.50
P5	\$50,743.00	\$4,228.58
AP1	\$53,478.00	\$4,456.50
AP2	\$54,442.00	\$4,536.83
AP3	\$55,389.00	\$4,615.75

WEST JEFFERSON 253

2022-23 CERTIFICATED SALARY

Career Ladder Placement	STATE Career Ladder Salary Allocation	Amount Above State	West Jefferson Salary Schedule	Education Allocation BA+24 \$2,000	Education Allocation Masters \$3500
R1	\$40,742	\$1,500	\$42,242	\$44,242	\$45,742
R2	\$41,486	\$1,500	\$42,986	\$44,986	\$46,486
R3	\$42,231	\$1,500	\$43,731	\$45,731	\$47,231
P1	\$43,488	\$1,600	\$45,088	\$47,088	\$48,588
P2	\$45,302	\$1,700	\$47,002	\$49,002	\$50,502
P3	\$47,116	\$1,800	\$48,916	\$50,916	\$52,416
P4	\$48,960	\$1,900	\$50,860	\$52,860	\$54,360
P5	\$50,743	\$2,000	\$52,743	\$54,743	\$56,243
AP1 (2021)	\$52,734	\$2,066	\$54,800	\$56,800	\$58,300
AP1	\$53,478	\$2,100	\$55,578	\$57,578	\$59,078
AP2 (2021)	\$53,207	\$3,393	\$56,600	\$58,600	\$60,100
AP2	\$54,442	\$2,200	\$56,642	\$58,642	\$60,142
AP3	\$55,389	\$2,300	\$57,689	\$59,689	\$61,189
P5G	\$50,370		\$56,500	\$58,500	\$60,000

Placement and Movement on the West Jefferson Salary Schedule will follow Requirements in Idaho Code 33-1201A
 Requirements in Idaho Code 33-1201A
 Grandfathered Status will remain frozen until the Career Ladder exceeds their current placement.

Jerome School District FY 2022-23
Career Ladder Schedule
Certified Salary

Residency	Education Allocation	Residency 1	Residency 2	Residency 3
BA+0	\$0	\$40,742	\$41,486	\$42,231
BA+24	N/A	\$40,742	\$41,486	\$42,231
MA	N/A	\$40,742	\$41,486	\$42,231

Residency / Professional	Education Allocation	Res. / Pro. 1	Res. / Pro. 2	Res. / Pro. 3
BA+0	\$0	\$43,488	\$43,488	\$43,488
BA+24	\$2,000	\$45,488	\$45,488	\$45,488
MA	\$3,500	\$46,988	\$46,988	\$46,988

Professional	Education Allocation	Professional 1	Professional 2	Professional 3	Professional 4	Professional 5
BA+0	\$0	\$43,488	\$45,302	\$47,116	\$48,930	\$50,743
BA+24	\$2,000	\$45,488	\$47,302	\$49,116	\$50,930	\$52,743
MA	\$3,500	\$46,988	\$48,802	\$50,616	\$52,430	\$54,243

Grandfather Professional	Education Allocation	Experienced 9	Experienced 10	GF - A 9	GF - A 10	GF - B 9	GF - B 10
BA+0	\$0	\$52,370	\$54,333	\$52,892	\$54,878	\$53,421	\$55,422
BA+24	\$2,000	\$54,370	\$56,333	\$54,892	\$56,878	\$55,421	\$57,422
MA	\$3,500	\$55,870	\$57,833	\$56,392	\$58,378	\$56,921	\$58,922

Advanced Professional	Education Allocation	Adv. Prof. 1	Adv. Prof. 2	Adv. Prof. 3	Adv. Prof. 4	Adv. Prof. 5
BA+0	\$0	\$53,478	\$54,442	\$55,389	-	-
BA+24	\$2,000	\$55,478	\$56,442	\$57,389	-	-
MA	\$3,500	\$56,978	\$57,942	\$58,889	-	-

FY 22-23 Salary Schedule:

**All qualifying staff will move one step from their placement on the FY 21-22 negotiated salary schedule. Staff who qualify for the Advanced Professional rung will be placed on the higher of their Advanced Professional rung or their Grandfather Professional rung. Movement on the Career Ladder Professional and Advanced Professional compensation rung is subject to meeting the requirements set forth in Idaho Code 33-1004B(3)(5).

Career Ladder Placement:

**(1) Instructional and Pupil Services staff who are in their first year of holding a certificate shall be placed in the first cell of the Residency compensation rung. (2) Instructional and Pupil Services staff in their first year of holding a professional endorsement shall be placed in their corresponding cell on the Residency / Professional compensation rung or in the first cell of the Professional compensation rung. (3) Instructional and Pupil Services staff in their first year of holding an advanced professional endorsement shall be placed in the first cell of the Advanced Professional compensation rung.

Experienced and Grandfathered Placement:

**(i) Individuals in the Experienced level 9, Grandfather A Professional level 9, and Grandfather B Professional level 9, during the previous fiscal year will remain at the same corresponding cohort rung for July 1, 2022, through June 30, 2023.

**(ii) Individuals in the Experienced level 10, Grandfather A Professional level 10, and Grandfather B Professional level 10, during the previous fiscal year will remain at the same corresponding cohort rung for July 1, 2022, through June 30, 2023.

** JSD Career Ladder Language

262 Valley School District

APPORTIONMENT

RES 1	\$40,742.00
RES 2	\$41,486.00
RES 3	\$42,231.00
PROF 1	\$43,488.00
PROF 2	\$45,302.00
PROF 3	\$47,116.00
PROF 4	\$48,930.00
PROF 5	\$50,743.00
ADVANCED PROF 1	\$53,478.00
ADVANCED PROF 2	\$54,442.00
ADVANCED PROF 3	\$55,389.00



Revised 7/26/22

COEUR D'ALENE DISTRICT SALARY SCHEDULE

CERTIFIED SALARY GUIDE - FY 23

TRUE BASE = \$32,932

INDEX = .05 x .05

BA = Degree in Education OR initial certification date

	BA	BA+10	BA+20	BA+30	BA+40	BA+50	BA+60	BA+70
1	\$40,742	\$40,742	\$40,742	\$40,742	\$40,742	\$42,297	\$43,944	\$45,590
2	\$40,742	\$40,742	\$40,742	\$40,742	\$42,297	\$43,944	\$45,590	\$47,237
3	\$40,742	\$40,742	\$40,742	\$42,297	\$43,944	\$45,590	\$47,237	\$48,883
4	\$40,742	\$40,742	\$42,297	\$43,944	\$45,590	\$47,237	\$48,883	\$50,530
5	\$40,742	\$42,297	\$43,944	\$45,590	\$47,237	\$48,883	\$50,530	\$52,177
6	\$42,297	\$43,944	\$45,590	\$47,237	\$48,883	\$50,530	\$52,177	\$53,823
7	\$43,944	\$45,590	\$47,237	\$48,883	\$50,530	\$52,177	\$53,823	\$55,470
8	\$45,590	\$47,237	\$48,883	\$50,530	\$52,177	\$53,823	\$55,470	\$57,116
9	\$47,237	\$48,883	\$50,530	\$52,177	\$53,823	\$55,470	\$57,116	\$58,763
10	\$48,883	\$50,530	\$52,177	\$53,823	\$55,470	\$57,116	\$58,763	\$60,410
11	\$50,530	\$52,177	\$53,823	\$55,470	\$57,116	\$58,763	\$60,410	\$62,056
12				\$57,116	\$58,763	\$60,410	\$62,056	\$63,703
13				\$58,763	\$60,410	\$62,056	\$63,703	\$65,349
14					\$62,056	\$63,703	\$65,349	\$66,996
15					\$63,703	\$65,349	\$66,996	\$68,642

***BOLDED CELLS BA40 (1,2,3) & BA50, BA60, BA70 (1-4) =**

only awarded for positions requiring Masters Degree for credential (i.e. Counselors, SLP, Skl Psychologists)

HEALTH INS. BENEFIT PER YR = up to:	\$13,886.76
LIFE INS. BENEFIT PER YR= up to:	\$105.00
MASTER'S DEGREE = add:	\$3,000.00
DOCTORATE DEGREE = add:	\$4,126.42
HALF STEP EXPERIENCE = add:	\$825.28
TRUE BASE INCREASE FROM 21/22 =	3.25%
\$1,097 CELL INCREASE SET AMOUNT FROM 19/20=	\$1,133

LONGEVITY EXPERIENCE = add:	
BA40 with >15 years=	\$875
BA50 with >15 years=	\$875
BA60 with >15 years=	\$875
BA70 with >15 years=	\$1,650
BA70 with >19 years=	\$2,150
BA70 with >24 years=	\$2,650

- Due to the false base of \$40,000 there will be no additional pay or varied pay for half step experience or set amount added to each cell when employee is placed on the following columns: BA on years 1, 2, 3, 4, 5 / BA10 on years 1, 2, 3, 4 / BA20 year 1, 2, 3 / BA30 year 1, 2 . BA40 year 1

- Due to the State requirement for employees who hold a professional endorsement, blue highlighted cells will pay a minimum of \$43,488. Due to this requirements, there will be no additional pay or varied pay for half step experience or set amount added to each cell when employee is placed on any of the blue highlighted cells. Professional endorsement requirements (Idaho Cod 33-1201A): 1.) have held a certificate for at least 3 years or longer, 2.) met the professional compensation rung performance criteria for 2 of the 3 previous years or 3rd year, 3.) have an annual individualized professional learning plan (growth plan) developed in conjunction with Supervisor

Lakeland Joint School District #272:							
2022-23 Certified Salary Schedule							
							MA+36**
STEP	BA	BA+12	BA+24	BA+36	BA+48	BA+60	SP/DR
1	42,120		44,752	44,752			
2	42,120	42,120	44,752	44,752	44,752	44,752	45,729
3	42,120	42,120	44,752	44,752	44,752	45,453	47,241
4	42,120	42,120	44,752	44,752	45,178	46,965	48,753
5	42,120	42,120	44,752	44,809	46,688	48,476	50,264
6	42,120	42,832	44,752	46,323	48,200	49,988	51,775
7	42,599	44,345	46,147	47,835	49,713	51,501	53,289
8	44,112	45,855	47,659	49,347	51,225	53,012	54,801
9	45,624	47,368	49,172	50,859	52,737	54,524	56,312
10	47,136	48,880	50,684	52,370	54,250	56,036	57,823
11	48,647	50,392	52,197	53,881	55,760	57,547	59,335
12	50,158	51,904	53,708	55,395	57,273	59,061	60,847
13	51,670	53,416	55,218	56,907	58,785	60,572	62,359
14	53,182	54,928	56,731	58,418	60,297	62,084	63,872
15	54,696	56,440	58,243	59,930	61,809	63,596	65,384
16	56,207	57,952	59,755	61,440	63,319	65,108	66,895
17			61,266	62,953	64,832	66,619	68,408
18			62,778	64,465	66,345	68,132	69,919
19				65,582	67,478	69,814	71,619
20				65,582	67,478	69,814	71,619
21				65,582	67,478	69,814	71,619
22				66,051	67,949	70,580	72,384
23				66,051	67,949	70,580	72,384
24				66,051	67,949	70,580	72,384
25				66,524	68,420	71,343	73,148
26				66,524	68,420	71,343	73,148
27				66,524	68,420	71,343	73,148
28				66,995	68,892	72,108	73,913
Stipends				Advanced Professional Rung			
BA+24	MA	**MA		AP1	AP2	AP3	
\$500	\$2,800	\$1,140		\$2,735	\$3,699	\$4,646	
** Staff who were placed in the MA+36 column for the 2017-18 school year to be grandfathered into that column with a \$1,140 stipend instead of the \$2,800 stipend.				Certified staff who are placed on the advanced professional compensation rung of the Idaho Career Ladder shall receive a stipend identified above, based on his/her placement on the SDE 2022-23 CLDS report.			

APPENDIX A (1)

Post Falls School District #273 Certified Teacher Salary Schedule 2022-2023 School Year

STEP	BA	BA+12	BA+24	BA+36	BA+48	BA+60	MA	MA+12	MA+24
1	40,742	40,742	40,742	41,700	43,872	46,044	44,133	46,305	48,477
2	40,742	40,742	40,742	43,178	45,349	47,521	45,611	47,782	49,954
3	40,742	40,742	42,049	44,654	46,826	48,998	47,087	49,259	51,431
4	40,742	41,352	43,525	46,131	48,303	50,475	48,564	50,736	52,908
5	40,742	42,830	45,002	47,608	49,780	51,952	50,041	52,213	54,385
6	42,133	44,307	46,479	49,085	51,257	53,428	51,518	53,690	55,861
7	43,612	45,784	47,956	50,562	52,734	54,905	52,995	55,167	57,338
8	45,089	47,261	49,433	52,039	54,211	56,382	54,472	56,644	58,815
9	46,566	48,738	50,909	53,516	55,688	57,859	55,949	58,121	60,292
10	48,043	50,215	52,386	54,993	57,164	59,336	57,426	59,597	61,769
11	49,520	51,692	53,863	56,414	58,627	60,821	58,847	61,060	63,254
12	50,997	53,168	55,340	58,742	61,025	63,316	61,175	63,458	65,749
13				61,165	63,531	65,894	63,598	65,964	68,327
14				63,695	66,141	68,587	66,127	68,574	71,019
15				65,467	68,253	71,169	67,900	70,686	73,602
20				66,161	68,948	71,864	68,594	71,381	74,297
25				66,856	69,644	72,559	69,289	72,077	74,992

*For the 2022-2023 school year, employees with a Professional Endorsement will be paid a minimum salary of \$43,488.

The duration of the 2022-2023 school year shall consist of 190 days.

Only State-approved SBA credit will apply to the salary schedule.

The base salary is \$34,751 for the 2022-2023 school year.

Masters Degree Stipend: 7.0% of base salary.

Doctoral with Masters Degree Stipend: 7.0% of base salary.

Doctoral without Masters Degree Stipend: 14% of base salary.

For school year 22-23 only, in the regular November 2022 paycheck, certified instructional and pupil service staff will receive an incentive stipend based on revenues generated by HB793 §6. These onetime federal revenues will be distributed to staff based on their FTE. Stipends paid to certified instructional and pupil service staff must fit within the allocation from the state, and therefore the stipend will be adjusted accordingly to ensure the stipend total cost (stipends paid plus employer paid fringe benefits) is equal to but does not exceed the revenues allocated by this legislation. Staff who have a start date after 9/15/22 are not eligible. Employees must be considered active employees on the payment date to be eligible for the payment. This stipend will be subject to the employee's personal taxes and deductions.

274 Kootenai School District

Education

Years of Service	BA	BA + 12	BA + 24	BA + 36	BA + 48	MA	MA + 12	MA + 24	MA + 36
0	\$ 41,149	\$ 41,649	\$ 43,149	\$ 43,649	\$ 44,149	\$ 44,649	\$ 45,149	\$ 45,649	\$ 46,149
1	\$ 41,901	\$ 42,401	\$ 43,901	\$ 44,401	\$ 44,901	\$ 45,401	\$ 45,901	\$ 46,401	\$ 46,901
2	\$ 42,653	\$ 43,153	\$ 44,653	\$ 45,153	\$ 45,653	\$ 46,153	\$ 46,653	\$ 47,153	\$ 47,653
3	\$ 43,923	\$ 44,423	\$ 45,923	\$ 46,423	\$ 46,923	\$ 47,423	\$ 47,923	\$ 48,423	\$ 48,923
4	\$ 45,755	\$ 46,255	\$ 47,755	\$ 48,255	\$ 48,755	\$ 49,255	\$ 49,755	\$ 50,255	\$ 50,755
5	\$ 47,587	\$ 48,087	\$ 49,587	\$ 50,087	\$ 50,587	\$ 51,087	\$ 51,587	\$ 52,087	\$ 52,587
6	\$ 49,419	\$ 49,919	\$ 51,419	\$ 51,919	\$ 52,419	\$ 52,919	\$ 53,419	\$ 53,919	\$ 54,419
7	\$ 51,250	\$ 51,750	\$ 53,250	\$ 53,750	\$ 54,250	\$ 54,750	\$ 55,250	\$ 55,750	\$ 56,250
8	\$ 54,013	\$ 54,513	\$ 56,013	\$ 56,513	\$ 57,013	\$ 57,513	\$ 58,013	\$ 58,513	\$ 59,013
9	\$ 54,986	\$ 55,486	\$ 56,986	\$ 57,486	\$ 57,986	\$ 58,486	\$ 58,986	\$ 59,486	\$ 59,986
10	\$ 55,389	\$ 55,889	\$ 57,389	\$ 57,889	\$ 58,389	\$ 58,889	\$ 59,389	\$ 59,889	\$ 60,389
11		\$ 56,589	\$ 58,089	\$ 58,589	\$ 59,089	\$ 59,589	\$ 60,089	\$ 60,589	\$ 61,089
12		\$ 57,289	\$ 58,789	\$ 59,289	\$ 59,789	\$ 60,289	\$ 60,789	\$ 61,289	\$ 61,789
13		\$ 57,989	\$ 59,489	\$ 59,989	\$ 60,489	\$ 60,989	\$ 61,489	\$ 61,989	\$ 62,489
14		\$ 58,689	\$ 60,189	\$ 60,689	\$ 61,189	\$ 61,689	\$ 62,189	\$ 62,689	\$ 63,189
15		\$ 59,389	\$ 60,889	\$ 61,389	\$ 61,889	\$ 62,389	\$ 62,889	\$ 63,389	\$ 63,889
16		\$ 60,089	\$ 61,589	\$ 62,089	\$ 62,589	\$ 63,089	\$ 63,589	\$ 64,089	\$ 64,589
17		\$ 60,789	\$ 62,289	\$ 62,789	\$ 63,289	\$ 63,789	\$ 64,289	\$ 64,789	\$ 65,289
18		\$ 61,489	\$ 62,989	\$ 63,489	\$ 63,989	\$ 64,489	\$ 64,989	\$ 65,489	\$ 65,989

Annual longevity allowance of \$700 after 18 years non-compounding.

For the 2022/2023 school year only the District will provide a \$300.00/month Local Control stipend for each full-time Professional Employee

Moscow School District #281

4.00%

2022-2023 Salary Schedule

	A	B	C	D	E	F	G	H
	BA	BA+10	BA+20	BA+30	MA	MA+10	MA+20	MA+30
Step								
1	40,742	40,742	40,742	40,742	40,742	43,069	45,049	47,122
2	40,742	40,742	40,742	40,742	43,069	45,049	47,122	49,289
3	40,742	40,742	40,742	43,069	45,049	47,122	49,289	51,556
4	40,742	40,742	43,069	45,049	47,122	49,289	51,556	53,928
5	40,742	43,069	45,049	47,122	49,289	51,556	53,928	56,408
6	43,069	45,049	47,122	49,289	51,556	53,928	56,408	59,003
7	45,049	47,122	49,289	51,556	53,928	56,408	59,003	61,718
8		51,206	52,000	54,392	56,894	59,512	62,249	65,112
9			56,508	57,384	60,022	62,784	65,672	68,693
10				62,951	65,846	68,874	72,043	75,356

Calculating Base - \$34,396.23

State Minimum Instructional - \$40,742

State Minimum Pupil Srv - \$40,742

Note: Previously, Idaho Code 33-1001(17) stated the minimum compensation for instructional and pupil personnel staff holding a professional endorsement was \$42,500 for a 1.0 FTE annual contract. During the 2021 Legislative session this wording was removed. Idaho Code 33-1001(17) now refers to section 33-1004E(1) which states, "No full-time instructional staff member or pupil service staff member on the residency compensation rung shall be paid less than the minimum dollar amount on the career ladder residency compensation rung pursuant to section 33-1004B, Idaho Code, for the applicable fiscal year." Staff with professional endorsements who were paid at the previous minimum salary of \$42,500 prior to ID Code change, will be grandfathered.

ARTICLE IV-SECTION 4-1
SALARY SCHEDULE
GENESEE JOINT SCHOOL DISTRICT NO. 282
2022-2023

Years	BA	BA + 15	BA+30	BA+45	BA + 60	BA + 75	ES/DR
36,824.54				MA	MA + 15	MA + 30	MA + 45
1	41,781.00	41,781.00	41,781.00	43,452.85	45,662.71	47,872.59	\$50,082.46
2	41,781.00	41,781.00	\$43,085.57	\$45,294.20	\$47,504.07	49,713.97	51,922.55
3	41,781.00	42,717.06	44,926.92	47,135.54	49,345.42	51,555.30	53,763.90
4	42,348.22	44,558.41	46,767.03	48,976.89	51,186.77	53,396.65	55,605.25
5	44,189.90	46,399.76	48,608.44	50,818.24	53,028.11	55,236.74	57,446.61
6		48,241.18	50,449.73	52,659.60	54,869.46	57,078.08	59,287.96
7		50,082.46	52,291.08	54,488.38	56,710.82	58,919.43	61,129.31
8		51,922.55	54,132.43	56,342.30	58,552.17	60,760.78	62,970.74
9			55,973.78	58,183.65	60,392.27	62,602.22	64,812.00
10			57,815.13	59,459.01	62,233.62	64,443.49	66,653.36
11				61,866.35	64,074.96	66,284.84	68,494.71
12					65,916.31	68,126.28	70,336.06
13 or more						69,967.55	72,177.41
Longevity							
20-24 Years	Add \$1,500 to salary (Must have minimum of 10 years in Genesee School District)						
25-29 Years	Add \$1,500 to salary (Must have minimum of 10 years in Genesee School District)						
30 + Years	Add \$1,500 to salary (Must have minimum of 10 years in Genesee School District)						

1. Credit must comply with current Idaho code as interpreted by the Idaho Department of Education (Appendix B).
2. Salary schedule is in semester hours.
3. The base calculating salary will be \$36,824.54 and the minimum salary will be **\$41,781.00**.
4. For all employees hired after July 1, 2013, the 10 years requirement for longevity in Genesee School District must be consecutive years and will be determined by the last date of hire within the Genesee School District.
5. Longevity will be interpreted as follows:
 - a. Employees beginning in their 20th to 24th year of total service in 2022-2023, with at least 10 consecutive years of service within the Genesee School District, as determined by their latest date of hire, will receive \$1,500 additional annual salary.
 - b. Employees beginning in their 25th to 29th year of total service in 2022-2023, with at least 10 consecutive years of service within the Genesee School District, as determined by their latest date of hire, will receive \$3,000 additional annual salary.
 - c. Employees beginning in their 30th or greater year of total service in 2022-2023, with at least 10 consecutive years of service within the Genesee School District, as determined by their latest date of hire, will receive \$4,500 additional annual salary.

KENDRICK JT. SCHOOL DISTRICT NO. 283
2022-2023
SALARY SCHEDULE

	BA	BA+12	BA+24	MA BA+36	MA+12 BA+48	MA+24 BA+60	MA+36 ES/DR
0	40742	40742	40742	40742	40742	41190	42735
1	41500	41500	41500	41500	41500	42735	44338
2	41500	41500	41500	41500	42735	44338	46000
3	42500	42500	42500	42735	44338	44600	47724
4	42500	42500	42735	44338	44600	47724	49512
5	42500	42735	44338	46000	47724	49512	51369
6	42735	44338	46000	47724	49512	51369	53295
7	44338	46000	47724	49512	51369	53295	55292
8	46000	47724	49512	51369	53295	55292	57365
9	47724	49512	51369	53295	55292	57365	59517
10		51369	53295	55292	57365	59517	61747
11					59517	61747	64063
12						64063	66465
13							68956

SCHEDULE II – SUPPLEMENTAL

\$26,732 BASE SALARY X PERCENTAGE

Athletic Director 18%

Fall Sports

***High School Football (Minimum 11)** 12%

1st Assistant (Minimum 11) 8%

2nd Assistant (Minimum 20) 4.5%

Jr. High Football (Minimum 11) 5%

Assistant (Minimum 14) 5%

***High Volleyball (Minimum 11)** 12%

1st Assistant (Minimum 11) 8%

2nd Assistant (Minimum 20) 4.5%

Jr. High Volleyball (Minimum 8) 5%

Assistant (Minimum 14) 5%

Cross-Country 9.5%

Asst. Cross-Country (Minimum 11) 5%

Winter Sports

***High School Boys Basketball (Minimum 11)** 12%

1st Assistant (Minimum 11) 8%

2nd Assistant (Minimum 20) 4.5%

Jr. High Boys Basketball (Minimum 8) 5%

Assistant (Minimum 13) 5%

***High School Girls Basketball (Minimum 8)** 12%

1st Assistant (Minimum 11) 8%

2nd Assistant (Minimum 20) 4.5%

Jr. High Girls Basketball (Minimum 8) 5%

Assistant (Minimum 13) 5%

Spring Sports

Boys & Girls Track (Minimum 11) 12%

1st Assistant (Minimum 11) 8%

2nd Assistant (Minimum 20) 4.5%

Jr. High Track (Minimum 8) 5%

1st Assistant (Minimum 16) 5%

High School Boys Baseball (Minimum 11) 12%

1st Assistant (Minimum 11) 8%

2nd Assistant (Minimum 20) 4.5%

High School Girls Softball (Minimum 11) 12%

1st Assistant (Minimum 11) 8%

2nd Assistant (Minimum 20) 4.5%

High School Cheerleading /per season (Minimum 2) 6%

Jr. High Cheerleading (Minimum 2) 2%

Knowledge Bowl 3%

SCHEDULE III SUPPLEMENTAL

High School

Fall Concert \$200

Christmas Concert \$200

Spring Concert \$200

Cabaret \$200

High School Play \$250

Advisors

Seniors \$275

Juniors \$275

Sophomores \$125

Freshman \$125

7th & 8th Grade \$75

Student Council Advisor \$500

FFA Advisor \$750

BPA Advisor \$750

Elementary

Christmas Program Coordinator \$200

Spring Concert \$200

KHS

Sr. Project Display \$200

SCHEDULE IV BENEFITS

Employee Insurance (Medical/Drug, Vision, & Dental)

\$20,000 Life Insurance Benefit

Medical Benefits: District \$1042/month

*Credit reimbursement up to (3) credits capped at – \$2000 per teacher
(First come first served)

*Denotes Certified Heads of Major Sports (Basketball, Volleyball, Football, Baseball, Softball & Track) Each Receive \$25 automatic increment per year (10 year max on increments)

*All Sports contracts are offered on a per sport basis depending on student participation. Numbers in parenthesis denote minimum participation for activity. Contracts will be offered after student numbers are verified after 1 week of practice.

285 Potlatch School District

The attached salary schedule is based on a 190 day contract with a 3.75% increase for 2022-2023. Certificated persons employed by the Potlatch School District before the 2016-2017 contract shall be exempt from the need to have an MA for the final column.

APPENDIX A

Potlatch School District No. 285 Potlatch, Idaho Teachers Salary Schedule 2022-2023

EXP	BA		BA+15		MA BA+30		MA+15 BA+45		PHD MA+30	
1	1.00000	\$35,818	1.04150	\$37,304	1.08472	\$38,853	1.12974	\$40,465	1.17662	\$42,144
2	1.04150	\$37,304	1.08472	\$38,853	1.12974	\$40,465	1.17662	\$42,144	1.22545	\$43,893
3	1.08472	\$38,853	1.12974	\$40,465	1.17662	\$42,144	1.22545	\$43,893	1.27631	\$45,715
4	1.12974	\$40,465	1.17662	\$42,144	1.22545	\$43,893	1.27631	\$45,715	1.32928	\$47,612
5	1.17662	\$42,144	1.22545	\$43,893	1.27631	\$45,715	1.32928	\$47,612	1.38444	\$49,588
6	1.22545	\$43,893	1.27631	\$45,715	1.32928	\$47,612	1.38444	\$49,588	1.44189	\$51,646
7			1.32928	\$47,612	1.38444	\$49,588	1.44189	\$51,646	1.50173	\$53,789
8			1.38444	\$49,588	1.44189	\$51,646	1.50173	\$53,789	1.56405	\$56,021
9					1.50173	\$53,789	1.56405	\$56,021	1.62896	\$58,346
10					1.56405	\$56,021	1.62896	\$58,346	1.69657	\$60,768
11							1.72970	\$61,954	1.76697	\$63,289
12									1.84030	\$65,916
13									1.97416	\$70,710

**Based on the State Career Ladder, for 2022-2023

- Resident Endorsement - Minimum Salary = \$40,742
- Professional Endorsement - Minimum Salary = \$43,488

TROY SCHOOL DISTRICT 287
2022-2023
SALARY MATRIX

1 ADDED STEP, 4% BASE INCREASE

Experience	BA	FTE \$ per FTE	BA+15	FTE \$ per FTE	BA+30	FTE \$ per FTE	BA+45 MA	FTE \$ per FTE	BA+60 MA+15	FTE \$ per FTE	** MA+30	FTE \$ per FTE
1	1.000	35,334	1.049	37,065	1.098	38,797	1.147	40,528	1.196	42,259	1.245	43,991
		40,742		40,742		40,742		40,742				
2	1.049	37,065	1.098	38,797	1.147	40,528	1.196	42,259	1.245	43,991	1.294	45,722
		40,742		40,742		40,742						
3	1.098	38,797	1.147	40,528	1.196	42,259	1.245	43,991	1.294	45,722	1.343	47,454
		40,742		40,742								
4	1.147	40,528	1.196	42,259	1.245	43,991	1.294	45,722	1.343	47,454	1.392	49,185
		40,742										
5	1.196	42,259	1.245	43,991	1.294	45,722	1.343	47,454	1.392	49,185	1.441	50,916
6	1.245	43,991	1.294	45,722	1.343	47,454	1.392	49,185	1.441	50,916	1.490	52,648
7	1.294	45,722	1.343	47,454	1.392	49,185	1.441	50,916	1.490	52,648	1.539	54,379
8	1.343	47,454	1.392	49,185	1.441	50,916	1.490	52,648	1.539	54,379	1.588	56,110
9			1.441	50,916	1.490	52,648	1.539	54,379	1.588	56,110	1.637	57,842
10					1.539	54,379	1.588	56,110	1.637	57,842	1.686	59,573
11					1.588	56,110	1.637	57,842	1.686	59,573	1.735	61,304
12					1.637	57,842	1.686	59,573	1.735	61,304	1.784	63,036
13							1.735	61,304	1.784	63,036	1.833	64,767
14							1.784	63,036	1.833	64,767	1.882	66,499
15								1.882	66,499	1.931	68,230	
16								1.931	68,230	1.980	69,961	
17										2.029	71,693	
18												
19												
20												

From: [Priebe, Theresa](#)
To: [Tania Scurtu](#)
Subject: Re: Troy SD 287 Salary Schedule
Date: Friday, September 9, 2022 8:51:45 AM

CAUTION: This email originated outside the State of Idaho network. Verify links and attachments BEFORE you click or open, even if you recognize and/or trust the sender. Contact your agency service desk with any concerns.

The amounts above the State minimum of \$40,742 is Troy's base used for in-district purposes. Our new teachers are paid the State minimum but as years of experience and credits earned, those folks are paid on the District's salary schedule. The "pink" boxes are the State required minimums that have to be paid in this columns.

Hope this helps.
Theresa

On Fri, Sep 9, 2022 at 7:45 AM Tania Scurtu <tscurtu@sde.idaho.gov> wrote:

Good morning!

I was looking over the document you sent and I think I need some explanation on this one. Idaho code did set a minimum salaries for this year which according to my understanding should put the minimum at \$40,742, which I see in pink, however I see other amounts as well above the state minimum and I am not sure how to interpret them. I just need a clarification so I can make sure that there wasn't anything I missed.

Thank you!

Tania Goretoy

Program Information Coordinator

Public School Finance

Superintendent of Public Instruction's Office

Phone: (208) 332-6841

From: Priebe, Theresa <tpriebe@troysd287.org>
Sent: Thursday, September 1, 2022 9:24 AM
To: Tania Scurtu <tscurtu@sde.idaho.gov>
Subject: Troy SD 287 Salary Schedule

IV. SALARIES

A. SALARY SCHEDULE

Completed Years @ 8/31	Current Year		40,742						BA+45		BA+60		**BA+75
0	1	1.000	\$37,061	1.049	\$38,877	1.098	\$40,693	1.147	\$42,509	1.196	\$44,325	1.245	\$46,141
1	2	1.049	\$38,877	1.098	\$40,693	1.147	\$42,509	1.196	\$44,325	1.245	\$46,141	1.294	\$47,957
2	3	1.098	\$40,693	1.147	\$42,509	1.196	\$44,325	1.245	\$46,141	1.294	\$47,957	1.343	\$49,773
3	4	1.147	\$42,509	1.196	\$44,325	1.245	\$46,141	1.294	\$47,957	1.343	\$49,773	1.392	\$51,589
4	5	1.196	\$44,325	1.245	\$46,141	1.294	\$47,957	1.343	\$49,773	1.392	\$51,589	1.441	\$53,405
5	6	1.245	\$46,141	1.294	\$47,957	1.343	\$49,773	1.392	\$51,589	1.441	\$53,405	1.490	\$55,221
6	7	1.294	\$47,957	1.343	\$49,773	1.392	\$51,589	1.441	\$53,405	1.490	\$55,221	1.539	\$57,037
7	8			1.392	\$51,589	1.441	\$53,405	1.490	\$55,221	1.539	\$57,037	1.588	\$58,853
8	9					1.490	\$55,221	1.539	\$57,037	1.588	\$58,853	1.637	\$60,669
9	10					1.539	\$57,037	1.588	\$58,853	1.637	\$60,669	1.686	\$62,485
10	11					1.588	\$58,853	1.637	\$60,669	1.686	\$62,485	1.735	\$64,301
11	12							1.686	\$62,485	1.735	\$64,301	1.784	\$66,117
12	13							1.735	\$64,301	1.784	\$66,117	1.833	\$67,933
13	14									1.833	\$67,933	1.882	\$69,749
14	15									1.882	\$69,749	1.931	\$71,565
Extracurricular													
Activity Director	0.135	\$5,003		Prom Coordinator	0.0125	\$463							
High School				Yearbook Adv	0.0125	\$463							
BB FB VB	0.135	\$5,003		Cheer Coach	0.065	\$2,409							
Asst BB FB VB	0.09	\$3,335		FFA	0.052	\$1,927							
Cross Country	0.09	\$3,335		BPA	0.052	\$1,927							
Track	0.105	\$3,891		Spirit Club	0.0125	\$463							
Asst Track/XC	0.07	\$2,594		Student Council	0.0233	\$864							
				Concessions	0.0548	\$2,031							
Junior High				Music, Concerts	0.03	\$1,112							
FB BB VB	0.055	\$2,038		Activities Photo	0.035	\$1,297							
				IDFY	0.0233	\$864							
				Senior Advisor	0.0248	\$919							
				Driver's Ed		\$355							

From: [Kendrick Jared](#)
To: [Tania Scurtu](#)
Subject: Re: Salary Schedule Collection
Date: Monday, September 12, 2022 8:19:23 AM

CAUTION: This email originated outside the State of Idaho network. Verify links and attachments BEFORE you click or open, even if you recognize and/or trust the sender. Contact your agency service desk with any concerns.

Sorry about that! Yes. We override the columns that are under the minimum. We just don't adjust it in the document as it would throw the formula off and increase the other amounts drastically. So we override the 6 that are beneath the Idaho minimum to the \$40,742.

Would you like me to send another copy with that in there?

On Fri, Sep 9, 2022 at 7:43 AM Tania Scurtu <tscurtu@sde.idaho.gov> wrote:

Hello Jared!

I was looking over the document you sent and I think I need some explanation on this one. Idaho code did set a minimum salaries for this year which according to my understanding should put the minimum at \$40,742, which I saw above all columns, but in the columns themselves the minimum is in 30K range. I just need a clarification so I can make sure that there wasn't anything I missed.

Thank you!

Tania Goretty

Program Information Coordinator

Public School Finance

Superintendent of Public Instruction's Office

Phone: (208) 332-6841

From: Kendrick Jared <kjared@sd288.k12.id.us>
Sent: Thursday, September 1, 2022 9:38 AM
To: Tania Scurtu <tscurtu@sde.idaho.gov>
Cc: STEPHANIE MAY FLETCHER <SFLETCHER@SD288.K12.ID.US>
Subject: Re: Salary Schedule Collection

291 Salmon School District

Appendix A1

2022-2023 STATE

Minimum Salary Residence Rung 1:

\$40,742

Minimum Salary Professional Rungs:

\$43,488

STEP	BA	BA 12	BA 24	BA 36/MA	BA 48/MA12	BA 60/MA 24	MA 36/EDS/DR
0	\$30,384	\$31,523	\$32,705	\$33,932	\$35,205	\$36,527	\$37,897
1	\$31,523	\$32,705	\$33,932	\$35,205	\$36,527	\$37,897	\$39,319
2	\$32,705	\$33,932	\$35,205	\$36,527	\$37,897	\$39,319	\$40,793
3	\$33,932	\$35,205	\$36,527	\$37,897	\$39,319	\$40,793	\$42,321
4	\$35,205	\$36,527	\$37,897	\$39,319	\$40,793	\$42,321	\$43,907
5	\$36,527	\$37,897	\$39,319	\$40,793	\$42,321	\$43,907	\$45,554
6	\$37,897	\$39,319	\$40,793	\$42,321	\$43,907	\$45,554	\$47,262
7	\$39,319	\$40,793	\$42,321	\$43,907	\$45,554	\$47,262	\$49,033
8	\$40,793	\$42,321	\$43,907	\$45,554	\$47,262	\$49,033	\$50,871
9	\$42,321	\$43,907	\$45,554	\$47,262	\$49,033	\$50,871	\$52,779
10	\$42,321	\$45,554	\$47,262	\$49,033	\$50,871	\$52,779	\$54,758
11	\$42,321	\$45,554	\$47,262	\$49,033	\$52,779	\$56,811	\$58,941
12	\$42,321	\$45,554	\$47,262	\$49,033	\$52,779	\$56,811	\$58,941
13	\$42,321	\$45,554	\$47,262	\$49,033	\$52,779	\$56,811	\$61,150

Certified Staff Salary Schedule

2022-2023 Career Ladder (Base Yr 1)	2022-2023 Base Salary Yr 1
R1	\$40,742
R2	\$41,486
R3	\$42,231
P1	\$43,488
P2	\$45,302
P3	\$47,116
P4	\$48,930
P5	\$50,743
AP1	\$53,478
AP2	\$54,442
AP3	\$55,389

Instructional Staff w/ Professional Endorsement

(Only applies to Instructional staff w/professional endorsement)

Education Allocation BA+24	\$2,000
Education Allocation MA	\$3,500

Enter FTE of Occupational Specialist (OS) Certificates

(Only applies to Instructional staff holding on Occupational Specialist certificate in the area for which they are teaching)

	FTE	Allocation	Total
OS Certificate		\$3,000	\$0

*I.C.331201A(2) Instructional Staff employees who have held a certificate that qualifies them to teach in a classroom to (3) or more years prior to July 1, 2015, or pupil service staff employees who have held a pupil personnel services certificate for (3) or more years prior to July 1, 2016, shall automatically obtain an Idaho professional endorsement under this section.

*I.C.33-1004B Starting in the FY19 school year, individuals who do not meet certain requirements may not move on the career ladder, and in some cases receive funding based on FY 18's amounts instead of the current year.

Policy History

Adopted On: May 8, 2017

Approved On: May 9th, 2022

302 Nezperce School District

Appendix A
Nezperce Joint School District No. 302
2022-2023
Salary Schedule

YEARS	STEP	BA	BA+12	BA+24	MA BA+36	MA+12 BA+48	MA+24 BA+60	MA+36 ES/DR
0	1	35,363	36,424	37,517	38,642	39,801	40,995	42,225
1	2	36,424	37,517	38,642	39,801	40,995	42,225	43,492
2	3	37,517	38,642	39,801	40,995	42,225	43,492	44,797
3	4	38,642	39,801	40,995	42,225	43,492	44,797	46,141
4	5	39,801	40,995	42,225	43,492	44,797	46,141	47,525
5	6	40,995	42,225	43,492	44,797	46,141	47,525	48,951
6	7	42,225	43,492	44,797	46,141	47,525	48,951	50,419
7	8	43,492	44,797	46,141	47,525	48,951	50,419	51,932
8	9	44,797	46,141	47,525	48,951	50,419	51,932	53,490
9	10	46,141	47,525	48,951	50,419	51,932	53,490	55,094
10	11		48,951	50,419	51,932	53,490	55,094	56,747
11	12					55,094	56,747	58,450
12	13						58,875	60,203
13	14						61,083	62,461
14	15							64,803

Credits acquired for advancement on the salary schedule can only be counted if they are acquired after certification, unless previous to December 10, 1997, those credits have been acknowledged by the Board, or unless negotiated by the Board.

Steps are 3.0% horizontal and vertical except for base and cells shaded in yellow are 3.75% vertical.

Schedule includes 100% of Idaho State Index.

Cells shaded with gray will be paid at \$40,742 per Idaho Code 33-1004E.

Staff holding a professional endorsement will be paid at \$43,488 per Idaho Code 33-1001(17)

Sick Leave	9 days per year
Personal Leave	4 days per year
Bereavement Leave	3 days per occurrence for immediate family
Professional Leave	2 days

**2022-2023
KAMIAH SCHOOL DISTRICT
CERTIFIED INSTRUCTIONAL STAFF
AND PUPIL SERVICES**

	Years Exp	Base Salary (BA)	BA + 24 Credits	Master's Degree (MA)/PhD
R1	1	\$ 40,742	\$ 40,742	\$ 40,742
R2	2	\$ 41,486	\$ 41,486	\$ 41,486
R3	3	\$ 42,231	\$ 42,231	\$ 42,231
P1	4	\$ 43,784	\$ 44,941	\$ 45,461
P2	5	\$ 45,302	\$ 46,289	\$ 47,052
P3	6	\$ 47,116	\$ 47,678	\$ 48,699
P4	7	\$ 48,930	\$ 49,108	\$ 50,404
P5	8	\$ 50,743	\$ 50,581	\$ 52,167
P6	9	\$ 51,377	\$ 52,099	\$ 53,994
P7	10	\$ 52,405	\$ 53,662	\$ 55,883
P8	11		\$ 54,896	\$ 57,840
P9	12		\$ 56,929	\$ 59,864
P10	13			\$ 61,960
P11	14			\$ 64,127

ARTICLE II

**HIGHLAND SCHOOL DISTRICT #305
SALARY SCHEDULE
2022-2023**

HIGHLAND SCHOOL DISTRICT #305

EXP	BA	BA+12	BA+24	MA BA+36	MA+12 BA+48	MA+24 BA+60	MA+36 ES/DR
0	36818	38170	39574	41031	42543	44111	45738
1	38170	39574	41031	42543	44111	45738	47427
2	39574	41031	42543	44111	45738	47427	49177
3	41031	42543	44111	45738	47427	49177	50995
4	42543	44111	45738	47427	49177	50995	52879
5	44111	45738	47427	49177	50995	52879	54835
6	45738	47427	49177	50995	52879	54835	56865
7	47427	49177	50995	52879	54835	56865	58971
8	49177	50995	52879	54835	56865	58971	61155
9	50995	52879	54835	56865	58971	61155	63421
10		54835	56865	58971	61155	63421	65772
11					63421	65772	68211
12						68211	70742
13							73368

For certified staff employed at Highland during the 2001-2002 school year, a BA+72 will be recognized in the MA+36/ES DR column. Certified Staff hired after 2001-2002 will be frozen at the BA+60 column unless they have a Master's Degree.

Career Salary Rung	Step 1	Step 2	Step 3	Step 4	Step 5
Standard Teacher	40,742	41,486	42,231		
Professional Teacher	43,488	45,302	47,116	48,930	50,743
Advanced Professional Teacher	53,478	54,442	55,389		
Advanced Degree Premium	BA+24	2,000	MA	3,500	

Shoshone School District Salary Schedule

2022-2023

	1	2	3	4	5
Residency	\$40,742	\$41,486	\$42,231		
Professional	\$43,488	\$45,302	\$47,116	\$48,930	\$50,743
Adv Prof	\$53,478	\$54,442	\$55,389		

Education – If State qualified

\$2,000 for BA + 24 credits

\$3,500 for MA

DIETRICH SCHOOL DISTRICT 314
2022-2023 Salary Schedule



HB 571
Division of Teachers

2022-2023 Career Ladder Placement	2022-2023 Salary Apportionment
Res/Prof 1	\$ 40,742.00
Res/Prof 2	\$ 41,486.00
Res/Prof 3	\$ 42,231.00
Prof 1	\$ 43,488.00
Prof 2	\$ 45,302.00
Prof 3	\$ 47,116.00
Prof 4	\$ 48,930.00
Prof 5	\$ 50,743.00
Ad Prof 1	\$ 53,478.00
Ad Prof 2	\$ 54,442.00
Ad Prof 3	\$ 55,389.00

Instructional staff holding a professional endorsement and a baccalaureate degree and twenty-four (24) or more credits will receive an additional \$2,000.

Instructional staff holding a professional endorsement and a master degree will receive an additional \$3,500.

Instructional staff holding a professional endorsement and an Occupational Specialist Certificate in the area for which they are teaching will receive an additional \$3,000

BA+24	\$ 2,000.00
MA	\$ 3,500.00
OSC	\$ 3,000.00

Paid Time Off

Personal Leave	2 days	+2 additional days by request with deduction of \$80 for each
Sick Leave	9 days	

Insurance

The district pays up to \$652.10 per month towards employee insurance premiums and \$3.00 for a \$10,000 life insurance policy for each employee.

Housing

The district currently owns 3 rental properties. Annual lease agreements are required. Please inquire within for information and availability on housing.

Stipends

There are many stipends available each year for certificated staff to apply for.

316 Richfield School District

From: [Heather Wallace](#)
To: [Tania Scurtu](#)
Subject: Re: Salary Schedule Collection
Date: Thursday, September 1, 2022 12:58:45 PM

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Hello from Richfield School District #316. This is in response to your email regarding the district's salary schedules. . Our Board adopted the States Salary Schedule along with the budget at the June budget hearing. Here is a breakdown.

Appendix A Certified Salary Schedule- 2022-2023

The statewide "career ladder" salary reimbursement schedule will be the salary schedule for the 2022-2023 year. Teachers new to the district or beginning teachers will be placed on the "career ladder". Teachers not meeting the qualifications to advance to the next cell of the salary grid due to evaluation status will be paid what the State of Idaho, allocates the Richfield School District for that individual teacher; this will not be less than the employee received the previous contract.

2021-2022 Salary Schedule

	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>			
<u>Res</u>	<u>\$40,742</u>	<u>\$41,486</u>	<u>\$42,231</u>					
<u>Prof.</u>	<u>\$43,488</u>	<u>\$45,302</u>	<u>\$47,116</u>	<u>\$48,930</u>	<u>\$50,743</u>			
<u>AP</u>	<u>\$53,478</u>	<u>\$54,442</u>	<u>\$55,389</u>					

Education

BA + 24 = \$2,000

MA = \$3,500

Thank you so much for all that you do :)

On Thu, Sep 1, 2022 at 8:26 AM Tania Scurtu <tscurtu@sde.idaho.gov> wrote:

|

APPENDIX A

Certificated Salary Schedule 2022-2023

Madison School District #321

BASE SALARIES

RESIDENCY

R1	40,742
R2	41,486
R3	42,231

PROFESSIONAL

	B	B+24	M
P1	43,488	45,488	46,988
P2	45,302	47,302	48,802
P3	47,116	49,116	50,616
P4	48,930	50,930	52,430
P5	50,743	52,743	54,243

ADV. PROFESSIONAL

	B	B+24	M
AP1	53,478	55,478	56,978
AP2	54,442	56,442	57,942
AP3	55,389	57,389	58,889

Placement:

Certified staff is placed on the salary schedule based on their education and experience as reported to the State of Idaho and pursuant to Idaho Code 33-1004B.

Residency Description:

Teachers in their first three years of teaching.

Professional Description:

In order to be eligible to advance to and within the Professional steps, the individual must meet the requirements outlined in Idaho Code 33-1201A.

Advanced Professional Description:

In order to be eligible to advance to and within the Advanced Professional steps, the individual must meet the requirements outlined in Idaho Code 33-1201A.

Additional Notes:

**The salary schedule is for a 187 day contract period.*

**Official transcripts must be submitted to Human Resources before September 1st to be eligible to move over in the Education columns.*

Sugar-Salem Salary Schedule
2022-2023 School Year:

Career Ladder Placement	Salary
R1	\$40,742
R2	\$41,486
R3	\$42,231
P1	\$43,488
P2	\$45,302
P3	\$47,116
P4	\$48,930
P5	\$50,743
AP1	\$53,478
AP2	\$54,442
AP3	\$55,389

CERTIFICATED SALARY SCHEDULE

MINIDOKA COUNTY JOINT SCHOOL DISTRICT #331

STEP	SALARY	2022-2023	
		EDUCATION ALLOCATION BA +24 \$2,000	EDUCATION ALLOCATION MA/ES/DR \$3,500
R1	\$ 40,800		
R2	\$ 41,500		
R3	\$ 42,300		
P1	\$ 43,500	\$ 45,500	\$ 47,000
P2	\$ 45,300	\$ 47,300	\$ 48,800
P3	\$ 47,100	\$ 49,100	\$ 50,600
P4	\$ 48,900	\$ 50,900	\$ 52,400
P5	\$ 50,700	\$ 52,700	\$ 54,200
P6	\$ 52,500	\$ 54,500	\$ 56,000
AP1	\$ 53,478	\$ 55,478	\$ 56,978
AP2	\$ 54,442	\$ 56,442	\$ 57,942
AP3	\$ 55,389	\$ 57,389	\$ 58,889

To Comply with Idaho Code §33-1004

To be eligible to receive the additional educational allocation, teachers must submit an official transcript(s) of earned credits to the District Office no later than September 15. Only credits earned after initial certification shall be allowed and relevant pedagogy or content area, pursuant to Idaho Code §33-1004.

A. EDUCATION ALLOCATION: Instructional staff and pupil service staff holding a professional endorsement, have three or more years of experience, a baccalaureate degree and 24 or more credits allocation \$2,000.00.

B. EDUCATION ALLOCATION: Instructional staff and pupil service staff holding a professional endorsement, have three or more years of experience and a master degree allocation \$3,500.00.

C. CERTIFICATED BONUS: Instructional staff and pupil service staff will receive a \$1000 bonus in the 2022-2023 school year. Date TBD

Grandfathered 2012-13 Steps/Lanes Frozen			
BA +60	MA	MA ≥ 24	MA +36 Prior to 2012
\$ 54,900	\$ 56,300	\$ 57,700	\$ 59,100

Grandfathered employees moving from MA to MA ≥ 24 must have credits on file with the District prior to May 15th, 2019

Loyalty Bonus Certified Years of Service with Minidoka County School District	
15-19 Years	\$ 1,000
20-24 Years	\$ 1,250
25-29 Years	\$ 1,500
30+ Years	\$ 1,750

Loyalty Bonus is available to all certified staff, including returning retired employees

Approved 09/19/2022

340 Lewiston School District

ARTICLE V PROFESSIONAL COMPENSATION

5.1 Salary Schedule Based on 190 contract days

	<u>B.A.</u>	<u>B.A. +15</u>	<u>B.A. +30</u>	<u>B.A.+45 or MASTERS</u>	<u>MA.+30 or B.A.+75 or B.A.+45+M.A.*</u>
1	38,921.93 1 40,742 ***	40,090 1.03 40,742 ***	41,292 1.0609	42,531 1.09273	43,807 1.12551
***[Minimum Salary to be paid per Idaho Code section 33-1004E]					
2	40,732 1.0465 40,742	41,954 1.0779	43,212 1.11023	44,509 1.14354	45,844 1.17785
3	42,626 1.09516	43,905 1.12802	45,222 1.16186	46,578 1.19671	47,976 1.23262
4	44,608 1.14608	45,946 1.18047	47,325 1.21589	48,744 1.25236	50,207 1.28994
5	46,682 1.19937	48,083 1.23536	49,525 1.27243	51,011 1.31059	52,541 1.34992
6	48,852 1.25514	50,318 1.2928	51,828 1.3316	53,383 1.37153	54,985 1.41269
7	51,124 1.3135	52,658 1.35292	54,238 1.39352	55,865 1.43531	57,541 1.47838
8	53,501 1.37458	55,107 1.41583	56,761 1.45832	58,463 1.50205	60,217 1.54712
9	55,989 1.4385	57,669 1.48167	59,400 1.52613	61,181 1.5719	63,017 1.61906
10	58,593 1.50539	60,351 1.55057	62,162 1.5971	64,026 1.64499	65,947 1.69435
11			65,053 1.67137	67,003 1.72148	69,014 1.77314
12				70,119 1.80153	72,223 1.85559
13					75,581 1.94187

* The MA must be earned subsequent to the BA +45 standing. The total credits must be equal to a BA +75. The employee must earn a BA +45 and an additional 30 credit hours of graduate work leading to the Master's Degree.

*** Minimum Salary per Idaho Code Section 33-1004E (1) is \$40,742 for residential placement.

LAPWAI SCHOOL DISTRICT #341
PROGRESSIVE BASE SCHEDULE
CERTIFIED SALARY SCHEDULE

BASE: \$ 41,718

2022-2023

Increment: 3.50%

7% INCREASE FOR 22-23

YEARS EXP	BA	BA+15	BA+30	MA	BA+45	MA+15	MA+30	DR/MA+45
0	41,718	43,178	44,690		46,254	47,873	49,548	51,282
1	43,178	44,690	46,254		47,873	49,548	51,282	53,077
2	44,690	46,254	47,873		49,548	51,282	53,077	54,935
3	46,254	47,873	49,548		51,282	53,077	54,935	56,858
4	47,873	49,548	51,282		53,077	54,935	56,858	58,848
5	49,548	51,282	53,077		54,935	56,858	58,848	60,907
6	51,282	53,077	54,935		56,858	58,848	60,907	63,039
7		54,935	56,858		58,848	60,907	63,039	65,245
8		56,858	58,848		60,907	63,039	65,245	67,529
9			60,907		63,039	65,245	67,529	69,893
10			63,039		65,245	67,529	69,893	72,339
11			65,245		67,529	69,893	72,339	74,871
12					69,893	72,339	74,871	77,491
13					72,339	74,871	77,491	80,204

Career Ladder levels - for comparison

Career Salary Rung	Step 1	Step 2	Step 3	Step 4	Step 5
Residency	40,742	41,486	42,231		
Professional	43,488	45,302	47,116	48,930	50,743
Advanced Profession	53,478	54,442	55,389		

Professional Endorsement

BA+24 2,000

MA 3,500

342 Culdesac School District

APPENDIX A

2022-2023 Culdesac Joint School District #342 Salary Schedule							
				MA	MA +12	MA +24	MA +36
Year/Step	BA	BA +12	BA +24	BA +36	BA +48	BA +60	ES/DR
		+900	+1800	+2700	+3600	+4100	+4500
	+ 1100↓	+1100↓	+1100↓	+1100↓	+1100↓	+1100↓	+1100↓
0/1	41000	41900	42800	43700	44600	45100	45500
1/2	42100	43000	43900	44800	45700	46200	46600
2/3	43200	44100	45000	45900	46800	47300	47700
3/4	44300	45200	46100	47000	47900	48400	48800
4/5	45400	46300	47200	48100	49000	49500	49900
5/6	46500	47400	48300	49200	50100	50600	51000
6/7	47600	48500	49400	50300	51200	51700	52100
7/8	48700	49600	50500	51400	52300	52800	53200
8/9	49800	50700	51600	52500	53400	53900	54300
9/10	50900	51800	52700	53600	54500	55000	55400
10/11		52900	53800	54700	55600	56100	56500
11/12					56700	57200	57600
12/13						58300	58700
13 or more							59800

ONEIDA SCHOOL DISTRICT No. 351

2022 – 2023

SALARY SCHEDULE

*This schedule does not include education allocation, leadership premiums, or any one time stipends.

Career Ladder Placement	Salary
Res 1	\$42,742
Res 2	\$43,486
Res 3	\$44,231
Prof 1	\$45,488
Prof 2	\$47,302
Prof 3	\$49,116
Prof 4	\$50,930
Prof 5	\$52,743
Prof 6	\$53,000
AP 1	\$55,478
AP 2	\$56,442
AP 3	\$57,389

MARSING JOINT SCHOOL DISTRICT #363
2022-2023 APPENDIX A - Salary Structure

2022-2023 Marsing Joint School District #363 Salary Structure- Appendix A					
	RP1	RP2	RP3		
Residency	\$40,742	\$41,486	\$42,231		
	P1	P2	P3	P4	P5
Professional	\$43,488	\$45,302	\$47,116	\$48,930	\$50,743
	AP1	AP2	AP3		
Advanced Professional	\$53,478	\$54,442	\$55,389		

Ed. Allocation	BA+24	\$1,800	\$2,000
	MA	\$3,150	\$3,500

Idaho Code 33-1004B

364 Pleasant Valley Elementary School District

From: [Heather Williams](#)
To: [Tania Scurtu](#)
Subject: Pleasant Valley salary schedule
Date: Friday, September 9, 2022 8:02:03 AM

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The district is using the Career Ladder as the basis for their salary schedule for their one teacher.

--

Heather Williams
Superintendent
Pleasant Valley School District No. 364
P.O. Box 119 / 28026 Juniper Mountain Road
Jordan Valley, OR 97910
Ph: 208-583-2420
Fax: 208-583-2421

CERTIFIED SALARY SCHEDULE 2022-2023

2023	2022-2023	2022-2023	
Career Ladder Placement	Salary Apportionment	Grandfathered Employees-4 employee's 3% increase per year	
R1	\$ 40,742		
R2	\$ 41,486		
R3	\$ 42,231		
P1	\$ 43,488		
P2	\$ 45,302		
P3	\$ 47,116		
P4	\$ 48,930		
P5	\$ 50,743		
AP1	\$ 53,478		
AP2	\$ 54,442		
AP3	\$ 55,389		
20 Years		3% per year	\$54636.00
30 years (1)		3% per year	56875.00
30 + Years (2)		3% per year	\$60,257.00

The Education allocations apply to staff who hold an Idaho Professional Endorsement per I.C 33-1201A

For Instructional staff with professional endorsement.								
Education Allocation	2015-2016 Premium	Education Allocation	2016-2017 Premium	Education Allocation	2017-2018 Premium	<u>FY19 Premium</u>	<u>FY20 Premium</u>	<u>FY21 Premium</u>
BA + 24	\$ 400	BA + 24	\$ 800	BA + 24	\$ 1,200	\$ 1,600	\$2,000	\$2,000
MA	\$ 700	MA	\$ 1,400	MA	\$ 2,100	\$ 2,800	\$3,500	\$3,500

	Allocation		Allocation
OS Certificate	\$3,000	OS Certificate	\$3,000

DESCRIPTOR TERM:

District 370 Policy
File Code: 5.90

Certified Staff

Current Career Ladder	Amended & Adopted	2015	1-12-15
	Amended & Adopted	2015	5-11-15
	Amended & Adopted	2016	5-9-16
	Amended & Adopted	2017	5-17-17
	Amended & Adopted	2018	4-9-18
	Amended & Adopted	2019	5-13-19
	Amended & Adopted	2020	6-11-20
	Amended & Adopted	2021	5-24-21
	Amended & Adopted	2022	5-23-22

HOMEDALE SCHOOL DISTRICT #370
2022-23 INSTRUCTIONAL & PUPIL SERVICE STAFF CAREER LADDER

STATE INSTRUCTIONAL & PUPIL SERVICE STAFF CAREER LADDER

	1	2	3	4	5
Residency	40,742	41,486	42,231		
Professional	43,488	45,302	47,116	48,930	50,743
Adv.Prof.	53,478	54,442	55,389	Super Cell 62,213	

* No full-time instructional or pupil service staff member shall be paid less than the minimum dollar amount on the career ladder residency compensation rung pursuant to section 33-1004B, Idaho Code, for the applicable fiscal year.

1. The instructional and pupil service staff career ladder are for contracts based on 190 days. **If contracts are issued for less than 190 days, the contracts will be adjusted on a pro rata basis.**
2. No limitation on credit for experience outside this district. Initial placement will be determined by the Superintendent and the Board of Trustees.
3. The Board of Trustees reserves the right to withhold salary increases or to reward meritorious service beyond this schedule.
4. The school district provides no less than \$1,041.67 per month toward the following fringe benefits: Health and Vision Insurance, Dental Insurance, and Life Insurance (EE \$20,000; Sp \$10,000; Dep \$5,000).



2022-2023 CERTIFIED SALARY SCHEDULE

		BA + 24 Stipend 2000	MA Stipend 3500	MA/EDS Loyalty Stipend 4000
R1	\$40,742			
R2	\$41,486			
R3	\$42,231			
P1	\$43,488	\$45,488	\$46,988	
P2	\$45,302	\$47,302	\$48,802	
P3	\$47,116	\$49,116	\$50,616	
P4	\$48,930	\$50,930	\$52,430	
P5	\$50,743	\$52,743	\$54,243	
AP1	\$53,487	\$55,478	\$56,978	
AP2	\$54,442	\$56,442	\$57,942	
AP3	\$55,389	\$57,389	\$58,889	
G1	\$57,846	\$59,932	\$61,497	
G2	\$60,016	\$62,102	\$63,666	
G3	\$62,267	\$64,353	\$65,917	\$66,439
G4	\$62,094	\$64,094	\$65,594	\$67,684

372 New Plymouth School District

From: [Sue Hally](#)
To: [Tania Scurtu](#)
Subject: New Plymouth Salary Schedule
Date: Thursday, September 1, 2022 8:47:58 AM

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New Plymouth School District #372 **CERTIFIED SALARY SCHEDULE - 2022-2023**

Career Ladder				
RUNG	BA	BA + 24	MA	M + 24
Residency 1	40,742			
Residency 2	41,486			
Residency 3	42,231			
Professional 1	43,488	44,988	45,988	47,988
Professional 2	45,000	46,500	47,500	49,500
Professional 3	48,000	49,500	50,500	52,500
Professional 4	51,000	52,500	53,500	55,500
Professional 5	56,000	57,500	58,500	60,500
Advanced Professional 1	58,000	59,500	60,500	62,500
Advanced Professional 2	60,000	61,500	62,500	64,500
Advanced Professional 3	62,000	63,500	64,500	66,500

*An overall rating of proficient and no components rated as unsatisfactory on the state framework for teaching evaluation; and, demonstrating the majority of their students have met their measurable student achievement targets.

(Total years taught before July 1, 2015 count in this column total.)

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XI. SALARY SCHEDULE

FRUITLAND SCHOOL DISTRICT #373

Payscale Step	<u>2022-2023</u>	<u>BA +24</u>	<u>Master's</u>
R1	\$40,742		
R2	\$41,486		
R3	\$42,231		
P1	\$43,488	\$45,488	\$46,988
P2	\$45,302	\$47,302	\$48,802
P3	\$47,116	\$49,116	\$50,616
P4	\$48,930	\$50,930	\$52,430
P5	\$50,743	\$52,743	\$54,243
AP1	\$53,478	\$55,478	\$56,978
AP2	\$54,442	\$56,442	\$57,942
AP3	\$55,389	\$57,389	\$58,889

By Idaho Code, no certified personnel can be paid less than the previous year. If an employee falls in a cell in which salary is less than the previous year, the district will use discretionary funds to make the salary whole. Discretionary funds may also be used for any raises that are negotiated.

Existing employees not on the career ladder will receive a minimum 4.67% salary increase.

Salary for new employees will be determined by placement on the career ladder.

XII. CONTRACT DAY

**American Falls School District Certified Teacher/Pupil Services Salary
Schedule 2022-2023**

	BA	BA+24 OR BA + AP	MA/BA48 OR BA24 + AP	MA/BA48 + AP
Step	Lane 1	Lane 2	Lane 3	Lane 4
RP1	42,500	43,000	45,500	
RP2	43,500	44,000	47,000	
RP3	44,500	45,000	48,500	
P1	46,000	48,000	50,000	
P2	47,500	49,500	51,500	
P3	49,000	51,000	53,000	
P4	50,500	52,500	54,500	
P5	52,000	54,000	56,000	
P6	52,000	55,500	57,500	59,500
P7	52,000	57,000	59,000	61,000
P8	52,000	58,500	60,500	62,500
P9	52,000	60,000	62,000	64,000
P10	52,000	61,500	63,500	65,500
Grandfathered			66,855	69,055

The above salaries include the education allocation and the Advanced Professional (AP) amounts received from the State.

Salary schedule effective 7-1-2022

382 Rockland School District

Position Certified Staff		FY2023 Employed FTE	Position Classified	Approved Annual*	FY2023 Employed FTE
R1	\$ 40,742.00				
R2	\$ 41,486.00		Tech Director	\$ 7,283.00	0.10
R3	\$ 42,231.00	1	Athletic Director	\$ 7,283.00	0.10
P1	\$ 43,488.00		Transportation Director	\$ 8,843.00	0.10
P2	\$ 45,302.00				
P3	\$ 47,116.00	1	Business Manager	\$ 19,420.00	0.5
P4	\$ 48,930.00	5	Registrar/Career & Coll.	\$ 37,821.00	0.75
P5	\$ 50,743.00	5	Board Clerk	\$ 19,420.00	0.5
AP1	\$ 53,478.00	1	Office Secretary	\$ 11,650.00	0.62
AP2	\$ 54,442.00		Library	\$ 16,800.00	0.68
AP3	\$ 55,389.00	1	Custodial	\$ 7,500.00	0.46
AP3a	\$ 66,506.00	1	Lunch		1.15
AP3b	\$ 67,445.00	2	Building Maintenance	\$ 34,000.00	0.75
Average	\$ 50,561.38		Bus Mechanic	\$ 11,000.00	0.25
total		17	IDLA	\$ 13,150.00	0.58
			Parapros	\$ 27,700.00	1.16
Ed Allocation					
BA+24	\$ 2,000.00		Substitutes (daily rate)	\$ 70.00	
MA	\$ 3,500.00		Bus Drivers (\$15/route)	\$5,000	4 routes
Occ. Spec.	\$ 3,000.00				

Ag. Instructor 30 day \$ 8,500.00

*Approved Annual salary is for the current position, and hired FTE, not a base
i.e. Business Manager (.5 FTE) receives \$19,420, not \$9,710.4

Arbon Elementary School District #383
2022-2023 Certified Salary Schedule

Career Ladder Placement	Salary Apportionment
RP1	\$40,742
RP2	\$41,486
RP3	\$42,231
P1	\$43,488
P2	\$45,302
P3	\$47,116
P4	\$48,930
P5	\$50,743
AP1	\$53,478
AP2	\$54,442
AP3	\$55,389

July 1, 2022 through June 30, 2022, the education allocation for full time instructional staff and pupil service staff holding a professional endorsement, a baccalaureate degree and twenty four (24) or more credits is \$2,000. Full time instructional staff and pupil service staff holding a professional endorsement and a master's degree is \$3,500. (I.C.33-1004B)

In addition to the above salary schedule, Arbon Elementary School District #383 will provide the following for all full-time employees.

- ➔ Employees benefit packages for group health, dental, vision and group life insurance.
- ➔ Employees may purchase additional insurance for spouses and/or dependants. Families are not included in the employee's benefit package.
- ➔ (10) sick days per year. (Sick leave can be carried over)
- ➔ (3) personal days (Personal leave isn't carried over into the following year)



KELLOGG JOINT SCHOOL DISTRICT #391								
2022-2023 CERTIFIED SALARY SCHEDULE								
	1	2	3	4	5	6	7	8
	BA	BA+12	BA+24	BA+36	BA48/MA	BA60/MA12	MA24	MA36/ES/DR
1	32,889	34,601	36,312	38,023	39,734	41,446	43,156	44,867
2	34,273	35,984	37,695	39,406	41,117	42,827	44,539	46,250
3	35,654	37,366	39,076	40,788	42,498	44,210	45,921	47,632
4	37,037	38,748	40,460	41,653	43,882	45,593	47,304	49,016
5	38,419	40,130	41,841	43,553	45,264	46,975	48,686	50,397
6	39,801	41,512	43,224	44,935	46,645	48,356	50,068	51,779
7	41,184	43,008	44,606	46,317	48,028	49,740	51,451	53,162
8	42,565	44,276	45,988	47,699	49,410	51,122	52,833	54,543
9	43,947	45,659	47,370	49,081	50,793	52,503	54,214	55,925
10	45,331	47,042	48,753	50,463	52,175	53,886	55,618	57,309
11	-	48,425	50,135	51,847	53,558	55,269	56,981	58,692
12	-	-	51,519	53,230	54,941	56,653	58,364	60,075
13	-	-	-	54,613	56,325	58,036	59,746	61,457
14	-	-	-	-	57,707	59,418	61,129	62,841
15	-	-	-	-	-	60,801	62,513	64,224

Branwyn Phillips

From: Danielle Estill <danielle.estill@kelloggschools.org>
Sent: Thursday, September 1, 2022 1:33 PM
To: Branwyn Phillips
Subject: Re: Salary Schedule - Kellogg Joint School District 391

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Hello Branwyn,

You are absolutely correct with your questions! All teachers that fall in the \$32,889 to \$39,734 range are brought up to the R1 minimum and occasionally the P1 minimum, depending on their Career Ladder placement. All other instructional and pupil services staff that are placed in the \$41,184 to \$64,224 range are evaluated by their endorsements and if P1 or AP1 is higher than that's where we set their salary (I know we can use the P1 amount of \$43,488 for the Professional and Advanced Professional, however, we also use the AP1 amount of \$53,478 for those that have their Advanced Professional endorsement).

I appreciate your thorough email and having the opportunity to breakdown our salary schedule in conjunction with the Career Ladder minimums, this was a huge learning curve for me and it's helping reinforce all the information I learned.

I hope you're having a wonderful afternoon and let me know if you need anything else! :)

Thank you,

Danielle Estill
Business Manager
Kellogg Joint School District #391
(208) 784-1348



On Thu, Sep 1, 2022 at 11:24 AM Branwyn Phillips <BCPhillips@sde.idaho.gov> wrote:

Hi Danielle,

We were looking this one over and even after reading your explanation on the low end I'm still a little confused by saying that you use the minimums for "teachers that have endorsements". I'm guessing you're

talking about staff who have Professional or Advanced Professional endorsements and are therefore on the Professional or Advanced Professional Rungs correct?

[Idaho Code 33-1004E\(1\)&\(2\)](#) sets the minimum salaries in code, and there is a new minimum this year that ties the minimum salary for those instructional and pupil services staff working full time who are on the Professional and Advanced Professional Rungs to the P1 cell allocation for the current year (this is pro-rated down for those not full time, so a 0.5 FTE would be 50% of that amount). This puts their minimum at \$43,488 ([Idaho Code 33-1004B\(9\)\(d\)](#)) and since anyone with a PE or APE becomes a P1 or AP1 automatically, I'm wondering if that's what you're thinking about? Is so, that's great for that portion, however subsection (1) of the above still sets the minimum for anyone on the Residency Rung as tied to the R1 cell allocation for the current year or \$40,742 (this was the minimum that has been in use for a while now, other than that one year where 33-1001 had a separate amount for those holding a professional endorsement, which may be what you're thinking of as well?). Those would be the only folks without career ladder related endorsements, but they would still have a minimum higher than the \$32,889 to \$39,734 range of salaries I'm seeing on the salary schedule you sent. Are they also brought up to their minimum?

Please let us know so we can make sure it's clear on the report.

Thanks,

Branwyn

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From: Danielle Estill <danielle.estill@kelloggschools.org>
Sent: Thursday, September 1, 2022 9:29 AM
To: Tania Scurtu <tscurtu@sde.idaho.gov>
Subject: Salary Schedule - Kellogg Joint School District 391

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Hello Tania,

MULLAN SCHOOL DISTRICT #392
 CERTIFIED SALARY SCHEDULE FOR SCHOOL YEAR:
 Minumum Sal \$ 40,742
 2022 / 2023

	BA/BS	BA + 12 2	BA + 24 3	BA + 36 4	BA + 48 5	BA + 60 6	MA 4	MA + 12 5	MA + 24 6	MA + 36 7
0-1 1 0	40,742	43,042	43,246	43,246	43,654	42,848	45,592	43,654	42,848	42,848
1-2 2 1	42,848	43,246	45,592	43,654	42,848	42,848	43,654	42,848	42,848	43,539
2-3 3 2	42,848	43,450	43,654	42,848	42,848	43,539	42,848	42,848	43,539	44,440
3-4 4 3	42,848	43,654	42,848	42,848	43,539	44,440	42,848	43,539	44,440	46,104
4-5 5 4	42,848	42,848	42,848	43,539	44,440	46,104	43,539	44,440	46,104	47,832
5-6 6 5	42,848	42,848	43,539	44,440	46,104	47,832	44,440	46,104	47,832	49,627
6-7 7 6	42,848	43,539	44,440	46,104	47,832	49,627	46,104	47,832	49,627	51,487
7-8 8 7	44,410	45,329	47,027	48,789	50,619	52,516	48,789	50,619	52,516	54,485
8-9 9 8	45,329	47,027	48,789	50,619	52,516	54,485	50,619	52,516	54,485	56,527
9-10 10 9	45,657	47,368	50,619	50,987	52,898	54,881	50,987	52,898	54,881	56,939
10-11 11 10	47,027	50,619	52,516	54,485	56,527	58,648	54,485	56,527	58,648	60,845
11-12 12 11	47,027	50,619	52,516	54,485	58,648	60,845	54,485	58,648	60,845	63,128
12-13 13 12	45,657	50,619	52,517	54,485	58,648	61,289	52,898	56,939	61,289	63,587
13-14 14 13	47,027	50,619	52,516	54,485	58,648	63,128	54,485	58,648	63,128	67,949

Wallace School District #393
Certified Salary Schedule
2022-2023

Step	1 BA	2 BA + 12	3 BA + 24	4 BA + 36 MA	5 BA + 48 MA + 12	6 BA + 60 MA + 24	7 ES/DR MA + 36
0	40,742	40,742	40,742	40,742	40,742	40,742	41,435
1	40,742	40,742	40,742	40,742	40,742	41,435	42,989
2	40,742	40,742	40,742	40,742	41,435	42,989	44,601
3	40,742	40,742	40,742	41,435	42,989	44,601	46,274
4	40,742	40,742	41,435	42,989	44,601	46,274	48,009
5	40,742	41,435	42,989	44,601	46,274	48,009	49,810
6	41,435	42,989	44,601	46,274	48,009	49,810	51,677
7	42,989	44,601	46,274	48,009	49,810	51,677	53,615
8	44,601	46,274	48,009	49,810	51,677	53,615	55,626
9	46,274	48,009	49,810	51,677	53,615	55,626	57,712
10	48,009	49,810	51,677	53,615	55,626	57,712	59,876
11	0	51,677	53,615	55,626	57,712	59,876	62,121
12	0	53,615	55,626	57,712	59,876	62,121	64,451
13	0	0	0	0	0	0	66,868

Actual Schedule Base: **\$33,223**

State Minimum Salary: **\$40,742**

394 Avery School District

State Salary Schedue

Certified Staff

Avery #394 Salary Schedule

FY 2022-2023	2022-2023
Career Ladder Placement	Salary
R1	\$ 40,742
R2	\$ 41,486
R3	\$ 42,231
P1	\$ 43,488
P2	\$ 45,302
P3	\$ 47,116
P4	\$ 48,930
P5	\$ 50,743
AP1	\$ 53,478
AP2	\$ 54,442
AP3	\$ 55,389
AP3+	69,422

Appendix A 2022-2023

Teton Certified Salary Schedule	
Step 1	\$41,557
Step 2	\$42,316
Step 3	\$43,076
Step 4	\$44,358
Step 5	\$46,208
Step 6	\$48,058
Step 7	\$49,909
Step 8	\$51,758
Step 9	\$54,548
Step 10	\$56,389
Step 11	\$59,293
Step 12	\$62,345
Step 13	\$65,496

Appendix A shall be in effect from July 1, 2022- June 30, 2023.

2022-2023 TFSD #411 Career Ladder (Based on 188 days)					
Rung	State Base	Multiplier	BA	BA 24	MA
RP1	\$40,742.00	100.000000%	\$40,742.00	\$42,742.00	\$44,242.00
RP2	\$41,486.00	100.000000%	\$41,486.00	\$43,486.00	\$44,986.00
RP3	\$42,231.00	100.000000%	\$42,231.00	\$44,231.00	\$45,731.00
P1	\$43,488.00	100.000000%	\$43,488.00	\$45,488.00	\$46,988.00
P2	\$45,302.00	100.000000%	\$45,302.00	\$47,302.00	\$48,802.00
P3	\$47,116.00	100.000000%	\$47,116.00	\$49,116.00	\$50,616.00
P4	\$48,930.00	100.000000%	\$48,930.00	\$50,930.00	\$52,430.00
P5	\$50,743.00	100.000000%	\$50,743.00	\$52,743.00	\$54,243.00
19-20 P5/no AP (grandfather)	\$50,000.00	104.000000%	\$52,000.00	\$54,000.00	\$55,500.00
19-20 P6/no AP (grandfather)	\$50,000.00	110.444000%	\$55,222.00	\$57,222.00	\$58,722.00
AP1	\$53,478.00	100.000000%	\$53,478.00	\$55,478.00	\$56,978.00
P6/AP1 (grandfather)	\$53,478.00	104.850593%	\$56,072.00	\$58,072.00	\$59,572.00
AP2	\$54,442.00	100.000000%	\$54,442.00	\$56,442.00	\$57,942.00
P6/AP2 (grandfather)	\$54,442.00	104.555307%	\$56,922.00	\$58,922.00	\$60,422.00
AP3	\$55,389.00	100.000000%	\$55,389.00	\$57,389.00	\$58,889.00
P6/AP3 (grandfather)	\$55,389.00	104.302298%	\$57,772.00	\$59,772.00	\$61,272.00
<p>2022-2023 employees at P5 or P6 who do not achieve AP will be frozen until they qualify for the AP. They are grandfathered at the 2019-2020 P5/P6 amount of \$52,000 and \$55,222 respectively. No additional employees will be moved into P5/no AP grandfathered or P6/no AP grandfathered and instead will need to achieve AP. P6 employees who qualify for AP will move into the appropriate P6/AP (grandfather) rung. P5/no AP will move to AP1 upon qualifying. Employees who don't qualify for movement on the ladder (Professional and AP) will be paid their state allocated amount until the time they qualify for movement (as per state law).</p>					
<p>For 2022-2023, all certified employees will receive a one time, approximately 3% stipend paid from state salary enhancement funds. This will be paid in October 2022. A 2% COVID stipend for additional work completed in the 22-23 school year to address academic issues related to COVID will be paid to employees on rungs RP1 - AP3. A 3.6% COVID stipend will be paid to employees on rungs P6/AP1 (grandfather), P6/AP2 (grandfather), and P6/AP3 (grandfather). These stipends will be paid out in March 2023. This stipend includes data analysis, intervention planning, lesson planning, collaborative work, PD, etc.</p>					

ARTICLE VII

APPENDIX A

BUHL JOINT SCHOOL DISTRICT # 412
CERTIFICATED CAREER LADDER
183 DAY CONTRACT
2022-23

Resident	R1	R2	R3
	\$ 40,742	\$ 41,486	\$ 42,231

State Rung	P1	P2	P3	P4	P5		
Buhl Rung	P1	P2	P3	P4	P5	GF5-22	GF15
Professional	\$ 43,488	\$ 45,302	\$ 47,116	\$ 48,930	\$ 52,520	\$ 53,520	\$ 59,070
W/BA+24 Add \$2,000	\$ 45,488	\$ 47,302	\$ 49,116	\$ 50,930	\$ 54,520	\$ 55,520	\$ 61,070
W/MA Add \$3,500	\$ 46,988	\$ 48,802	\$ 50,616	\$ 52,430	\$ 56,020	\$ 57,020	\$ 62,570

	AP1	AP2	AP3
Advanced Professional	\$ 53,478	\$ 54,442	\$ 55,389
W/BA+24 Add \$2,000	\$ 55,478	\$ 56,442	\$ 57,389
W/MA Add \$3,500	\$ 56,978	\$ 57,942	\$ 58,889

Teachers and Pupil Services personnel will be paid at the level the State Department of Education has them placed on the ISEE report unless in a grandfather level agreed upon in negotiations.

413 Filer School District

Career Ladder Cohort for Filer School District for 2022-2023

Res 1	40,742
Res 2	41,486
Res 3	42,231
Prof 1	43,488
Prof 2	45,302
Prof 3	47,116
Prof 4	48,930
Prof 5	50,743
G-P10	53,441
AP1	53,478
AP1-G	56,176
AP1-G2	56,676
AP2	54,442
AP2-G	57,140
AP2-G2	57,640
AP3	55,389
AP3-G	58,087
AP3-G2	58,587

***Education allocation of \$2,000 for BA+24 and \$3,500 for Masters degrees will be granted for certificated staff based on FTE that have moved to the Professional 1 career ladder run and have turned in credits prior to September 1, 2022

KIMBERLY SCHOOL DISTRICT 414

FY23 Instructional Salary Schedule

RESIDENT	R1	R2	R3
	\$40,742	\$41,486	\$42,231

PROFESSIONAL	P1	P2	P3	P4	P5
must be professionally endorsed	\$43,488	\$45,302	\$47,116	\$48,930	\$50,743
24 credits	\$45,488	\$47,302	\$49,116	\$50,930	\$52,743
Master's	\$46,988	\$48,802	\$50,616	\$52,430	\$54,243

ADVANCED PROFESSIONAL	AP1	AP2	AP3	KMT
AP & KMT must have approved AP application on file	\$53,478	\$54,442	\$55,389	\$59,127
24 credit	\$55,478	\$56,442	\$57,389	\$61,127
Master's	\$56,978	\$57,942	\$58,889	\$62,627

FY23 Pupil Service Salary Schedule

RESIDENT	R1	R2	R3
	\$44,816	\$45,635	\$46,454

PROFESSIONAL	P1	P2	P3	P4	P5
must be professionally endorsed	\$47,837	\$49,832	\$51,828	\$53,823	\$55,817
24 credits	\$49,837	\$51,832	\$53,828	\$55,823	\$57,817
Master's	\$51,337	\$53,332	\$55,328	\$57,323	\$59,317

ADVANCED PROFESSIONAL	AP1	AP2	AP3	KMT
AP & KMT must have approved AP application on file	\$58,826	\$59,886	\$60,928	\$65,040
24 credit	\$60,826	\$61,886	\$62,928	\$67,040
Master's	\$62,326	\$63,386	\$64,428	\$68,540

HANSEN SCHOOL DISTRICT

2022-2023 SALARY SCHEDULE

	R1	R2	R3			
Residency	\$40,742	\$41,486	\$42,231			
	P1	P2	P3	P4	P5	P6
Professional	\$43,488	\$45,302	\$47,116	\$49,100	\$51,100	\$53,500
	AP1	AP2	AP3			
Advanced Professional	\$55,000	\$56,000	\$57,000			

Education Allocation	2022-2023 Premium
BA + 24	\$2,000
MA	\$3,500

417 Castleford School District

From: [Zach Anderson](#)
To: [Tania Scurtu](#)
Cc: [DENA L POLLOCK](#)
Subject: RE: Salary Schedule Collection
Date: Wednesday, September 7, 2022 1:26:14 PM
Attachments: [image001.png](#)

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Tania,

For Three Creek School District #416, Shannon Ault is the teacher/administrator. She is 90% teacher and 10% administrator. She is salary, paid \$60,000 per year. Dan Ault is a paraprofessional teacher's aide. He is paid \$24,000 per year. They are the only employees in the district. Let me know if you need this information in another format. Thank you,

Zach



ZACH ANDERSON, CPA | DIRECTOR

HARRIS CPAs

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From: Shannon Ault <admin@threecreekschool.org>
Sent: Thursday, September 1, 2022 9:41 AM
To: Zach Anderson <zachanderson@harriscpas.com>
Subject: FW: Salary Schedule Collection

417 Castleford School District

From: [Dena Allred](#)
To: [Tania Scurtu](#)
Subject: Salary schedule
Date: Friday, September 30, 2022 11:14:22 AM

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Tania,

We just spoke on the phone and I hope this email goes through to you. We use the career ladder as our salary schedule for these employees. Thanks

--

Dena Allred
Castleford School District
Superintendent

Murtaugh School Dist 418

2022-2023 Salary Schedule

Career Ladder:

R1	\$40,742	P1	\$43,488	AP1	\$ 53,478
R2	\$41,486	P2	\$45,302	AP2	\$ 54,442
R3	\$42,231	P3	\$47,116	AP3	\$ 55,389
		P4	\$48,930		
		P5	\$50,743		

Education Allocation:

	FY 2023	
Education Allocations	\$2,000	Professional Endorsement and Bachelors + 24 Credits
	\$3,500	Professional Endorsement and Masters
	\$3,000	Career Technical Occupational Specialist

2022-2023 Proposed Certified Salary Schedule

	BA	BA+24	MA
0	47,376	47,985	48,116
1	47,912	48,690	48,848
2	48,642	49,407	49,590
3	49,382	50,134	50,582
4	50,134	50,872	51,846
5	50,134	51,621	53,224
6	50,134	52,380	55,154
7	50,134	53,151	57,155
8	50,134	53,933	59,227
9	50,134	53,933	61,375
10	50,134	53,933	63,601
11	50,134	53,933	65,909
12	50,134	53,933	68,299
13	50,134	53,933	70,776
14	50,134	53,933	73,343
15	50,134	53,933	75,963
16	50,134	53,933	78,678

CASCADE SCHOOL DISTRICT #422

2022-2023

Certified Funding Schedule

Step	Salary
R1	40,742
R2	41,486
R3	42,231
P1	43,488
P2	45,302
P3	47,116
P4	48,930
P5	50,743
AP1	53,478
AP2	54,442
AP3	55,389

2022-23 Certified Salary Schedule

5/13/2022

STEPS				
Residency	BA	BA+24	MA	MA+24
0 - RP1	40742	42242	43742	44242
1 - RP2	41486	42986	44486	44986
2 - RP3	42231	43731	45231	45731
Professional				
3 yrs exp. - P1	43488	44988	46488	46988
4 yrs experience	45000	46500	48000	48500
5 yrs exp.	47000	48500	50000	50500
6	47400	48900	50400	50900
7	47800	49300	50800	51300
8	48200	49700	51200	51700
9	48600	50100	51600	52100
10	49000	50500	52000	52500
11	49400	50900	52400	52900
12	49800	51300	52800	53300
13	50200	51700	53200	53700
14	50600	52100	53600	54100
15	51000	52500	54000	54500
16	51400	52900	54400	54900
17	51800	53300	54800	55300
18	52200	53700	55200	55700
19	52600	54100	55600	56100
20	53000	54500	56000	56500
21-25 years		56000	57500	58000
26-30 years		57500	59000	59500
31-35 years		59000	60500	61000
36 and above		60500	62000	62500

2022 - 23 Salary Schedule Explanatory Notes

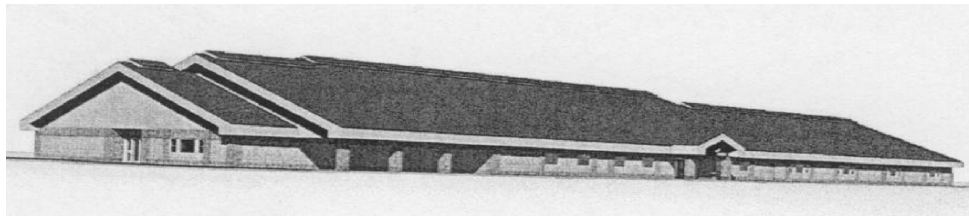
- Implement Residency status for certified staff in their first three years (Idaho Code 33 - 1004B)
- Certified staff will be placed on the salary schedule based on their actual years of verified experience, up to 21 years. However, no new staff member will be placed beyond 21 years experience.
- Changes in placement based on credits or degrees earned will have to be made by September 15th each year
- All educational increments are included in the salary grid for all certified staff members
- Effective July 1, 2022, no full-time instructional staff or pupil service staff on the professional or adv. prof. rung on the Career Ladder shall be paid less than the amount in **cell P1** (IC 33-1004B)
- Any certificated staff who fails to meet the Professional Rung Performance Criteria (Idaho Code 33 - 1004B) and who do NOT advance on the Career Ladder, will not advance a step on the District Salary Schedule

- Salary includes state mandated base for R1, R2, R3, P1 for FY23
- All certified staff with 21 or more years of experience are placed into an experience band
- Staff placed in an experience band that includes 21 yrs or more experience receive the salary designated in their applicable cell, or a \$500 increase from their FY22 salary, whichever is greater

Steps down from BA-5 increase by \$400 per step

Steps across from BA-5 increase \$1500, \$1500, & \$500, respectively

Steps between experience bands increase by \$1500



CAMBRIDGE SCHOOL DISTRICT 432

*40 N 4th
PO Box 39
Cambridge, ID 83610*

Phone: 208 257-3321

FAX: 208 257-3323

Cambridge School District 432J currently uses the State Career Ladder as the basis for our salary schedule.

Sincerely,

Katelyn Papineau

Business Manager
kpapineau@cambridge432.org
(208)257-3321

433 Midvale School District

From: [Kyla Dickerson](#)
To: [Tania Scurtu](#)
Subject: Re: Salary Schedule Collection
Date: Thursday, September 1, 2022 8:31:11 AM

CAUTION: This email originated outside the State of Idaho network. Verify links and attachments BEFORE you click or open, even if you recognize and/or trust the sender. Contact your agency service desk with any concerns.

Midvale School District pays directly on the Career Ladder.

On Thu, Sep 1, 2022 at 8:26 AM Tania Scurtu <tscurtu@sde.idaho.gov> wrote:

Good Morning,

Each year per Idaho Code 33-1004E (1) and (5), the School Districts and Charter Schools of Idaho are required to submit their local salary schedule for **instructional and pupil service staff** to the State Department of Education. These documents need to be submitted to Tania Goretoy tscurtu@sde.idaho.gov no later than **October 15th, 2022**.

Please note the following:

Per Idaho Code 33-1001(17), the instructional and pupil service salary schedules must be “adopted” by your School District or Charter School.

Per Idaho Code 33-1028(1)(f), these instructional and pupil service salary schedules must be reported to the State Legislature by our offices each year, meaning cases where we are unable to obtain one will be marked as “out of compliance” on this report.

If you are using the Career Ladder as your basis for your salary schedule, you must state as such in the documentation you send us. Please **do not** just send a scan of the Career Ladder amounts, we need confirmation that you are using it as is without modification.

Salary Schedules from prior years cannot be resubmitted unless they are also marked as having been adopted for the 22-23 school year.

Salary schedules for administrative staff are not required.

Please have these submitted to Tania Goretoy no later than **October 15, 2021**. You can find this requirement included in the Data Acquisition Calendar located on our website under Public School Finance at <https://www.sde.idaho.gov/finance/shared/2022-2023/Data-Acquisition-Calendar-2022-2023.pdf>

If you have any questions or are unsure of what to send, please feel free to contact us.

451 Victory Charter School

From: [Clerk Crow](#)
To: [Tania Scurtu](#)
Subject: Re: Salary Schedule Collection
Date: Tuesday, September 27, 2022 10:08:52 AM

CAUTION: This email originated outside the State of Idaho network. Verify links and attachments BEFORE you click or open, even if you recognize and/or trust the sender. Contact your agency service desk with any concerns.

Good Morning,

Please see the board approved salary schedule for Victory Public Charter School-451.

Victory Charter School
Salary Schedule
9-27-22-Board Approved

	<u>2022-2023</u>
1-5 years	\$50,000
6-10 years	\$60,000
11+ years	\$70,000

Amounts listed are pay teachers may earn for the years of experience, however, teachers are required to apply for raises.

Note: First year teachers and/or teachers new to the Harbor Method may start \$5,000 below where their experience falls on the salary schedule but may apply for the \$5,000 after the first year.

Thank you,

Niki Crow

Clerk, Victory Charter School

On Thu, Sep 1, 2022 at 8:26 AM Tania Scurtu <tscurtu@sde.idaho.gov> wrote:

Good Morning,

Each year per Idaho Code 33-1004E (1) and (5), the School Districts and Charter Schools of Idaho are required to submit their local salary schedule for **instructional and pupil service staff** to the State Department of Education. These documents need to be submitted to Tania Goretoy tscurtu@sde.idaho.gov no later than **October 15th, 2022**.

Please note the following:

452 Idaho Virtual Academy

SY 22/23							
Certified Staff Salary Scale		MA		MA+12	MA+24	MA+36	
Experience	BA	BA+12	BA+24	BA+36	BA+48	BA+60	ES/DR
0	\$ 40,750	\$ 40,750	\$ 40,750	\$ 40,750	\$ 40,750	\$ 41,500	\$ 42,250
1	\$ 40,750	\$ 40,750	\$ 40,750	\$ 40,750	\$ 41,500	\$ 42,250	\$ 43,000
2	\$ 40,750	\$ 40,750	\$ 40,750	\$ 41,500	\$ 42,250	\$ 43,000	\$ 43,750
3	\$ 40,750	\$ 40,750	\$ 41,500	\$ 42,250	\$ 43,000	\$ 43,750	\$ 44,500
4	\$ 40,750	\$ 41,500	\$ 42,250	\$ 43,000	\$ 43,750	\$ 44,500	\$ 45,250
5	\$ 41,500	\$ 42,250	\$ 43,000	\$ 43,750	\$ 44,500	\$ 45,250	\$ 46,000
6	\$ 42,250	\$ 43,000	\$ 43,750	\$ 44,500	\$ 45,250	\$ 46,000	\$ 46,750
7	\$ 43,000	\$ 43,750	\$ 44,500	\$ 45,250	\$ 46,000	\$ 46,750	\$ 47,500
8	\$ 43,750	\$ 44,500	\$ 45,250	\$ 46,000	\$ 46,750	\$ 47,500	\$ 48,250
9	\$ 44,500	\$ 45,250	\$ 46,000	\$ 46,750	\$ 47,500	\$ 48,250	\$ 49,000
10	\$ 45,250	\$ 46,000	\$ 46,750	\$ 47,500	\$ 48,250	\$ 49,000	\$ 49,750
11	\$ 46,000	\$ 46,750	\$ 47,500	\$ 48,250	\$ 49,000	\$ 49,750	\$ 50,500
12	\$ 46,750	\$ 47,500	\$ 48,250	\$ 49,000	\$ 49,750	\$ 50,500	\$ 51,250
13	\$ 47,500	\$ 48,250	\$ 49,000	\$ 49,750	\$ 50,500	\$ 51,250	\$ 52,000
14	\$ 48,250	\$ 49,000	\$ 49,750	\$ 50,500	\$ 51,250	\$ 52,000	\$ 52,750
15	\$ 49,000	\$ 49,750	\$ 50,500	\$ 51,250	\$ 52,000	\$ 52,750	\$ 53,500
16	\$ 49,750	\$ 50,500	\$ 51,250	\$ 52,000	\$ 52,750	\$ 53,500	\$ 54,250
17	\$ 49,750	\$ 51,250	\$ 52,000	\$ 52,750	\$ 53,500	\$ 54,250	\$ 55,000
18	\$ 49,750	\$ 52,000	\$ 52,750	\$ 53,500	\$ 54,250	\$ 55,000	\$ 55,750
19	\$ 49,750	\$ 52,750	\$ 53,500	\$ 54,250	\$ 55,000	\$ 55,750	\$ 56,500
20	\$ 49,750	\$ 52,750	\$ 54,250	\$ 55,000	\$ 55,750	\$ 56,500	\$ 57,250
21	\$ 49,750	\$ 52,750	\$ 54,250	\$ 55,750	\$ 56,500	\$ 57,250	\$ 58,000
22	\$ 49,750	\$ 52,750	\$ 54,250	\$ 55,750	\$ 57,250	\$ 58,000	\$ 58,750
23	\$ 49,750	\$ 52,750	\$ 54,250	\$ 55,750	\$ 57,250	\$ 58,750	\$ 59,500
24	\$ 49,750	\$ 52,750	\$ 54,250	\$ 55,750	\$ 57,250	\$ 58,750	\$ 60,250
25+	\$ 49,750	\$ 52,750	\$ 54,250	\$ 55,750	\$ 57,250	\$ 58,750	\$ 61,000

Stipends:

Lead Teachers/MS & HS Department Chairs	2,000	3,000	4,000
MS & HS Counselors	4,000	5,000	6,000
Master Teacher	5,000	6,000	7,000
Special Education	2,000		
SLP Stipend	5,000	7,000	9,000
BA + 24 credits & Professional Endorsement	2,000		
Masters & Professional Endorsement	3,500		

Richard McKenna Charter #453

Idaho Virtual High School, INC dba Richard McKenna Charter Schools #453 uses the career ladder salary schedule for our certified staff.

[Enter Actual Number R1 FTE](#)

FY 2022-2023	Enter	2022-2023	FY 23
Career Ladder	Estimated Staff	Salary	(FTE * cohort Salary)
R1	3.00	\$ 40,742	\$ 122,226
R2	1.00	\$ 41,486	\$ 41,486
R3	3.00	\$ 42,231	\$ 126,693
P1	4.00	\$ 43,488	\$ 173,952
P2	2.00	\$ 45,302	\$ 90,604
P3	3.00	\$ 47,116	\$ 141,348
P4	-	\$ 48,930	\$ -
P5	16.00	\$ 50,743	\$ 811,888
AP1	-	\$ 53,478	\$ -
AP2		\$ 54,442	\$ -
AP3	2.00	\$ 55,389	\$ 110,778

Total FTE 34

Total Salaries



Rolling Hills Public Charter School #454

Salary Schedule 2022-2023

RUNG	EDUCATION BA	EDUCATION BA + 24	EDUCATION MA/PhD
R1	\$40,750	\$40,750	\$40,750
R2	\$41,000	\$41,000	\$41,000
R3	\$41,500	\$42,000	\$42,500
P1	\$43,500	\$43,500	\$43,500
P2	\$44,000	\$44,500	\$45,000
P3	\$44,500	\$45,000	\$46,500
P4	\$45,000	\$46,500	\$48,000
P5	\$47,000	\$48,000	\$50,000
ADVANCED PROFESSIONAL	\$52,000	\$52,500	\$53,000

Longevity Bonus for RHPCS:

8-12 yrs. = \$300.00

13-19 yrs. = \$500.00

20-24 yrs. = \$1,000.00

<25 yrs. = \$1,500.00

**Salary Schedule is based off of Legislative action to the budget and is subject to change. School Board approval is required before contracts are issued. The salary schedule is used to help guide contractual decisions for both the employer and employee. Some employees may be grandfathered in above this listed scale.

School Board Approval: April 15, 2021

455 Compass Public Charter School

2022-2023 Salary Schedule

Career Ladder Placement	BA/BS Base Salary	Advanced Professional Rung	BA/BS Base Salary	Career Ladder Placement	BA/BS+24 Base Salary	Advanced Professional Rung	BA/BS+24 Base Salary	Career Ladder Placement	MA Base Salary	Advanced Professional Rung	MA Base Salary
RP1	\$43,000			RP1	\$44,000			RP1	\$45,000		
RP2	\$43,500			RP2	\$44,500			RP2	\$45,500		
RP3	\$44,000			RP3	\$45,000			RP3	\$46,000		
P1	\$45,500	AP1	\$55,000	P1	\$47,500	AP1	\$57,000	P1	\$49,000	AP1	\$59,000
P2	\$47,000	AP2	\$57,000	P2	\$49,000	AP2	\$59,000	P2	\$50,500	AP2	\$61,000
P3	\$48,500	AP3	\$59,000	P3	\$50,500	AP3	\$61,000	P3	\$52,000	AP3	\$63,000
P4	\$50,000	AP4	\$61,000	P4	\$52,000	AP4	\$62,000	P4	\$53,500	AP4	\$65,000
P5	\$51,500	AP5	\$63,000	P5	\$53,500	AP5	\$64,000	P5	\$55,000	AP5	\$67,000

Advanced Professional Rung

Teachers must have held a renewable certificate for at least eight years or more or have completed an approved interim certificate of three years or longer and have held a renewable certificate for five years or more.

Teachers must have met the professional compensation rung performance criteria for four of the five previous years, or in the third, fourth and fifth year.

Teachers must have served in a building or district leadership position in three of the previous five years.

(Examples of leadership positions may include an instructional specialist or coach, a mentor, a curriculum or assessment committee member, a team or committee leadership position, data coach or other leadership position identified by the local school district or charter).

Teachers must have a written recommendation from the educator's district or charter school.

Teachers must have an annual individualized professional learning plan and self-evaluation.

Teachers in their first year of holding an advanced professional endorsement will be placed in the first cell of the advanced professional compensation rung of the career ladder.

2022-2023 Falcon Ridge Public Charter School
Salary Schedule for Instructional and Pupil Services

Career Ladder Placement	Salary Apportion ment
R1	\$ 40,742
R2	\$ 41,486
R3	\$ 42,231
P1	\$ 43,488
P2	\$ 45,302
P3	\$ 47,116
P4	\$ 48,930
P5	\$ 50,743
AP1	\$ 53,478
AP2	\$ 54,442
AP3	\$ 55,389



2022-2023 Compensation Plan for Teachers

Base Salary	<ul style="list-style-type: none">• Salary offers will align with the state’s Career Ladder structure.• Teachers may receive an annual salary increase based on their performance rating.*
Career Ladder Positions	<p>Teachers can apply for the following career ladder opportunities and assume additional responsibilities in order to earn additional compensation as follows:</p> <ul style="list-style-type: none">• Coordinator Teacher – base plus 4%• Lead Teacher – base plus 9%• Specialist Teacher – base plus 12%• Master Teacher – base plus 15%

*Salary increases are contingent on the fiscal and academic performance of the school. The Board/Sponsor will have the ability to adjust the percentages in the event that the school does not meet expectations.

Liberty Salary Schedule

\$50,000: 0-5 years*

\$60,000: 6-10 years*

\$70,000: 11 years and on*

*Teachers with no Harbor School Method experience will receive a beginning salary of \$5,000.00 less than the current salary schedule.

Raises are not automatic, but must be applied for by the teacher and in doing so must demonstrate the teacher's attitude and effort in the workplace.

As we continue to emphasize to students that hard work, life-long learning, and attitude & effort are what will make them the top employees with the top salaries in their chosen fields; it makes sense that we update our salary structure so that at every stage of our pay compensation we are modeling this long-held Harbor Method standard.

When state funding allows as with the maximum \$10,000 jump or between years of experience, whereby teachers must apply for the increase, a one-page written document by the teacher describing the previous year's outcomes in their attitude & effort, continued classroom successes and achievement is required.

The teachers who already receive the education stipend in their contracts will continue to receive it through their contract.

Annually, the deadline for submission of the write-up will be the Friday before Spring Break and the stipend will be received in the June check if approved by the administration and the Governing Board.

Amended 2017.11

Approved 2022.09.21

Conner Academy Salary Schedule

From: [Jamie Aubrey](#)
To: [Tania Goretoy](#)
Subject: Re: D. 460 Salary Schedule
Date: Monday, October 31, 2022 1:23:47 PM
Attachments: [image001.png](#)
[image.png](#)

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I apologize see below

DISTRICT 460 SALARY SCHEDULE FOR ALL CERTIFICATED STAFF AND PUPIL SERVICE STAFF

Compensation is based on years of experience:

	2021-2022	2022-2023
YEARS OF EXPERIENCE		
0 Year ("Residency 1 Rung on Career Ladder) Year 1 of teaching	\$40,000	\$43,200.00
1 Year ("Residency 2 Rung on Career Ladder) Year 2 of teaching	\$40,500	\$43,500.00
2 Year ("Residency 3 Rung on Career Ladder) Year 3 of teaching	\$41,000	\$44,000.00
3 Years (with "Professional Endorsement") Year 4 of teaching	\$42,500	\$44,600.00
4 Years (with "Professional Endorsement") Year 5 of teaching	\$44,375	\$46,600.00
5-9 Years (years 6-10 of teaching)	\$51,500	\$54,100.00
10 Years Plus (years 11 + of teaching)	\$61,500	\$63,500.00
10 Years Plus with Educational Stipend *	\$66,500	\$69,800.00

*Based on having Bachelor's Degree + 60 additional units, or a Master's Degree or higher

On Fri, Oct 28, 2022 at 2:10 PM Tania Goretoy <tgoretoy@sde.idaho.gov> wrote:

Hi Jamie!

Branwyn was looking over the salary schedules and brought to my attention that the salary schedule you sent me is for the last year.

Are you using the same schedule this year as well? If not, would you please send me the one you use this year?

Thank you!

Tania Goretoy

Program Information Coordinator

Public School Finance

Taylor's Crossing Public Charter School

2022-2023

Certified - Salary

Level	Salary
R1	42,000
R2	42,750
R3	43,500
P1	44,800
P2	46,650
P3	48,550
P4	50,400
P5	53,800
A1	57,200
A2	58,800
A3	60,400
A4	Added in 23-24
A5	Added in 24-25

Educational Stipend

BA +24	2,000
MA	4,000
EDS/DR	6,000

Certificated Exerience Stipend

15+ yrs	5,000
20+ yrs	7,500
25+ yrs	10,000

462 Xavier Charter School

From: [Angie Carter](#)
To: [Tania Scurtu](#)
Subject: Re: Salary Schedule Collection
Date: Thursday, September 1, 2022 12:07:26 PM

CAUTION: This email originated outside the State of Idaho network. Verify links and attachments BEFORE you click or open, even if you recognize and/or trust the sender. Contact your agency service desk with any concerns.

Hello Tania,

This email is to submit the salary schedule for instructional and pupil service staff for Xavier Charter School. We use the Career Ladder as the basis for our salary schedule without modification.

Thank you and have a great day!



Angie Carter
Business Manager
Xavier Charter School
Email: acarter@xaviercharter.org

On Thu, Sep 1, 2022 at 8:26 AM Tania Scurtu <tscurtu@sde.idaho.gov> wrote:

Good Morning,

Each year per Idaho Code 33-1004E (1) and (5), the School Districts and Charter Schools of Idaho are required to submit their local salary schedule for **instructional and pupil service staff** to the State Department of Education. These documents need to be submitted to Tania Goretoy tscurtu@sde.idaho.gov no later than **October 15th, 2022**.

Please note the following:

Per Idaho Code 33-1001(17), the instructional and pupil service salary schedules must be “adopted” by your School District or Charter School.

Per Idaho Code 33-1028(1)(f), these instructional and pupil service salary schedules must be reported to the State Legislature by our offices each year, meaning cases where we are unable to obtain one will be marked as “out of compliance” on this report.

If you are using the Career Ladder as your basis for your salary schedule, you

2022-2023 Vision Charter School Certified Salary Schedule

	BA + 0	BA + 24	MA
R- 1	40742		
R- 2	41486		
R- 3	42231		
P-1	43488	44488	45488
P-2	45302	46302	47302
P-3	47116	48116	49116
P- 4	48930	50026	51026
P- 5		52000	53263
P-6		54050	55250
P- 7		55724	56924
P-8		57460	58660
P- 9		59168	60318
P-10		61101	62301
M-1		62934.53	64134.53
M-2			65955
M-3			67067
AP1	52734		
AP2	53699		
AP3	54646		
AP1+	2735		
AP2+	3699		
AP3+	4646		

****Advanced Prof Endorsement moves certified staff to the applicable AP rung if they were not yet to this rung.**

****Otherwise, staff meeting all requirements for Advanced Professional 1 (AP1+) through Advanced Professional 3 (AP3+) placement equals the applicable additional amount above their 2022-2023 P6 through M3 career ladder rung placement.**

White Pine Charter School: 2022-2023

Certified - Salary

Level	Salary
R1	\$ 42,000
R2	\$ 42,500
R3	\$ 43,000
P1	\$ 44,250
P2	\$ 46,000
P3	\$ 48,000
P4	\$ 49,750
P5	\$ 52,000
A1	\$ 54,000
A2	\$ 55,500
A3	\$ 56,500
A4 - added in 2023-24	
A5 - added in 2024-25	

Educational Stipend

BA +24	\$ 2,000
MA	\$ 3,500

Experience Stipend*

10+	\$ 1,500
15+	\$ 3,000
20+	\$ 4,500
25+	\$ 6,000

465 North Valley Academy

			CLASSIFIED SALARY SCHEDULE							
NVA Career Ladder			2022-2023	Base of \$14						
2022-2023										
			Experience	Level	Level	Level	Level	Level	Level	Level
Level				Custodial/Food Service/Para-ND	Para Professional	Bus Driver PD	Bus Driver Wait Time	Testing Coordinator	Food Service Director	Maintenance
R1	\$41,149.42			I	II	III	IV	V	VI	VII
R2	\$41,900.86		0	\$12.00	\$14.00	\$20.00	\$12.00	\$15.00	\$20.00	\$13.50
R3	\$42,653.31		1	\$12.24	\$14.42	\$20.20	\$12.18	\$15.45	\$20.60	\$13.97
P1	\$44,357.76		2	\$12.48	\$14.85	\$20.40	\$12.36	\$15.91	\$21.22	\$14.46
P2	\$46,208.04		3	\$12.73	\$15.30	\$20.61	\$12.55	\$16.39	\$21.85	\$14.97
P3	\$48,058.32		4	\$12.99	\$15.76	\$20.81	\$12.74	\$16.88	\$22.51	\$15.49
P4	\$49,908.60		5	\$13.25	\$16.23	\$21.02	\$12.93	\$17.39	\$23.19	\$16.03
P5	\$51,757.86		6	\$13.51	\$16.72	\$21.23	\$13.12	\$17.91	\$23.88	\$16.59
AP1	\$54,547.56		7	\$13.78	\$17.22	\$21.44	\$13.32	\$18.45	\$24.60	\$17.18
AP2	\$55,530.84		8	\$14.06	\$17.73	\$21.66	\$13.52	\$19.00	\$25.34	\$17.78
AP3	\$56,496.78		9	\$14.34	\$18.27	\$21.87	\$13.72	\$19.57	\$26.10	\$18.40
			10	\$14.63	\$18.81	\$22.09	\$13.93	\$20.16	\$26.88	\$19.04

iSucceed Virtual High School

Instructor Compensation Summary

2022-2023 School Year (to be revised annually or as needed)

***For Internal School Use Only**

INSTRUCTOR COMPENSATION - Part-Time Faculty

- Part-time Instructor compensation will be determined using student counts on the first day of the term. Part-time teachers will be informed of their estimated compensation prior to the start of each term and a contract issued shortly after. Each paycheck will equal the teacher's total compensation for the term divided by the number of pay periods in the term. *(The number of pay periods in a term may fluctuate based on the School's calendar and correlation to the pay schedule calendar, but typically this is 5).*
- If part-time faculty is assigned less than 17 students, \$2,000 will be paid for the term. Part-time Instructors should be assigned no more than 65 students based on numbers captured on Day 1 of the term. Part-time faculty have potential to receive a **Years of Service increase** as illustrated in the Years of Service Increase Schedule. Part-time faculty are not eligible for PERSI but may receive other benefits. Additionally, online staff receive an internet/phone stipend.
- Part-time faculty will be compensated for assuming additional responsibilities as indicated in the Extracurricular Pay Schedule (see below full-time section).

Part-time Instructor Compensation

	Unit look up Table*		Part-time faculty annual increase			
Students	Partial Units	\$ Amt per Q	Years of Service with iSucceed			
	17 and below	\$2,000	1	3%	6	5%
18-25	.316 - .450	\$2,320	3	4%	10	6%
26-30	.451 - .550	\$2,820				
31-36	.551 - .650	\$3,260				
37-42	.651 - .750	\$3,780	PT PAY PERIODS by Quarter			
43-47	.751 - .850	\$4,200	Quarter 1	Quarter 2	Quarter 3	Quarter 4
48-53	.851 - .950	\$4,620	9/10, 9/25	11/25	2/10, 2/25	4/25
54-57	.951 – 1.0	\$4,960	10/10, 10/25	12/10, 12/25	3/10, 3/25	5/10, 5/25
58-65	1.050 - 1.150	\$5,400	11/10	1/10, 1/25	4/10	6/10, 6/25
*Based on 1 Unit = 57 (from original system)						

Full-time Instructor Compensation

Full-Time Instructors

- The **starting base contract pay** for full-time instructors is as follows:
 - R1 starting - \$41,742 annually - Residential status** (Based on \$1000 over state Career Ladder placement on each rung for regular Instructors, \$1500 over Career Ladder for Special Education Instructors)*
 - P1 starting - \$44,488 + annually - Professional status** (Based on \$1000 over state Career Ladder placement on each rung for regular Instructors, \$1500 over Career Ladder for Special Education Instructors)*
 - Professional 1 and above** qualifies for additional 2000(BA24), 3500(M) above minimum starting base rung
 - \$54,478 + annually - Advanced Professional** (Career Ladder) IF qualified. (Based on \$1000 over state Career Ladder placement on each rung for regular Instructors, \$1500 over Career Ladder for Special Education Instructors)* **Not all instructors will qualify for this status through the state. ^**
 - For duties outside of contractual obligations, full-time teachers will be compensated as indicated in the Extracurricular Pay Schedule (*Appendix B*).

Full-Time Counselors

- The **starting base contract pay** for full-time Counselors is as follows:
 - R1 starting - \$43,242 annually - Residential status** (Based on \$2500 over state Career Ladder placement)*
 - P1 starting - \$45,998 + annually - Professional status** (Based on \$2500 over Career Ladder placement)*
 - Professional 1 and above** qualifies for additional 2000(BA24), 3500(M) above minimum starting base rung

iSucceed Virtual High School

Instructor Compensation Summary

2022-2023 School Year (to be revised annually or as needed)

- o **\$55,978 + annually - Advanced Professional** (Career Ladder) IF qualified. **Not all Counselors will qualify for this status through the state. ^**

Annual salary is based on the MINIMUM pay for the bottom rung of that status for the current school year **set by the state. NEW for 22-23, Regular Instructors have a minimum goal of \$1000 over Career Ladder, SpED teachers minimum goal of \$1500 over Career Ladder amounts. These minimums have been changing yearly, therefore, salary minimums may be adjusted annually as needed. **Bachelors/Master's allocation are not funded until staff reaches Professional status per state statute.***

^Advanced Professional is a new designation as of 20-21 school year. Instructional/Pupil Service have to meet prior years criteria AND be recognized by SDE for this designation.

3. The full-time contract will be paid over equal installments during the contract period. Full-time staff must maintain a minimum of 71+ students per term in order to maintain their full-time status, or a combination of units and other duties (unit equivalencies) as assigned and approved by the School.
4. Full-time iSucceed staff receive PERSI and other applicable benefits. Additionally, online staff receive an internet/phone stipend.
5. Full-time staff have the potential to receive an **annual increase** upon Board approval of merit funds and determined by performance-based rubric. This increase is dependent upon the school budget and assessed annually.

Related policies:

- Please see Charter School Policy Manual

Appendix B - Extracurricular Pay Schedule - Teachers

Extra Duties	Full-Time Teacher	Part-Time Teacher	To be Paid	Funding Source	Notes
New Teacher course	\$250	\$250	September	State PD	
Fall Conference training	Included in contract days	\$20 per hour	September	State PD	
Department Chair/Head duties	\$2000 per 2 Quarters	n/a	Jan/June	Leadership	
Student Club Advisor	See Curricular Club Schedule	See Curricular Club Schedule	Jan/June	General / Gifted	
Instructional Coach for new Teachers and PLP trainings	\$250 per Quarter (New teacher coach = 2 Quarters)	\$250 per Quarter (New teacher coach = 2 Quarters)	Jan/June	Title II	
Title I Work/Supports*	\$500 Course Support development per course, \$200 Advisory interventions per quarter	\$500 Course Support development per course, \$100 Advisory interventions per quarter	Upon completion: Jan/June/September	Title I / Title IV	* amounts /tasks are set annually
Additional preps above goal (excludes independent study courses)	Will assess as needed	5+ = (move to next pay rung, \$300 if at max rung)	Jan/June	General	PENDING Approval
Overload stipend (FT loads over 20+)	\$400-\$600 per term	n/a	Jan/June	General	
Proctoring	\$20/hour	\$20/hour	Pay period after timesheet approval	General	(prior years \$120 max)
Conducting Teacher screening interviews	\$20/hour	\$20/hour	Upon completion	General	
Training stipend	Determined by training	Determined by training	Upon completion	Multiple	Only for training

ISTCS 22-23 Salary Schedule

Salary Schedule

	BA	BA + 24	MA
Row 1	\$40,742	\$40,742	\$40,742
Row 2	\$41,486	\$41,486	\$41,486
Row 3	\$42,231	\$42,231	\$42,231
Row 4 Requires Professional Endorsement	\$43,488	\$45,488	\$46,988
Row 5 Requires Professional Endorsement	\$45,302	\$47,302	\$48,802
Row 6 Requires Professional Endorsement	\$47,116	\$49,116	\$50,616
Row 7 Requires Professional Endorsement	\$48,930	\$50,930	\$52,430
Row 8 Requires Professional Endorsement	\$50,743	\$52,743	\$54,243
Row 9 Requires Advanced Professional Endorsement	\$53,478	\$55,478	\$56,978
Row 10 Requires Advanced Professional Endorsement	\$54,442	\$56,442	\$57,942
Row 11 Requires Advanced Professional Endorsement	\$55,389	\$57,389	\$58,889

ICON School No. 469
2022-2023 Salary Schedule

	Certificated Base Salary-Annual (per contract)	Salary Per Month
Principal/Head of School/Administrator	145,964.40	12,163.70
Director of Student Services	79,841.64	6,653.47
Director of Instruction	76,469.04	6,372.42
Director of Special Education	76,469.04	6,372.42
School Counselor		
Year 11+	67,865.40	5,655.45
1.00 Contract FTE Teacher (12-month pay schedule)		
Year 0-4	47,505.84	3,958.82
Year 5-10	61,078.92	5,089.91
Year 11+	67,865.40	5,655.45
0.75 Contract FTE Teacher (12-month pay schedule)		
Year 0-4	35,629.44	2,969.12
Year 5-10	45,809.28	3,817.44
Year 11+	50,899.08	4,241.59
0.50 Contract FTE Teacher (12-month pay schedule)		
Year 0-4	23,752.92	1,979.41
Year 5-10	30,539.52	2,544.96
Year 11+	33,932.76	2,827.73
0.25 Contract FTE Teacher (12-month pay schedule)		
Year 0-4	11,876.52	989.71
Year 5-10	15,269.76	1,272.48
Year 11+	16,966.44	1,413.87

KOOTENAI BRIDGE ACADEMY

CERTIFIED SALARY SCHEDULE: COUNSELOR, TEACHER, ADMINISTRATOR

2022-23

YRS EXP	I BA	II BA+9	III BA+15	IV BA+30	V BA+45 or MA	VI MA+9	VII MA+15	VIII MA+30	ADMIN.
0	\$45,200.57	\$45,640.13	\$46,081.11	\$46,526.36	\$47,000.06	\$47,456.69	\$49,829.45	\$52,320.28	\$110,130.07
1	\$45,640.13	\$46,081.11	\$46,526.36	\$47,000.06	\$47,456.69	\$49,829.45	\$52,320.28	\$54,936.29	\$111,342.05
2	\$46,081.11	\$46,526.36	\$47,000.06	\$47,456.69	\$49,829.45	\$52,320.28	\$54,936.29	\$57,683.18	\$112,552.62
3	\$46,526.36	\$47,000.06	\$47,456.69	\$49,829.45	\$52,320.28	\$54,936.29	\$57,683.18	\$60,568.05	\$113,764.60
4	\$47,000.06	\$47,456.69	\$49,829.45	\$52,320.28	\$54,936.29	\$57,683.18	\$60,568.05	\$63,596.60	\$114,975.17
5	\$47,456.69	\$49,829.45	\$52,320.28	\$54,936.29	\$57,683.18	\$60,568.05	\$63,596.60	\$66,775.93	\$116,187.16
6	\$49,829.45	\$52,320.28	\$54,936.29	\$57,683.18	\$60,568.05	\$63,596.60	\$66,775.93	\$70,114.58	\$117,399.14
7	\$52,320.28	\$54,936.29	\$57,683.18	\$60,568.05	\$63,596.60	\$66,775.93	\$70,114.58	\$73,619.67	\$118,609.71
8	\$54,936.29	\$57,683.18	\$60,568.05	\$63,596.60	\$66,775.93	\$70,114.58	\$73,619.67	\$77,301.15	\$119,821.69
9	\$57,683.18	\$60,568.05	\$63,596.60	\$66,775.93	\$70,114.58	\$73,619.67	\$77,301.15	\$81,166.14	\$121,032.26
10	\$60,568.05	\$63,596.60	\$66,775.93	\$70,114.58	\$73,619.67	\$77,301.15	\$81,166.14	\$85,224.59	\$122,244.24
11	\$0.00	\$0.00	\$70,114.58	\$73,619.67	\$77,301.15	\$81,166.14	\$85,224.59	\$89,486.46	\$0.00
13+	\$0.00	\$0.00	\$0.00	\$0.00	\$79,619.86	\$0.00	\$0.00	\$93,960.28	\$0.00

Palouse Prairie Charter School
 Certified Staff Salary Schedule
 2022-2023

FY23	B.A.	B.A. +24	M.A. B.A +45
1	40,742	40,742	40,742
2	41,400	41,600	41,800
3	42,100	42,450	42,950
4	43,488	44,100	44,800
5	44,100	45,000	45,900
6	44,600	45,800	47,100
7	45,300	46,950	48,400
8	46,100	48,100	49,800
9		49,200	51,500
10			53,300
11+			55,200

NOTES:

Staff placed on the salary schedule based on year of teaching entering in FY23 (recognized by Idaho SDE).

Instructional/per pupil service staff who meet the Advanced Professional criteria and fall within a cell less than \$53,478 will receive no less than that for a 1.0 FTE annual contract.

472 Palouse Prairie Charter School

		1000	1500
	BA	BA+24	MA
R1	\$ 40,742.00	\$ 40,742.00	\$ 40,742.00
R2	\$ 40,742.00	\$ 40,742.00	\$ 40,742.00
R3	\$ 40,742.00	\$ 40,742.00	\$ 40,742.00
P1	\$ 43,488.00	\$ 44,488.00	\$ 45,988.00
P2	\$ 44,793.00	\$ 45,793.00	\$ 47,293.00
P3	\$ 46,137.00	\$ 47,137.00	\$ 48,637.00
P4	\$ 47,521.00	\$ 48,521.00	\$ 50,021.00
P5	\$ 48,947.00	\$ 49,947.00	\$ 51,447.00
AP1	\$ 53,478.00	\$ 54,478.00	\$ 55,978.00

Certified Salary Schedule 2022-2023

Monticello Montessori

	BA	BA + 24	MA
R1	40,742.00	40,742.00	40,742.00
R2	41,486.00	41,486.00	41,486.00
R3	42,231.00	42,231.00	42,231.00
P1	43,488.00	45,488.00	46,988.00
P2	45,302.00	47,302.00	48,802.00
P3	47,116.00	49,116.00	50,616.00
P4	48,930.00	50,930.00	52,430.00
P5	50,743.00	52,743.00	54,243.00
AP1	53,478.00	55,478.00	56,978.00
AP2	54,442.00	56,442.00	57,942.00
AP3	55,389.00	57,389.00	58,889.00

R = Residential for R1, R2, R3

P = Professional for P1, P2, P3, P4, P5

AP - Advanced Professional for AP1, AP2, AP3

BA = Bachelors Degree

BA + 24 = Bachelors Degree with 24 or more additional credits.

MA = Masters, Education Specialist or Doctorate

SAGE INTERNATIONAL NETWORK OF SCHOOLS

Sage International School
Forge International School

FY23 Certificated/Pupil Services Salary Schedule

R1	\$ 42,951
R2	\$ 43,595
R3	\$ 44,293
P1	\$ 45,666
P2	\$ 47,127
P3	\$ 48,682
P4	\$ 50,338
P5	\$ 52,125
AP1	\$ 54,418
AP2	\$ 56,377
AP3	\$ 58,463

In addition to the salary amounts indicated the Network will "pass through" in its entirety additional education allocations from the SDE for staff who meet the professional (P rung) or Advanced Professional (AP rung) criteria in the following amounts:

BA+24: baccalaureate degree and twenty-four (24) or more credits: **\$2,000**

- or -

MA: master's degree: **\$3,500**

- PLUS -

\$450 per year in years 4 through 9 with the Network,
increasing to **\$900** in the 10th year and beyond

- PLUS -

\$500 per year starting in year 15 to acknowledge experience
gained in and commitment to education for ALL certificated staff.

Master Educator, CTE Specialist (FTE-based) and National Board Certification premiums are not included in annual contracts. These items will be paid as a stipend once confirmed by the SDE.

BLACKFOOT CHARTER SCHOOL DISTRICT 477 SALARY SCHEDULE 2022-2023

Career Ladder Placement	Salary Apportion ment
R1	\$ 40,742
R2	\$ 41,486
R3	\$ 42,231
P1	\$ 43,488
P2	\$ 45,302
P3	\$ 47,116
P4	\$ 48,930
P5	\$ 50,743
AP1	\$ 53,478
AP2	\$ 54,442
AP3	\$ 55,389

Education A Premium

<u>BA + 24</u>	\$ 2,000
<u>MA</u>	\$ 3,500

478 Legacy Charter School

From: [Clerk Crow](#)
To: [Tania Scurtu](#)
Subject: Fwd: Salary Schedule Collection
Date: Monday, October 10, 2022 10:59:47 AM

CAUTION: This email originated outside the State of Idaho network. Verify links and attachments BEFORE you click or open, even if you recognize and/or trust the sender. Contact your agency service desk with any concerns.

Good Morning,

Here is the email sent September 7th. Please confirm receipt. Have a wonderful day!

Thank you,
Niki Crow
Clerk, Victory & Legacy Charter Schools

Thank you,
Niki Crow
Clerk, Legacy Charter School

----- Forwarded message -----
From: **Clerk Crow** <schoolclerk32@gmail.com>
Date: Wed, Sep 7, 2022 at 7:33 AM
Subject: Re: Salary Schedule Collection
To: Tania Scurtu <tscurtu@sde.idaho.gov>

Good Morning,

Please see the board approved salary schedule for Legacy Public Charter School-478.

Legacy Charter School
Salary Schedule
5-19-22-Board Approved

	<u>2022-2023</u>
1-5 years	\$55,000
6-10 years	\$65,000
11+ years	\$75,000

Amounts listed are pay teachers may earn for the years of experience, however, teachers are required to apply for raises.

479 Heritage Academy

HA Salary Schedule			SDE Allocation
Step	FY22	FY23	1-Jul-22
Res/Prof 1	41,000	41500	41,118
Res/Prof 2	41,500	42000	41,988
Res/Prof 3	42,000	43000	42,860
Prof 1	44,000	44000	43,990
Prof 2	46,000	46500	45,773
Prof 3	49,000	49500	47,555
Prof 4	50,000	51000	49,337
Prof 5	52,000	52500	51,119
Advanced P1	54000	55000	54,233
Advanced P2	54500	56000	55,705
Advanced P3	NA	57500	57165
Advanced P4	NA	NA	58613
Advanced P5	Starts 2024	NA	Starts 2024
Education Allocation BA + 24	\$2,000	2000	2,000
Education Allocation MA	\$3,500	3500	3,500
CTE Allocation	NA	3000	3000

4/21/22


Carol Gore

STEM Charter

Salary Schedule

2022-23

	2022-23	
Year	Salary Apportionment	
1	\$ 40,750	
2	\$ 41,750	
3	\$ 43,000	
5	\$ 44,250	
6	\$ 45,500	
7	\$ 46,750	
8	\$ 48,000	
9	\$ 49,500	
10	\$ 51,000	
11	\$ 52,500	
12	\$ 54,000	
13	\$ 56,000	
14-16	\$ 58,000	
15-18	\$ 60,000	
19+	\$ 62,000	
<u>Additional Stipends</u>		<u>Not Cumulative</u>
BA + 24		\$2,000
Masters		\$3,500
		<u>May be cumulative</u>
Extra duty(s)		\$1,000+
		<u>Not Cumulative</u>
STEM 5 years completed		\$2,500
STEM 10 years completed		\$5,000
STEM 15 years completed		\$10,000
STEM 20 Years completed		\$15,000

Heritage Community Charter School
1803 East Ustick Road, Caldwell, Idaho 83605
208-453-8070



2022-23 Salary Schedule
Heritage Community Charter School for Instructional Staff and Pupil Services Staff

Career Ladder Placement	Salary	Salary plus BA+24 Allocation*	Salary plus Master's Degree or Above Allocation*
R1	\$40,742	N/A	N/A
R2	\$41,486	N/A	N/A
R3	\$42,231	N/A	N/A
P1	\$43,488	\$45,488.00	\$46,988.00
P2	\$45,302	\$47,302.00	\$48,802.00
P3	\$47,116	\$49,116.00	\$50,616.00
P4	\$48,930	\$50,930.00	\$52,430.00
P5	\$50,743	\$52,743.00	\$54,243.00
AP1	\$53,478	\$55,478.00	\$56,978.00
AP2	\$54,442	\$56,442.00	\$57,942.00
AP3	\$55,389	\$57,389.00	\$58,889.00

Placement of Schedule: Instructional staff and Pupil Services staff are placed on the above salary schedule based on their education and experience index, as per Idaho Code (IC 33-1004B).

Residency Description (R1-R3): Instructional staff and Pupil Services staff in their first three years of teaching.

Professional Description (P1 – P5): Instructional staff and Pupil Services staff who have obtained a Professional Endorsement[^], per Idaho Code 33-1201A and have continued to meet the professional compensation rung performance criteria. Performance criteria means an overall rating of proficient, and no components rated as unsatisfactory on the state framework for teaching evaluation; and demonstrating the majority of their students have met their measurable student achievement targets or student success indicator targets.

Advanced Professional Description (AP1 – AP3): Instructional staff and Pupil Services staff who have obtained an Advanced Professional Endorsement[^], per Idaho Code IC 33-1201A and have continued to meet the advanced professional compensation rung performance criteria. Performance criteria means an overall rating of proficient or higher, no components rated as unsatisfactory or basic, and rated as distinguished overall in Domain II – Classroom Environment or Domain III – Instruction and Use of Assessment on the state framework for teaching evaluation; and demonstrating seventy-five percent (75%) or more of their students have met their measurable student achievement targets or student success indicator targets.

***Education Allocation (BA+24 & Master's or above):** The education allocations apply to staff who hold an Idaho Professional Endorsement or an Idaho Advanced Professional Endorsement.

[^]Professional and Advanced Professional Endorsements: For guidance, visit <https://www.sde.idaho.gov/cert-psc/cert/pe-ape/files/general/2022-Professional-and-Advanced-Professional-Endorsement-Guidance.pdf>.

American Heritage Charter School

Approved June 9, 2022

Educational Allocation

FY23 Certified Schedule \$2,000.00 \$3,500.00

AHCS Rungs	BA+0	BA+24	MA+0
R1	\$40,842.00	\$42,842.00	\$44,342.00
R2	\$41,586.00	\$43,586.00	\$45,086.00
R3	\$42,331.00	\$44,331.00	\$45,831.00
P1	\$44,216.55	\$46,216.55	\$47,716.55
P2	\$45,665.55	\$47,665.55	\$49,165.55
P3	\$47,602.80	\$49,602.80	\$51,102.80
P4	\$48,570.90	\$50,570.90	\$52,070.90
P5	\$51,477.30	\$53,477.30	\$54,977.30
AP1	\$53,413.50	\$57,890.70	\$56,634.00
AP2	\$55,885.20	\$55,134.00	\$58,425.00
AP3	\$57,776.25	\$56,925.00	\$60,525.00
AP4	\$59,876.25	\$58,925.00	\$62,600.00
AP5	\$62,055.00	\$61,000.00	\$64,375.00
AP6	\$63,918.75	\$52,775.00	\$65,850.00
AP7	\$65,467.50	\$64,250.00	\$67,625.00
AP8	\$67,331.25	\$66,025.00	\$69,250.00
AP9	\$69,037.50	\$67,650.00	\$71,219.50
GRANDFATHERED RUNGS			
J	\$55,780.20	\$57,780.20	\$59,280.20
K	\$54,810.00	\$56,810.00	\$58,310.00
L	\$56,910.00	\$58,910.00	\$60,410.00
M	\$59,115.00	\$61,115.00	\$62,615.00
N	\$60,900.00	\$62,900.00	\$64,400.00
O	\$62,265.00	\$64,265.00	\$65,765.00
P	\$64,050.00	\$66,050.00	\$67,550.00
Q	\$65,625.00	\$67,625.00	\$69,125.00

Chief Tahgee Elementary Academy 2022-2023 Career Ladder

2021-22 CTEA CAREER LADDER

Step		BA	BA+24	MA/ES/DR	22-23 MOVEMENT
1	Residency 1	\$ 40,369	\$ 40,369	\$ 40,869	Move to R2
2	Residency 2	\$ 40,990	\$ 40,990	\$ 41,740	Move to R3
3	Residency 3	\$ 41,611	\$ 41,611	\$ 42,611	Move to P1 if eligible
4	Professional 1	\$ 42,991	\$ 44,991	\$ 46,491	Move to P2
5	Professional 2	\$ 44,221	\$ 46,221	\$ 47,721	Move to P3
6	Professional 3	\$ 45,451	\$ 47,451	\$ 48,951	Move to P4
7	Professional 4	\$ 46,681	\$ 48,681	\$ 50,181	Move to P5
8	Professional 5	\$ 47,911	\$ 49,911	\$ 51,411	Stay P5 or AP-1
9	Professional 6	\$ 49,141	\$ 51,141	\$ 52,641	Move P5 or AP-1
10	Professional 7	\$ 50,370	\$ 52,370	\$ 53,870	Move P5 or AP-1
11	Adv Prof 1	\$ 52,734	\$ 54,734	\$ 56,234	Move AP2 if eligible
12	Adv Prof 2	\$ 53,207	\$ 55,207	\$ 56,707	Move AP3 if eligible
13	GF1 (Base \$52,734)		\$ 54,734	\$ 56,234	Move to GF2
14	GF2 (Base \$54,264)		\$ 56,264	\$ 57,764	Move to GF3
15	GF3 (Base \$56,712)		\$ 58,712	\$ 60,212	Stay GF3 or move GF4
16	GF4 (Base \$58,956)			\$ 62,456	Stay

*GF1-4 Grandfathered rungs (placed prior to 9-2021)

Professional Endorsement Requirements

Has held a certificate for at least 3 years OR has completed an approved interim certificate of 3 years or more.

Has met performance criteria for 2 of the 3 previous years or the 3rd year.

Criteria:

- Overall rating of proficient or higher, and no components rated as unsatisfactory on the state framework for teaching evaluation.
- Majority of their students have met their measurable student achievement targets or student success indicator targets.
- Has an individualized professional learning plan developed with their district supervisor.

Advanced Professional Endorsement Requirements

Has held a Professional Endorsement for 5 years or more. Has held a renewable certificate for at least 8 years, OR has completed an approved interim certificate of 3+ years and held a renewable certificate for 5+ years.

Has met professional compensation rung performance criteria for 4 of the 5 previous years OR the 3rd, 4th, and 5th year.

Has met advanced professional compensation performance criteria for 3 of the 5 previous years OR the 4th & 5th year.

Criteria:

- Overall rating of proficient or higher, no components rated as unsatisfactory or basic, and rated as distinguished overall in Domain II or Domain III on the state framework for teaching evaluation.
- Demonstrating 75% or more of their students have met their measurable student achievement targets or student success indicator targets.
- During 3 of the previous 5 years, has served in an additional building or district leadership role.

2022-23 CTEA CAREER LADDER

RUNG		BA	BA+24	MA+
1	Residency 1	\$ 40,742	\$ 40,742	\$ 41,242
2	Residency 2	\$ 41,486	\$ 41,486	\$ 42,236
3	Residency 3	\$ 42,231	\$ 42,231	\$ 43,231
4	Professional 1	\$ 43,488	\$ 45,488	\$ 46,988
5	Professional 2	\$ 45,302	\$ 47,302	\$ 48,802
6	Professional 3	\$ 47,116	\$ 49,116	\$ 50,616
7	Professional 4	\$ 48,930	\$ 50,930	\$ 52,430
8	Professional 5	\$ 50,743	\$ 52,743	\$ 54,243
9	Adv. Prof 1	\$ 53,478	\$ 55,478	\$ 56,978
10	Adv. Prof 2	\$ 54,442	\$ 56,442	\$ 57,942
11	Adv. Prof 3	\$ 55,389	\$ 57,389	\$ 58,889
12	Adv. Prof 4		2023-24	
13	Adv. Prof 5		2024-25	
14	GF2 (Base \$55,349)		\$ 57,349	\$ 58,849
15	GF3 (Base \$57,846)		\$ 59,846	\$ 61,346
16	GF4 (Base \$60,135)			\$ 63,635

*GF1-4 Grandfathered rungs (placed prior to 9-2021)

Professional Endorsement Requirements

Has held a certificate for at least 3 years OR has completed an approved interim certificate of 3 years or more.

Has met performance criteria for 2 of the 3 previous years or the 3rd year.

Criteria:

- Overall rating of proficient or higher, and no components rated as unsatisfactory on the state framework for teaching evaluation.
- Majority of their students have met their measurable student achievement targets or student success indicator targets.
- Has an individualized professional learning plan developed with their district supervisor.

Advanced Professional Endorsement Requirements

Has held a Professional Endorsement for 5 years or more. Has held a renewable certificate for at least 8 years, OR has completed an approved interim certificate of 3+ years and held a renewable certificate for 5+ years.

Has met professional compensation rung performance criteria for 4 of the 5 previous years OR the 3rd, 4th, and 5th year.

Has met advanced professional compensation performance criteria for 3 of the 5 previous years OR the 4th & 5th year.

Criteria:

- Overall rating of proficient or higher, no components rated as unsatisfactory or basic, and rated as distinguished overall in Domain II or Domain III on the state framework for teaching evaluation.
- Demonstrating 75% or more of their students have met their measurable student achievement targets or student success indicator targets.
- During 3 of the previous 5 years, has served in an additional building or district leadership role.

BINGHAM ACADEMY 485 SALARY SCHEDULE 2022-2023

Career Ladder Placement	Salary Apportion ment
R1	\$ 40,742
R2	\$ 41,486
R3	\$ 42,231
P1	\$ 43,488
P2	\$ 45,302
P3	\$ 47,116
P4	\$ 48,930
P5	\$ 50,743
AP1	\$ 53,478
AP2	\$ 54,442
AP3	\$ 55,389

Education A Premium

<u>BA + 24</u>	\$ 2,000
<u>MA</u>	\$ 3,500

Upper Carmen Public Charter School

CATEGORY: Personnel

SUBJECT: Certificated Staff Salary Schedule

Number: 512-E

Approved: January 10, 2022

Effective: July 1, 2010

Revised July 2019

Pages: 1 of 1

2022 - 2023
Upper Carmen Public Charter School
CERTIFICATED SALARY SCHEDULE

Steps	Experience	BA	BA+12	BA+24	MA BA+36	MA+12 BA+48	MA+24 BA+60	MA+36 ES/DR
1	0	28000	29050	30139	31270	32444	33662	34924
2	1	29050	30139	31270	32444	33662	34924	36235
3	2	30139	31270	32444	33662	34924	36235	37593
4	3	31270	32444	33662	34924	36235	37593	39001
5	4	32444	33662	34924	36235	37593	39001	40463
6	5	33662	34924	36235	37593	39001	40463	41980
7	6	34924	36235	37593	39001	40463	41980	43554
8	7	36235	37593	39001	40463	41980	43554	45186
9	8	37593	39001	40463	41980	43554	45186	46880
10	9	39001	40463	41980	43554	45186	46880	48639
11	10	39001	41980	43554	45186	46880	48639	50462
12	11	39001	41980	43554	45186	48639	50462	52354
13	12	39001	41980	43554	45186	48639	52354	54317
14	13 or more	39001	41980	43554	45186	48639	54317	56353

Full Time Certificated Personnel will not make less than \$40,000.00 Schedule modified by UCPCS to meet minimum salary
 Note: With modified SBA and additional Career Ladder directives-salary schedules are almost obsolete.
 Based generally on the career ladder with local adjustments.

487 Sandpoint Charter School

From: [Greta Warren](#)
To: [Tania Scurtu](#)
Cc: [MARY J. JENSEN](#)
Subject: RE: Salary Schedule Collection
Date: Wednesday, September 7, 2022 10:41:34 AM
Attachments: [22_23 Classified Salary matrix.xls](#)

CAUTION: This email originated outside the State of Idaho network. Verify links and attachments BEFORE you click or open, even if you recognize and/or trust the sender. Contact your agency service desk with any concerns.

Hi Tania-

Attached is our 2022-2023 Classified Salary matrix. We use the Career Ladder without modification for our instructional and pupil services salary schedule.

Please let me know if you have any questions.

Greta Warren
Business Manager
Forrest M. Bird Charter School
Phone: **208-265-9737**
Fax: **208-763-3196**

Please Note: I understand each of us work in different ways. I want to respect your time. While I have sent this email at a time that works for me, I do not expect that you will read , respond, or take action on this outside your normal work hours.

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From: Tania Scurtu <tscurtu@sde.idaho.gov>
Sent: Thursday, September 1, 2022 7:26 AM
To: SHEILA R KESSEL <SHEILA.KESSEL@BOISESCHOOLS.ORG>; NANCY J LANDON <NANCY.LANDON@BOISESCHOOLS.ORG>; JONATHAN ERIC GILLEN <GILLEN.JONATHAN@WESTADA.ORG>; ELMIRA A FEATHER <EAFEATHER@KUNASCHOOLS.ORG>; CAROL LYN WHITNEY <CWHITNEY@MVSD11.ORG>; MELINDA ANNE IVEY <MIVEY@CSD13.ORG>; SHAWN NELSON <SNELSON@MVSD21.ORG>; JONATHAN BALLS <BALLSJO@SD25.US>; JOSEPH TODD PROBST <JPROBST@BLSD.NET>; DANETTE MARIE CORDELL <DCORDELL@SD41.ORG>; SARA NICOLE ALLEN <ALLEN.SARA@LAKESIDESCH.ORG>; MARCIA A HOFFMAN <HOFFMAN.MARCIA@LAKESIDESCH.ORG>; MICHAEL B FUNK <FUNKBRON@SNAKERIVER.ORG>; TERESA ANN ROWE <ROWET@D55.K12.ID.US>; M JANAE SMITH <SMITJ@D55.K12.ID.US>; RYAN MAX WILSON <WILSR@D55.K12.ID.US>; DAVID ALAN BURKE <BURKED@ABERDEEN58.ORG>; JEWELL LEE FARR <JFARR@D59.K12.ID.US>; LANELL M. FARMER <LFARMER@SHELLEYSCHOOLS.ORG>; CHERYL SANDERSON <CSANDERSON@BLAINESCHOOLS.ORG>;

Syringa Mountain School

Salary Schedule - Certified Teaching Staff

	BA	MA BA +	MA + Waldorf
0	45,000	46,500	48,000
1	46,000	47,500	49,000
2	47,000	48,500	50,000
3	48,000	49,500	51,000
4	49,000	50,500	52,000
5	50,000	51,500	53,000
6	51,000	52,500	54,000
7	52,000	53,500	55,000
8	53,000	54,500	56,000
9	54,000	55,500	57,000
10+	55,000	56,500	58,000

489 Idaho College and Career Readiness Academy

SY 22/23							
Certified Staff Salary Scale		MA		MA+12	MA+24	MA+36	
Experience	BA	BA+12	BA+24	BA+36	BA+48	BA+60	ES/DR
0	\$ 40,750	\$ 40,750	\$ 40,750	\$ 40,750	\$ 40,750	\$ 41,500	\$ 42,250
1	\$ 40,750	\$ 40,750	\$ 40,750	\$ 40,750	\$ 41,500	\$ 42,250	\$ 43,000
2	\$ 40,750	\$ 40,750	\$ 40,750	\$ 41,500	\$ 42,250	\$ 43,000	\$ 43,750
3	\$ 40,750	\$ 40,750	\$ 41,500	\$ 42,250	\$ 43,000	\$ 43,750	\$ 44,500
4	\$ 40,750	\$ 41,500	\$ 42,250	\$ 43,000	\$ 43,750	\$ 44,500	\$ 45,250
5	\$ 41,500	\$ 42,250	\$ 43,000	\$ 43,750	\$ 44,500	\$ 45,250	\$ 46,000
6	\$ 42,250	\$ 43,000	\$ 43,750	\$ 44,500	\$ 45,250	\$ 46,000	\$ 46,750
7	\$ 43,000	\$ 43,750	\$ 44,500	\$ 45,250	\$ 46,000	\$ 46,750	\$ 47,500
8	\$ 43,750	\$ 44,500	\$ 45,250	\$ 46,000	\$ 46,750	\$ 47,500	\$ 48,250
9	\$ 44,500	\$ 45,250	\$ 46,000	\$ 46,750	\$ 47,500	\$ 48,250	\$ 49,000
10	\$ 45,250	\$ 46,000	\$ 46,750	\$ 47,500	\$ 48,250	\$ 49,000	\$ 49,750
11	\$ 46,000	\$ 46,750	\$ 47,500	\$ 48,250	\$ 49,000	\$ 49,750	\$ 50,500
12	\$ 46,750	\$ 47,500	\$ 48,250	\$ 49,000	\$ 49,750	\$ 50,500	\$ 51,250
13	\$ 47,500	\$ 48,250	\$ 49,000	\$ 49,750	\$ 50,500	\$ 51,250	\$ 52,000
14	\$ 48,250	\$ 49,000	\$ 49,750	\$ 50,500	\$ 51,250	\$ 52,000	\$ 52,750
15	\$ 49,000	\$ 49,750	\$ 50,500	\$ 51,250	\$ 52,000	\$ 52,750	\$ 53,500
16	\$ 49,750	\$ 50,500	\$ 51,250	\$ 52,000	\$ 52,750	\$ 53,500	\$ 54,250
17	\$ 49,750	\$ 51,250	\$ 52,000	\$ 52,750	\$ 53,500	\$ 54,250	\$ 55,000
18	\$ 49,750	\$ 52,000	\$ 52,750	\$ 53,500	\$ 54,250	\$ 55,000	\$ 55,750
19	\$ 49,750	\$ 52,750	\$ 53,500	\$ 54,250	\$ 55,000	\$ 55,750	\$ 56,500
20	\$ 49,750	\$ 52,750	\$ 54,250	\$ 55,000	\$ 55,750	\$ 56,500	\$ 57,250
21	\$ 49,750	\$ 52,750	\$ 54,250	\$ 55,750	\$ 56,500	\$ 57,250	\$ 58,000
22	\$ 49,750	\$ 52,750	\$ 54,250	\$ 55,750	\$ 57,250	\$ 58,000	\$ 58,750
23	\$ 49,750	\$ 52,750	\$ 54,250	\$ 55,750	\$ 57,250	\$ 58,750	\$ 59,500
24	\$ 49,750	\$ 52,750	\$ 54,250	\$ 55,750	\$ 57,250	\$ 58,750	\$ 60,250
25+	\$ 49,750	\$ 52,750	\$ 54,250	\$ 55,750	\$ 57,250	\$ 58,750	\$ 61,000

Stipends:

Lead Teachers/MS & HS Department Chairs	2,000	3,000	4,000
MS & HS Counselors	4,000	5,000	6,000
Master Teacher	5,000	6,000	7,000
Special Education	2,000		
SLP Stipend	5,000	7,000	9,000
BA + 24 credits & Professional Endorsement	2,000		
Masters & Professional Endorsement	3,500		

**Coeur d'Alene Charter Academy
Certified Staff Career Salary Ladder**

	2022-23
	<u>Pay</u>
Residency 1	41,500
Residency 2	42,496
Residency 3	43,516
Professional 1	46,997
Professional 2	50,005
Professional 3	53,005
Professional 4	55,656
Professional 5	58,104
Professional 6	59,557
Professional 7	61,046
Professional 8	62,572
Professional 9	64,136
Professional 10	65,740
Charter Master	67,383

<u>Education addition:</u>	<u>2022-23</u>
(Professional level only, not accumulative)	
BA +24	2,000
Masters	3,500

Teachers currently receiving the Doctorate or longevity addition will continue to get it (grandfathered), but will not get the above amounts too.

492 Anser of Idaho

FY23 Salary Schedule Final

year	ba	ba+12	ba+24	ba+36 ma	ma+12	ma+24	ma+36 or es/dr
0	42,791	42,791	43,600	44,500	44,500	44,500	44,500
1	42,791	42,791	43,600	44,500	45,400	46,200	46,200
2	42,791	42,791	43,600	45,150	46,000	47,150	48,100
3	45,570	45,570	45,570	46,450	46,950	47,400	49,690
4	45,570	45,570	46,650	47,800	48,400	49,690	51,678
5	45,570	45,570	47,800	48,400	49,690	51,678	53,745
6	45,570	45,570	48,400	49,690	51,678	53,745	55,357
7	45,570	45,570	49,200	51,678	53,745	55,357	57,018
8	45,570	45,570	51,000	53,745	55,357	57,018	58,729
9	45,570	45,570	52,500	55,357	57,018	58,729	59,903
10	45,570	45,570	53,650	57,018	58,729	59,903	61,101
11	45,570	45,570	55,850	58,729	59,903	61,101	62,323
12	45,570	45,570	55,850	59,903	61,101	62,323	63,258
13	45,570	45,570	55,850	61,101	62,323	63,258	64,207
14	45,570	45,570	55,850	62,323	63,258	64,207	65,170
15	45,570	45,570	55,850	63,258	64,207	65,170	65,766
16	45,570	45,570	55,850	64,207	65,170	65,766	66,881
17	45,570	45,570	55,850	65,766	66,881	68,389	69,840

480 North Star Charter School

[illegible]

2022-23 5% increase

Residency	
	<u>Salary</u>
R1	42,779
R2	43,560
R3	44,343

Professional			
	BA Only	BA + 24	MA+
P1	\$ 45,662	\$ 47,762	\$ 49,337
P2	\$ 47,567	\$ 49,667	\$ 51,242
P3	\$ 49,472	\$ 51,572	\$ 53,147
P4	\$ 51,377	\$ 53,477	\$ 55,052
P5	\$ 53,280	\$ 55,380	\$ 56,955
P6	\$ 56,152	\$ 58,252	\$ 59,827
P7	\$ 57,164	\$ 59,264	\$ 60,839
P8	\$ 58,158	\$ 60,258	\$ 61,833
P9	\$ 58,158	\$ 60,258	\$ 62,574
P10	\$ 58,158	\$ 64,108	\$ 67,701
Teaching Experience 5 years			\$1,050
Teaching Experience 10 yea			\$2,100



ALTURAS

INTERNATIONAL ACADEMY

151 N Ridge Avenue, Idaho Falls, ID 83402 | Office: 208-522-5145 | Fax: 208-522-5147
Office@AlturasAcademy.org | AlturasAcademy.org

Dear Tania,

Please find below the 2022-2023 Salary Schedule for Alturas International Academy.

Alturas Salary Schedule 2022-2023																	
Career Ladder Level																	
	Base					BA/BS+24					BA+60/ MA/ED/DR						
	Salary BA	Increase from Going Up Ladder			Total Resulting Pay	Salary BA+24	Increase from Going Up Ladder			Total Resulting Pay	Salary Master and Above	Increase from Going Up Ladder			Total Resulting Pay		
				Fed Allocation	Total Increase												
R1	\$40,742				\$0	\$40,742	\$40,742				\$40,742	\$40,742					
R2	\$41,486	\$1,117	2.77%	\$1,787	\$2,904	\$44,390	\$41,486	2.77%	\$1,787	\$2,904	\$44,390	\$41,486	\$617	1.51%	\$2,287	\$2,904	\$44,390
R3	\$42,231	\$1,241	3.03%	\$1,715	\$2,956	\$45,187	\$42,231	3.03%	\$1,715	\$2,956	\$45,187	\$42,231	\$741	1.79%	\$2,215	\$2,956	\$45,187
P1	\$43,488	\$1,877	4.51%	\$1,167	\$3,044	\$46,532	\$45,488	9.32%	-\$693	\$3,184	\$48,672	\$46,988	\$4,877	11.58%	-\$1,588	\$3,289	\$50,277
P2	\$45,302	\$2,311	5.38%	\$860	\$3,171	\$48,473	\$47,302	5.14%	\$1,000	\$3,311	\$50,613	\$48,802	\$2,311	4.97%	\$1,105	\$3,416	\$52,218
P3	\$47,116	\$2,280	5.09%	\$1,018	\$3,298	\$50,414	\$49,116	4.87%	\$1,158	\$3,438	\$52,554	\$50,616	\$2,280	4.72%	\$1,263	\$3,543	\$54,159
P4	\$48,930	\$2,249	4.82%	\$1,176	\$3,425	\$52,355	\$50,930	4.62%	\$1,316	\$3,565	\$54,495	\$52,430	\$2,249	4.48%	\$1,421	\$3,670	\$56,100
P5	\$50,743	\$2,217	4.57%	\$1,335	\$3,552	\$54,295	\$52,743	4.39%	\$1,475	\$3,692	\$56,435	\$54,243	\$2,217	4.26%	\$1,580	\$3,797	\$58,040
AP1	\$53,478	\$3,108	6.17%	\$635	\$3,743	\$57,221	\$55,478	5.93%	\$775	\$3,883	\$59,361	\$56,978	\$3,108	5.77%	\$880	\$3,988	\$60,966
AP2	\$54,442	\$1,708	3.24%	\$2,103	\$3,811	\$58,253	\$56,442	3.12%	\$2,243	\$3,951	\$60,393	\$57,942	\$1,708	3.04%	\$2,348	\$4,056	\$61,998
AP3	\$55,389	\$2,182	4.10%	\$1,695	\$3,877	\$59,266	\$57,389	3.95%	\$1,835	\$4,017	\$61,406	\$58,889	\$2,182	3.85%	\$1,940	\$4,122	\$63,011

496 Gem Prep Pocatello

Proposed 22-23 Instructional and Pupil Services Staff Salary Schedule

	Lane 1	Lane 2	Lane 3	Lane 4
	BA	BA + 24	MA BA + 36	MA + 24 BA + 60
Alt Auth	\$43,000			
1	\$44,000	\$53,000	\$53,500	\$53,500
2	\$44,000	\$53,000	\$53,500	\$53,500
3	\$44,440	\$53,530	\$54,035	\$58,000
4	\$44,884	\$54,065	\$54,575	\$58,580
5	\$45,333	\$54,606	\$55,121	\$59,752
6	\$45,787	\$55,152	\$55,672	\$60,349
7	\$46,244	\$55,704	\$56,229	\$60,953
8		\$56,261	\$56,791	\$61,562
9		\$56,823	\$57,359	\$62,178
10		\$57,391	\$57,933	\$62,800
11		\$57,965	\$58,512	\$63,428
12		\$58,545	\$59,097	\$64,062
13			\$59,688	\$64,702
14			\$60,285	\$65,349
15			\$60,888	\$66,003
16				\$66,663
17				\$67,330
18				\$68,003
19				\$68,683
20				\$69,370

497 Pathways in Education Nampa

Position	Total base pay min (Bi-weekly)	Total Base pay max (Bi-weekly)	Total Base pay Annual Min	Total Base Pay Annual Max
Teacher	\$ 1,615.39	\$ 2,307.70	\$ 42,000.14	\$ 60,000.20
Small Group Instructor Science	\$ 1,788.47	\$ 2,634.62	\$ 46,500.22	\$ 68,500.12
Small Group Instructor	\$ 1,788.47	\$ 2,634.62	\$ 46,500.22	\$ 68,500.12
Small Group Instructor ELA	\$ 1,711.55	\$ 2,480.77	\$ 44,500.30	\$ 64,500.02
Post-Secondary & Student Services Counselor	\$ 1,692.31	\$ 2,500.00	\$ 44,000.06	\$ 65,000.00
Senior Teacher	\$ 2,115.39	\$ 2,769.24	\$ 55,000.14	\$ 72,000.24

Pathways in Education Increase Schedule

Annual increase (Exempt)			
Year of Service	Effective	Highly Effective	Among the Best
1	1,000.00	1,500.00	2,000.00
2	1,000.00	1,500.00	2,000.00
3	1,000.00	1,500.00	2,000.00
4	1,000.00	1,500.00	2,000.00
5	1,000.00	1,500.00	2,000.00
6	1,000.00	1,500.00	2,000.00
7	1,500.00	2,000.00	2,500.00
8	1,500.00	2,000.00	2,500.00
9	1,500.00	2,000.00	2,500.00
10	1,500.00	2,000.00	2,500.00

498 Gem Prep Meridian

Proposed 22-23 Instructional and Pupil Services Staff Salary Schedule

	Lane 1	Lane 2	Lane 3	Lane 4
	BA	BA + 24	MA BA + 36	MA + 24 BA + 60
Alt Auth	\$43,000			
1	\$44,000	\$53,000	\$53,500	\$53,500
2	\$44,000	\$53,000	\$53,500	\$53,500
3	\$44,440	\$53,530	\$54,035	\$58,000
4	\$44,884	\$54,065	\$54,575	\$58,580
5	\$45,333	\$54,606	\$55,121	\$59,752
6	\$45,787	\$55,152	\$55,672	\$60,349
7	\$46,244	\$55,704	\$56,229	\$60,953
8		\$56,261	\$56,791	\$61,562
9		\$56,823	\$57,359	\$62,178
10		\$57,391	\$57,933	\$62,800
11		\$57,965	\$58,512	\$63,428
12		\$58,545	\$59,097	\$64,062
13			\$59,688	\$64,702
14			\$60,285	\$65,349
15			\$60,888	\$66,003
16				\$66,663
17				\$67,330
18				\$68,003
19				\$68,683
20				\$69,370

FUTURE SALARY SCHEDULE 2022-2023 - CERTIFIED TEACHER, COUNSELOR, NURSE, SLP

Based on 188 contract days

Career Ladder Level	Base			BA/BS+24					MA/ED/DR				
	Salary-BA	Increase from Going Up Ladder		Salary-BA+24	Increase from Going Up Ladder		Increase from Additional Education		Salary-MA	Increase from Going Up Ladder		Increase from Additional Education	
R1	\$40,742			\$42,742			\$2,000		\$44,242			\$1,500	
R2	\$41,486	\$744	1.83%	\$43,486	\$2,744	6.74%	\$2,000	4.91%	\$44,986	\$4,244	10.42%	\$1,500	3.68%
R3	\$42,231	\$745	1.80%	\$44,231	\$2,745	6.62%	\$2,000	4.82%	\$45,731	\$4,245	10.23%	\$1,500	3.62%
P1	\$43,488	\$1,257	2.98%	\$45,488	\$3,257	7.71%	\$2,000	4.74%	\$46,988	\$4,757	11.26%	\$1,500	3.55%
P2	\$45,302	\$1,814	4.17%	\$47,302	\$1,814	3.99%	\$2,000	4.40%	\$48,802	\$1,814	3.86%	\$1,500	3.19%
P3	\$47,116	\$1,814	4.00%	\$49,116	\$1,814	3.83%	\$2,000	4.23%	\$50,616	\$1,814	3.72%	\$1,500	3.07%
P4	\$48,930	\$1,814	3.85%	\$50,930	\$1,814	3.69%	\$2,000	4.07%	\$52,430	\$1,814	3.58%	\$1,500	2.96%
P5	\$50,743	\$1,813	3.71%	\$52,743	\$1,813	3.56%	\$2,000	3.93%	\$54,243	\$1,813	3.46%	\$1,500	2.86%
AP1	\$53,478	\$2,735	5.39%	\$55,478	\$2,735	5.19%	\$2,000	3.79%	\$56,978	\$2,735	5.04%	\$1,500	2.77%
AP2	\$54,442	\$964	1.80%	\$56,442	\$964	1.74%	\$2,000	3.61%	\$57,942	\$964	1.69%	\$1,500	2.63%
AP3	\$55,389	\$947	1.74%	\$57,389	\$947	1.68%	\$2,000	3.54%	\$58,889	\$947	1.63%	\$1,500	2.59%

508 Hayden Canyon Charter School

	BA	BA+12	BA+24	MA or BA+36	BA+48	BA+60	SP/DR
Year 1	40,742	41000	41500	43500	45000	46500	48200 R1
2	41,486	42000	42500	44500	46000	47500	49400 R2
3	42,231	43000	43500	45500	47000	48500	50600 R3
4	43,488	44000	44500	46500	48000	49500	51800 P1
5	44,500	45000	45500	47500	49000	50500	53000
6	45,302	46000	46500	48500	50000	51500	54200 P2
7	46,000	47000	47500	49500	51000	52500	55400
8	47,116	48000	48500	50500	52000	53500	56600 P3
9	48,000	49000	49500	51500	53000	54500	57800
10	48,930	50000	50500	52500	54000	55500	59000 P4
11	49,500	51000	51500	53500	55000	56500	60200
12	50,743	52000	52500	54500	56000	57500	61400 P5
13	51,500	53000	53500	55500	57000	58500	62600
14	52,500	54000	54500	56500	58000	59500	63800
15	53,500	55000	55500	57700	59200	60700	65000
16	54,500	56000	56500	58900	60400	61900	66200
17			57500	60100	61600	63100	67400
18			58500	61300	62800	64300	68600
19				62500	64000	65500	69800
20				63700	65200	66700	71000
21-23				64900	66400	67900	72200
24-26				66100	67600	69100	73400
27-28				67300	68800	70300	74600

Professional Endorsement

Premium

BA+24 2000

MA 3500

511 Peace Valley Charter School

FY 2022-2023

Career Ladder Placement Salary Apportionment

R1	\$40,742
R2	\$41,486
R3	\$42,231
P1	\$43,488
P2	\$45,302
P3	\$47,116
P4	\$48,930
P5	\$50,743
AP1	\$53,478
AP2	\$54,442
AP3	\$55,389

Allocations

BA+24	\$2,000
MA	\$3,500
Waldorf Certification	\$2,000

District Experience see table

*District Experience

Years	Allocation Amount
0-2.9	\$0
3-4.9	\$1,500
5-6.9	\$3,000
7-9.9	\$4,500
10-14.9	\$7,000
15+	\$9,000

*Years of consecutive experience in the district is determined on August 31st of the fiscal year.



BOARD APPROVED 2022-2023 Pay Schedule

CAREER RUNGS	BA	BA+24	MA	MA+36 ES/DR
R1	\$ 40,800	\$ 41,004	\$ 41,208	\$ 41,208
R2	\$ 41,500	\$ 41,708	\$ 41,915	\$ 41,915
R3	\$ 42,300	\$ 42,512	\$ 42,723	\$ 42,723
P1	\$ 43,500	\$ 45,500	\$ 47,000	\$ 47,500
P2	\$ 45,400	\$ 47,400	\$ 48,900	\$ 49,400
P3	\$ 47,200	\$ 49,200	\$ 50,700	\$ 51,200
P4	\$ 49,000	\$ 51,000	\$ 52,500	\$ 53,000
P5	\$ 50,000	\$ 52,743	\$ 54,243	\$ 54,743
P6	\$ 50,000	\$ 53,043	\$ 54,343	\$ 54,943
P7	\$ 50,000	\$ 53,243	\$ 54,443	\$ 55,143
AP1	\$ 50,000	\$ 54,443	\$ 57,478	\$ 58,478
AP2	\$ 50,000	\$ 54,443	\$ 58,442	\$ 59,442
AP3	\$ 50,000	\$ 54,443	\$ 59,589	\$ 60,389
AP4				
AP5				\$ 66,500



2022-2023 SALARY SCHEDULE

RP1	\$ 48,443.00
RP2	\$ 49,188.00
RP3	\$ 49,933.00
P1	\$ 56,056.00
P2	\$ 58,394.00
P3	\$ 60,733.00
P4	\$ 63,071.00
P5	\$ 65,966.00
AP1	\$ 69,521.00
AP2	\$ 70,775.00
AP3	\$ 72,006.00

SAGE INTERNATIONAL NETWORK OF SCHOOLS

Sage International School

Forge International School

FY23 Certificated/Pupil Services Salary Schedule

R1	\$ 42,951
R2	\$ 43,595
R3	\$ 44,293
P1	\$ 45,666
P2	\$ 47,127
P3	\$ 48,682
P4	\$ 50,338
P5	\$ 52,125
AP1	\$ 54,418
AP2	\$ 56,377
AP3	\$ 58,463

In addition to the salary amounts indicated the Network will "pass through" in its entirety additional education allocations from the SDE for staff who meet the professional (P rung) or Advanced Professional (AP rung) criteria in the following amounts:

BA+24: baccalaureate degree and twenty-four (24) or more credits: **\$2,000**

- or -

MA: master's degree: **\$3,500**

- PLUS -

\$450 per year in years 4 through 9 with the Network,
increasing to **\$900** in the 10th year and beyond

- PLUS -

\$500 per year starting in year 15 to acknowledge experience
gained in and commitment to education for ALL certificated staff.

Master Educator, CTE Specialist (FTE-based) and National Board Certification premiums are not included in annual contracts. These items will be paid as a stipend once confirmed by the SDE.

Fernwaters Public Charter School

Certified Staff Salary Schedule

2022-2023 Career Ladder (Base Yr 1)	2022-2023 Base Salary Yr 1
RP1	\$40,742
RP2	\$41,486
RP3	\$42,231
P1	\$43,488
P2	\$45,302
P3	\$47,116
P4	\$48,930
P5	\$50,743
AP1	\$53,478
AP2	\$54,442
AP3	\$55,389
AP4	

Instructional Staff with Professional Endorsement

BA+24 Credits	\$2,000
Education Allocation MA	\$3,500

(Only applies to instructional staff with professional endorsement)

Enter FTE of Occupational (OS) Certificate

(Only applies to instructional staff holding an Occupational Specialist certificate in an area for which they are teaching)

	FTE	Allocation	Total
OS Certificate		\$3,000	\$0

*The Fernwaters Governing Board retains discretion to pay individual certified staff above the salary schedule.



TREASURE VALLEY CLASSICAL ACADEMY

Dear Tania,

Please find below, the 2022-2023 Salary Schedule for Treasure Valley Classical Academy.

TVCA Salary Schedule 2022-2023									
Career Ladder Level	Base			BA/BS+24			MA/ED/DR		
	Salary BA	Increase from Going Up Ladder		Salary BA+24	Increase from Going Up Ladder		Salary MA	Increase from Going Up Ladder	
R1	\$40,742			\$42,742			\$44,242		
R2	\$42,387	\$2,018	5.00%	\$44,487	\$2,118	5.00%	\$46,062	\$2,193	5.00%
R3	\$43,260	\$2,060	5.00%	\$45,423	\$2,163	5.00%	\$47,045	\$2,240	5.00%
P1	\$45,153	\$2,150	5.00%	\$46,786	\$2,228	5.00%	\$48,938	\$2,330	5.00%
P2	\$45,672	\$2,175	5.00%	\$47,895	\$2,281	5.00%	\$49,566	\$2,360	5.00%
P3	\$47,116	\$2,558	5.74%	\$49,116	\$2,432	5.21%	\$50,689	\$2,414	5.00%
P4	\$49,070	\$2,337	5.00%	\$51,237	\$2,440	5.00%	\$52,859	\$2,517	5.00%
P5	\$51,108	\$2,434	5.00%	\$53,318	\$2,539	5.00%	\$55,157	\$2,627	5.00%
AP1	\$53,478	\$3,344	6.67%	\$55,478	\$3,218	6.16%	\$56,978	\$3,127	5.81%
AP2	\$54,442	\$2,926	5.68%	\$56,442	\$2,861	5.34%	\$57,882	\$2,756	5.00%
AP3	\$56,238	\$2,678	5.00%	\$58,401	\$2,781	5.00%	\$60,023	\$2,858	5.00%

A Classical Education for Modern Times

PO Box 197 | 500 SW 3rd St. | Fruitland, ID 83619 | (208) 953-1663 | tvacademy.org

534 Gem Prep Online

Proposed 22-23 Instructional and Pupil Services Staff Salary Schedule

	Lane 1	Lane 2	Lane 3	Lane 4
	BA	BA + 24	MA BA + 36	MA + 24 BA + 60
Alt Auth	\$43,000			
1	\$44,000	\$53,000	\$53,500	\$53,500
2	\$44,000	\$53,000	\$53,500	\$53,500
3	\$44,440	\$53,530	\$54,035	\$58,000
4	\$44,884	\$54,065	\$54,575	\$58,580
5	\$45,333	\$54,606	\$55,121	\$59,752
6	\$45,787	\$55,152	\$55,672	\$60,349
7	\$46,244	\$55,704	\$56,229	\$60,953
8		\$56,261	\$56,791	\$61,562
9		\$56,823	\$57,359	\$62,178
10		\$57,391	\$57,933	\$62,800
11		\$57,965	\$58,512	\$63,428
12		\$58,545	\$59,097	\$64,062
13			\$59,688	\$64,702
14			\$60,285	\$65,349
15			\$60,888	\$66,003
16				\$66,663
17				\$67,330
18				\$68,003
19				\$68,683
20				\$69,370

536 Mountain Community School

	BA	BA+12	BA+24	MA or BA+36	MA +12 or BA+48	MA+24 or BA+60	MA+36 or SP/DR	
Year 1	40742	41000	41500	43500	45000	46500	48200	R1
2	41486	42000	42500	44500	46000	47500	49400	R2
3	42231	43000	43500	45500	47000	48500	50600	R3
4	43488	44000	44500	46500	48000	49500	51800	P1
5	44500	45000	45500	47500	49000	50500	53000	
6	45302	46000	46500	48500	50000	51500	54200	P2
7	46000	47000	47500	49500	51000	52500	55400	
8	47116	48000	48500	50500	52000	53500	56600	P3
9	48000	49000	49500	51500	53000	54500	57800	
10	48930	50000	50500	52500	54000	55500	59000	P4
11	49500	51000	51500	53500	55000	56500	60200	
12	50743	52000	52500	54500	56000	57500	61400	P5
13	51500	53000	53500	55500	57000	58500	62600	
14	52500	54000	54500	56500	58000	59500	63800	
15	53500	55000	55500	57700	59200	60700	65000	
16	54500	56000	56500	58900	60400	61900	66200	
17			57500	60100	61600	63100	67400	
18			58500	61300	62800	64300	68600	
19				62500	64000	65500	69800	
20				63700	65200	66700	71000	
21-23				64900	66400	67900	72200	
24-26				66100	67600	69100	73400	
27-28				67300	68800	70300	74600	



9/13/2022

To follow is the salary schedule followed by the Island Park Charter School.

Career			
Ladder Level	Base	BA/BS+24	MA/ED/DR
	Salary-BA	Salary-BA+24	Salary-MA
R1	\$40,742	\$42,742	\$44,242
R2	\$41,486	\$43,486	\$44,986
R3	\$42,231	\$44,231	\$45,731
P1	\$43,488	\$45,488	\$46,988
P2	\$45,302	\$47,302	\$48,802
P3	\$47,116	\$49,116	\$50,616
P4	\$48,930	\$50,930	\$52,430
P5	\$50,743	\$52,743	\$54,243
AP1	\$53,478	\$55,478	\$56,978
AP2	\$54,442	\$56,442	\$57,942
AP3	\$55,389	\$57,389	\$58,889

Board Chair, Ron Folsom

544 Mosaics Public Charter School

2022-23 Salary Schedule

	BA	BA + 24	MA
R1	\$ 41,000	\$ 41,000	\$ 41,000
R2	\$ 42,000	\$ 42,000	\$ 42,000
R3	\$ 42,750	\$ 42,750	\$ 42,750
P1	\$ 44,000	\$ 46,000	\$ 47,500
P2	\$ 45,250	\$ 47,250	\$ 48,750
P3	\$ 46,750	\$ 48,750	\$ 50,250
P4	\$ 48,750	\$ 50,750	\$ 52,250
P5	\$ 51,000	\$ 53,000	\$ 54,500
AP1	\$ 52,750	\$ 54,750	\$ 56,250
AP2	\$ 54,250	\$ 56,250	\$ 57,750
AP3	\$ 55,750	\$ 57,750	\$ 59,250

549 Gem Prep Meridian North

Proposed 22-23 Instructional and Pupil Services Staff Salary Schedule

	Lane 1	Lane 2	Lane 3	Lane 4
	BA	BA + 24	MA BA + 36	MA + 24 BA + 60
Alt Auth	\$43,000			
1	\$44,000	\$53,000	\$53,500	\$53,500
2	\$44,000	\$53,000	\$53,500	\$53,500
3	\$44,440	\$53,530	\$54,035	\$58,000
4	\$44,884	\$54,065	\$54,575	\$58,580
5	\$45,333	\$54,606	\$55,121	\$59,752
6	\$45,787	\$55,152	\$55,672	\$60,349
7	\$46,244	\$55,704	\$56,229	\$60,953
8		\$56,261	\$56,791	\$61,562
9		\$56,823	\$57,359	\$62,178
10		\$57,391	\$57,933	\$62,800
11		\$57,965	\$58,512	\$63,428
12		\$58,545	\$59,097	\$64,062
13			\$59,688	\$64,702
14			\$60,285	\$65,349
15			\$60,888	\$66,003
16				\$66,663
17				\$67,330
18				\$68,003
19				\$68,683
20				\$69,370

550 Doral Academy of Idaho

From: [Maleesa Ibarra](#)
To: [Tania Scurtu](#)
Cc: [JULIANNA TURLEY](#)
Subject: RE: Salary Schedule Submission Reminder
Date: Monday, October 17, 2022 3:21:08 PM

CAUTION: This email originated outside the State of Idaho network. Verify links and attachments BEFORE you click or open, even if you recognize and/or trust the sender. Contact your agency service desk with any concerns.

Tania,

We currently do not have a separate salary ladder that has been adopted by our school board. We are currently using the Career Ladder amounts set by the state without any modifications. Please let us know if there are additional forms to fill out.

Thank you,

Maleesa Ibarra

Office Manager

Doral Academy of Idaho

2511 W Cherry Lane
Meridian, ID 83642
Office: 208-639-2459
Fax: 208-639-9139

From: Tania Scurtu <tscurtu@sde.idaho.gov>
Sent: Monday, October 17, 2022 11:50 AM
To: Maleesa Ibarra <Maleesa.Ibarra@doralidaho.org>
Subject: RE: Salary Schedule Submission Reminder

Hello Maleesa!

I don't have a submission for Doral yet. If I don't hear from anyone soon who should I contact again? If there are any questions about it please let me know.

Tania Goretoy

Program Information Coordinator
Public School Finance
Superintendent of Public Instruction's Office
Phone: (208) 332-6841

From: Maleesa Ibarra <Maleesa.Ibarra@doralidaho.org>
Sent: Monday, October 17, 2022 11:08 AM
To: Tania Scurtu <tscurtu@sde.idaho.gov>
Subject: RE: Salary Schedule Submission Reminder

CAUTION: This email originated outside the State of Idaho network. Verify links and attachments BEFORE you

Pinecrest Academy of Idaho #553

202-2023

Career Ladder

Years of Experience	State's Base	BA	MA
R1	40742	40742	44242
R2	41486	41486	44986
R3	42231	42231	45731
P1	43488	43488	46988
P2	45302	45302	48802
P3	47116	47116	50616
P4	48930	48930	52430
P5	50743	50743	54243
AP1	53478	53478	56978
AP2	54442	54442	57942
AP3	55389	55389	58889

2022-23 Pinecrest Academy of Idaho employees are paid according to the Idaho State's career ladder with no adjustments. A 3500 stipend is given per year to teachers with a Masters degree in addition to their base salary.

**Canyon-Owyhee School Service Agency
Career Ladder
2022-2023**

2022-2023 Career Ladder Placement	2022-2023 Career Ladder Allocation
Res/Prof 1	\$40,742
Res/Prof 2	\$41,486
Res/Prof 3	\$42,231
Prof 1	\$43,488
Prof 2	\$45,302
Prof 3	\$47,116
Prof 4	\$48,930
Prof 5	\$50,743
AP 1	\$53,478
AP 2	\$54,442
AP3	\$55,389

*No full-time instructional/pupil services staff member shall be paid less than the minimum dollar amount on the career ladder residency compensation rung pursuant to section 33-1004B, Idaho Code, for the applicable fiscal year.

1. Psychologist, speech-language pathologists and occupational therapists holding Master's Degree or higher or holding more than one bachelor's degree will receive an additional \$5,000 above their placement on the career ladder.
2. The school district provides \$686.40 per month toward the following fringe benefits: Health, Dental, Employee Assistance Program and Life Insurance (\$20,000).
3. Extra pay for duties or extended contract will be determined by the Director and the Board of Trustees.
4. An annual non-property right stipend will be given to individuals holding a BA/OS+24 or MA degree, provided the individual is eligible to receive the stipend as determined by the State Department of Education (SDE). The amount will be determined by the Director and the Board of Trustees each year and paid out to the employee in June if applicable.
5. An annual non-property right stipend will be given to individuals holding a Career Technical Education Occupational Specialist certificate in the area for which they are teaching, provided the individual is eligible to receive the stipend as determined by the State Department of Education (SDE). The amount will be determined by the Director and the Board of Trustees each year and paid out to the employee in June if applicable.

Adjustment for Extended Contracts		
One day	1 day	0.0053
One week	5 days	0.0263
Two weeks	10 days	0.0526
Three weeks	15 days	0.0789
One month	20 days	0.1053
One and one-half months	30 days	0.1579
Two months	40 days	0.2105
Three months	60 days	0.3158

Thomas Jefferson Charter School
 2022-2023 Salary Schedule Instructional Staff and Pupil Services Staff
 Based on 169 day contract
 Approved by the Board of Directors June 14, 2022

Completed Yrs. of Exp.	SDE Career Ladder	BA	BA +60	
	Placement		MA +24	MA +36
0	R1	\$41,500	\$41,500	\$41,500
1	R2	\$41,500	\$41,500	\$41,500
2	R3	\$41,500	\$41,500	\$41,500
3	R3	\$41,500	\$41,500	\$41,500
3	P1	\$45,500	\$45,500	\$45,500
4	P2	\$45,500	\$45,500	\$45,500
5		\$51,000	\$51,000	\$51,000
6		\$51,000	\$51,000	\$51,000
7		\$51,000	\$51,000	\$51,000
8		\$51,000	\$51,000	\$51,000
9		\$51,000	\$51,000	\$51,000
10		\$61,000	\$61,000	\$61,000
11		\$61,000	\$61,000	\$66,000
12		\$61,000	\$66,000	\$66,000
13		\$61,000	\$66,000	\$68,500
Up		\$61,000	\$66,000	\$68,500

Classified:

- 0 to 5 years with TJCS \$18.40/hour
- 6-10 years with TJCS \$21.20/hour
- 11 or more years with TJCS \$23.90/hour
- Spanish E.A. \$23.90/hour
- E.A subbing for teacher \$23.90/hour
- * Classified staff with a teaching certificate in an instructional or E.A. position \$27.00/hour

Certified Supplemental:

Full period extra classes are 1/8 of the \$51,000.00 salary schedule step \$6,375.00/class Half
 period extra classes are 1/16 of the \$51,000.00 salary schedule step \$3,188.00/class Health will
 be 1/8 of the \$51,000.00 salary schedule step, minus salary of E.A.
 monitoring the class varies
 Certified staff completing a masters degree with **nine (9)** or less years of experience will earn an
 additional \$1,250.00

* change effective for new hires after 07/01/2022.



Dear Tania,

Please find below the 2022-2023 Salary Schedule for Alturas Preparatory Academy.

Alturas Salary Schedule 2022-2023														
Career Ladder Level	Base					BA/BS+24					BA+60/ MA/ED/DR			
	Salary BA	Increase from Going Up Ladder			Total Resulting Pay	Salary BA+24	Increase from Going Up Ladder			Total Resulting Pay	Salary Master and Above	Increase from Going Up Ladder		
		Fed Allocation	Total Increase				Fed Allocation	Total Increase				Fed Allocation	Total Increase	
R1	\$40,742				\$0	\$40,742				\$40,742	\$40,742			
R2	\$41,486	\$1,117	2.77%	\$1,787	\$2,904	\$44,390	\$41,486	2.77%	\$1,787	\$2,904	\$44,390	\$41,486	\$617	1.51%
R3	\$42,231	\$1,241	3.03%	\$1,715	\$2,956	\$45,187	\$42,231	3.03%	\$1,715	\$2,956	\$45,187	\$42,231	\$741	1.79%
P1	\$43,488	\$1,877	4.51%	\$1,167	\$3,044	\$46,532	\$43,488	9.32%	-\$693	\$3,184	\$48,672	\$46,988	\$4,877	11.58%
P2	\$45,302	\$2,311	5.38%	\$860	\$3,171	\$48,473	\$47,302	5.14%	\$1,000	\$3,311	\$50,613	\$48,802	\$2,311	4.97%
P3	\$47,116	\$2,280	5.09%	\$1,018	\$3,298	\$50,414	\$49,116	4.87%	\$1,158	\$3,438	\$52,554	\$50,616	\$2,280	4.72%
P4	\$48,930	\$2,249	4.82%	\$1,176	\$3,425	\$52,355	\$50,930	4.62%	\$1,316	\$3,565	\$54,495	\$52,430	\$2,249	4.48%
P5	\$50,743	\$2,217	4.57%	\$1,335	\$3,552	\$54,295	\$52,743	4.39%	\$1,475	\$3,692	\$56,435	\$54,243	\$2,217	4.26%
AP1	\$53,478	\$3,108	6.17%	\$635	\$3,743	\$57,221	\$55,478	5.93%	\$775	\$3,883	\$59,361	\$56,978	\$3,108	5.77%
AP2	\$54,442	\$1,708	3.24%	\$2,103	\$3,811	\$58,253	\$56,442	3.12%	\$2,243	\$3,951	\$60,393	\$57,942	\$1,708	3.04%
AP3	\$55,389	\$2,182	4.10%	\$1,695	\$3,877	\$59,266	\$57,389	3.95%	\$1,835	\$4,017	\$61,406	\$58,889	\$2,182	3.85%



RISE CHARTER SCHOOL

Dear Tania,

Please find below the 2022-2023 Salary Schedule for RISE Charter School.

RISE 2022/2023 SALARY SCHEDULE														
Career Ladder Level	Base			Fed \$1500	BA/BS+24					Fed \$1500	2020/21 BA+60/ MA/ED/DR			
	Salary BA	Increase from Going Up Ladder			Salary BA+24	Increase from Going Up Ladder		Increase from Additional Education			Salary MA	Increase from Going Up Ladder		Increase from Additional Education
R1	\$40,742				\$40,742						\$40,742			
R2	\$41,486	\$1,117	2.77%	3.6%	\$41,486	\$1,117	2.77%	\$0	0.00%	3.6%	\$41,486	\$1,117	2.77%	\$0 0.00%
R3	\$42,231	\$1,241	3.03%	3.6%	\$42,231	\$1,241	3.03%	\$0	0.00%	3.6%	\$42,231	\$1,241	3.03%	\$0 0.00%
P1	\$43,488	\$1,877	4.51%	3.4%	\$45,488	\$3,877	9.32%	\$2,000	4.81%	3.3%	\$46,988	\$5,377	12.92%	\$1,500 3.60%
P2	\$45,302	\$2,311	5.38%	3.3%	\$47,302	\$2,311	5.14%	\$2,000	4.45%	3.2%	\$48,802	\$2,311	4.97%	\$1,500 3.23%
P3	\$47,116	\$2,280	5.09%	3.2%	\$49,116	\$2,280	4.87%	\$2,000	4.27%	3.1%	\$50,616	\$2,280	4.72%	\$1,500 3.10%
P4	\$48,930	\$2,249	4.82%	3.1%	\$50,930	\$2,249	4.62%	\$2,000	4.11%	2.9%	\$52,430	\$2,249	4.48%	\$1,500 2.99%
P5	\$50,743	\$2,217	4.57%	3.0%	\$52,743	\$2,217	4.39%	\$2,000	3.96%	2.8%	\$54,243	\$2,217	4.26%	\$1,500 2.88%
AP1	\$53,478	\$3,108	6.17%	2.8%	\$55,478	\$3,108	5.93%	\$2,000	3.82%	2.7%	\$56,978	\$3,108	5.77%	\$1,500 2.78%
AP2	\$54,442	\$1,708	3.24%	2.8%	\$56,442	\$1,708	3.12%	\$2,000	3.65%	2.7%	\$57,942	\$1,708	3.04%	\$1,500 2.67%
AP3	\$55,389	\$2,655	5.03%	2.7%	\$57,389	\$2,182	3.99%	\$2,000	3.65%	2.6%	\$58,889	\$2,655	4.72%	\$1,500 2.67%



Hi Tania,

Please find below the 2022-2023 Salary Schedule for Cardinal Academy

CARDINAL ACADEMY 2022-2023 SALARY SCHEDULE

	BA	BA + 24	MA	
Residency				
RP1	\$45,500			
RP2	\$48,000			
RP3	\$49,500			
Professional				
P1	\$54,500	\$56,500	\$58,000	
P2	\$57,000	\$59,000	\$60,500	
P3	\$59,000	\$61,000	\$62,500	
P4	\$62,113	\$64,113	\$65,613	
P5	\$63,000	\$65,000	\$66,500	
Advanced Professional				
AP1	\$65,500	\$67,500	\$69,000	**
AP2	\$67,500	\$69,500	\$71,000	**
AP3	\$68,887	\$70,887	\$72,387	**

** IF THE STATE ALLOWS MOVMENT TO AP

571 Gem Prep Meridian South

Proposed 22-23 Instructional and Pupil Services Staff Salary Schedule

	Lane 1	Lane 2	Lane 3	Lane 4
	BA	BA + 24	MA BA + 36	MA + 24 BA + 60
Alt Auth	\$43,000			
1	\$44,000	\$53,000	\$53,500	\$53,500
2	\$44,000	\$53,000	\$53,500	\$53,500
3	\$44,440	\$53,530	\$54,035	\$58,000
4	\$44,884	\$54,065	\$54,575	\$58,580
5	\$45,333	\$54,606	\$55,121	\$59,752
6	\$45,787	\$55,152	\$55,672	\$60,349
7	\$46,244	\$55,704	\$56,229	\$60,953
8		\$56,261	\$56,791	\$61,562
9		\$56,823	\$57,359	\$62,178
10		\$57,391	\$57,933	\$62,800
11		\$57,965	\$58,512	\$63,428
12		\$58,545	\$59,097	\$64,062
13			\$59,688	\$64,702
14			\$60,285	\$65,349
15			\$60,888	\$66,003
16				\$66,663
17				\$67,330
18				\$68,003
19				\$68,683
20				\$69,370



2022-2023 SALARY SCHEDULE

RP1	\$ 48,443.00
RP2	\$ 49,188.00
RP3	\$ 49,933.00
P1	\$ 56,056.00
P2	\$ 58,394.00
P3	\$ 60,733.00
P4	\$ 63,071.00
P5	\$ 65,966.00
AP1	\$ 69,521.00
AP2	\$ 70,775.00
AP3	\$ 72,006.00



2022-2023 SALARY SCHEDULE

RP1	\$ 48,443.00
RP2	\$ 49,188.00
RP3	\$ 49,933.00
P1	\$ 56,056.00
P2	\$ 58,394.00
P3	\$ 60,733.00
P4	\$ 63,071.00
P5	\$ 65,966.00
AP1	\$ 69,521.00
AP2	\$ 70,775.00
AP3	\$ 72,006.00

ARTICLE I: SALARY SCHEDULE

For the 2022-2023 school year only, the following provisions shall be in effect. The standard base contract, and the corresponding Salary Schedule, shall be based on 187 days.

Teachers are contracted to work 187 days; there will be four full non-student contact days, termed Professional Learning Days, throughout the school year that are to be used as follows: 3 hours 30 minutes of each of these days are professional development AM/PM sessions (both District and building designed), 1 hour for lunch/transition, 2 hours for collaborative teams / PLC at Work and 1 hour 30 minutes for teacher prep time.

Each eligible 2022-2023 certified employee will receive the amount stated in the ARPA funds, as identified by the State Department of Education, less applicable taxes, and benefits. The first distribution will occur on or before October 15, 2022, for certified staff hired on or before September 30, 2022, and employed as of September 30, 2022. A second distribution will occur on November 15, 2022, for those eligible certified employees hired between October 1, 2022, and October 15, 2022, and employed as of October 31, 2022.

**See Paragraph E of this article for information regarding the Occupational Specialist Certificate enhancement.*

2022-2023 Salary Schedule				
		BA	BA +24	MA
Residency	1	\$40,742		
Residency	2	\$41,720		
Residency	3	\$42,680		
Professional	1	\$43,600	\$45,600	\$47,100
Professional	2	\$44,821	\$46,821	\$48,321
Professional	3	\$46,076	\$48,076	\$49,576
Professional	4	\$47,366	\$49,366	\$50,866
Professional	5	\$48,692	\$50,692	\$52,192
Professional	6	\$50,055	\$52,055	\$53,555
Professional	7	\$51,457	\$53,457	\$54,957
Professional	8	\$52,898	\$54,898	\$56,398
Professional	9	\$54,379	\$56,379	\$57,879
Professional	10	\$55,902	\$57,902	\$59,402
Legacy	1	\$57,606	\$59,606	\$61,106
Legacy	2	\$59,622	\$61,622	\$63,122
Legacy	3	\$61,709	\$63,709	\$65,209
Legacy	4	\$63,869	\$65,869	\$67,369
Legacy	5	\$66,104	\$68,104	\$69,604
Legacy	6	\$68,418	\$70,418	\$71,918
Legacy	7	\$71,155	\$73,155	\$74,655

Loyalty Enhancement*	
In order to be eligible for Loyalty Enhancement, employees must have a professional endorsement and either a BA +24 or master's degree.	
Years of District Service	Amount of Enhancement
18-19	\$500
20-24	\$1,000
25-29	\$1,500
30-34	\$2,000
35+	\$3,000

**Employees who have been continuously employed by the District and who received Career Enhancement during the 2014-2015 school year at a higher rate than they would be entitled to receive per the table above will be grandfathered in. They will continue to receive Career Enhancement at the same rate as received in 2014-2015 until such time the amount to which they are entitled per the above table is greater than the amount they receive through Career Enhancement.*

- A. All Certified Staff with a year of experience during the 2021-2022 school year will advance one rung on the salary schedule for the 2022-2023 school year. Eligible employees must have worked one semester as a 1.0 FTE Employee under contract or one contract year of .50 FTE or greater employment in order to advance a rung and meet the applicable performance criteria for movement on the Salary Schedule. See Idaho Statutes 33-1001 and 33-1004B. Employees on probation will not advance on the Salary Schedule.
- B. Placement on the 2022-2023 Salary Schedule for experienced new hires for 2022-2023 will be placed on the salary schedule according to Appendix A.
- C. Employees must request and review full and official transcripts from all universities prior to submitting the transcript(s) to the District. Only those official transcripts submitted to the District by the last Friday in September will be eligible for Salary Schedule placement purposes and for the BA +24 or master's allocation.
- D. The second and third column of the salary schedule include the BA +24 and the master's allocation. To receive either of these allocations, credits must be submitted to the District on or before the last Friday of September. To qualify for this allocation, the Employee must possess a professional endorsement as defined in Idaho Code 33-1201A.
- E. In order to receive the Professional with Occupational Specialist Certificate (OSC) allocation, the certificated employee must be holding an occupational specialist certificate in the area for which they are teaching as a part of the career technical education instructional staff. The funding that we receive from the State of Idaho for an individual employee will be passed through to that employee as the OSC allocation. Employees eligible for either the BA +24 or master's allocation in addition to the OSC allocation will receive these monies in the same manner stated above (section D).
- F. Qualified employees employed as School Psychologists, Speech Language Pathologists, Occupational Therapists, Physical Therapists and any other specialist (Qualified Specialist) that is required for IEP services that must have a master's degree prior to receiving a

teaching certificate will receive an enhancement that is equal to 11.5% of Legacy Rung 7 multiplied by their FTE as a Qualified Specialist (Enhancement).

Requirements to qualify for the Enhancement are as follows:

- i. School Psychologist: Completion of an accredited program in school psychology; a minimum of a 1,000-hour school psychology internship completed including clinical practicum; and Idaho certification as a School Psychologist.
 - ii. Occupational Therapist: Pupil Personnel Certificate from the State Department of Education, licensed through the Division of Occupational and Professional Licenses (DOPL) and continuing education for renewal.
 - iii. Physical Therapist: Pupil Personnel Certificate from the State Department of Education, licensed through the Division of Occupational and Professional Licenses (DOPL) and continuing education for renewal.
 - iv. Speech Language Pathologist: Pupil Personnel Certificate from the State Department of Education, ASHA certification (CCCs) and licensed through the Division of Occupational and Professional Licenses (DOPL) and continuing education for renewal.
- G. Individual adjustment in the Salary Schedule shall not be made except as provided for in the Supplemental Salary Schedule or as otherwise addressed in this Agreement.
- H. Requirements for School Nurses are as follows: A state-certified "R.N." will be considered equivalent to a BA. Initial placement on the Salary Schedule will be on Professional Rung 1. Continuing education units (CEU) will be accepted at a ratio of fifteen (15) CEUs for one (1) college credit.
- I. A professional development stipend of \$407.42 annually (1% of the minimum certified salary amount) will be provided to all Employees for the 2022-2023 school year. This amount will be prorated based upon the Employee's full-time equivalency (FTE). This stipend will be paid out one twelfth (1/12) per month and separately identified as a professional development stipend on the Employee's pay stub.
- J. Corrections to an Employee's contracted salary amount from the 2022-2023 school year must be requested on or before December 1, 2022, and the correction will be made within the next sixty (60) calendar days.
- K. Employees retained to replace an Employee on official leave will be issued a contract for the length of the leave of the Employee they are replacing. Accordingly, the contract may be for a duration of less than 187 days.
- L. The Board agrees to provide two (2) additional release periods for the Middle School Activities Directors.
- M. All full-time equivalent Employees shall have an eight (8) hour workday, during which time they are expected to be present upon the school's property, unless otherwise arranged through the Employee's Building Administrator (refer to Policy 401.6 Workday).

The District will work collaboratively with the Association should a revision to Policy 401.6 Workday be necessary. This collaboration will occur prior to any revisions being presented to the Board of Trustees.

- N. Any Employee who travels between schools for their assignment, and whose travel between schools occurs during their preparation period or duty-free lunch shall communicate such concern to their Building Administrator for review and possible accommodations where appropriate. If a Building Administrator finds that an Employee has an assignment that cannot be accommodated through discussion at the Building-level, the District shall be contacted to address possible solutions for the accommodations. In addition, Employees who travel between schools shall be given notice of expected locations, times, and critical development meetings for no-contact days.
- O. If administration requests an Employee cover a class other than their own or supervise students other than those regularly assigned to the Employee, the Employee will be compensated at \$40.00 per hour.
- P. Elementary Overcrowded Stipend – Pursuant to Board Policy 601.30, elementary classrooms are eligible for one hour of overcrowded aide assistance for every student that is enrolled in the classroom over the enrollment numbers stated in Policy 601.30. Elementary Employees shall have the option to waive the opportunity to have an aide in the classroom at their discretion, provided they meet the following requirements:
- i. The Elementary Employee must be on the Professional Rung 1 or beyond.
 - ii. The Elementary Employee must not be on an improvement plan.
 - iii. The Elementary Employee must not have any documented classroom management concerns in the current or previous school year.
 - iv. The only exception to the above requirements is when an aide is not available or cannot be placed in the classroom during instructional time. If this is the case, the Elementary Employee will be compensated pro rata for the time that the aide was not available to assist during the allotted instructional time.

The stipend amount available to the Elementary Employee is as follows:

- i. \$200 per month per student over the stated enrollment levels identified in Policy 601.30
 - a. This amount will be prorated during the month(s) based upon number of days that the overcrowded situation existed.
 - ii. The option available for Kindergarten through Third grade will be limited to the first two students above the enrollment level (this limit will be waived if no aide is available).
 - iii. The option available for Fourth and Fifth grade will be limited to the first three students above the enrollment level (this limit will be waived if no aide is available).
- Q. Placement for all certified staff, including but not limited to, counselors, speech language pathologists, occupational therapists, physical therapists, that are required under Idaho law to earn a master's degree prior to receiving a teaching certificate.
- i. Initial placement shall be on Residency 3
 - ii. Will be paid the MA education allocation prior to receiving their professional endorsement
 - iii. Current employees will be placed at a minimum of Professional 1

R. Terms and conditions in this Agreement supersede all previous Contracts.

APPENDIX A

Completed Years of Certified Service	Placement on West Ada Salary Schedule	
-	Residency	1
1	Residency	2
2	Residency	3
3	Professional	1
4	Professional	2
5	Professional	3
6	Professional	4
7	Professional	5
8-11	Professional	6
12-14	Professional	7
15	Professional	8
16	Professional	9
17	Professional	10
18-20	Legacy	1
21	Legacy	2
22	Legacy	3
23	Legacy	4
24	Legacy	5
25	Legacy	6
26 or Greater	Legacy	7

New employees will be placed on the Salary Schedule based upon qualified completed years of service according to I.C. 33-1004A(2).

Cost Projection - 2022-23

Projected

FTE

FTE Data - W/ 10 Professional Cells

Salary Data

		BA	BA +24	MA		BA	BA +24	MA
Residency	1	120.00000	-	-		40,742	42,742	44,242
Residency	2	94.13334	-	-		41,720	43,720	45,220
Residency	3	97.93334	-	0.50000		42,680	44,680	46,180
Professional	1	58.13334	-	7.20000		43,600	45,600	47,100
Professional	2	59.12668	10.33334	39.00334		44,821	46,821	48,321
Professional	3	57.00001	10.26667	38.11666		46,076	48,076	49,576
Professional	4	64.68750	6.83334	50.41668		47,366	49,366	50,866
Professional	5	72.85002	15.10000	44.10000		48,692	50,692	52,192
Professional	6	120.25002	50.08333	81.71668		50,055	52,055	53,555
Professional	7	0.51875	5.50000	8.76667		51,457	53,457	54,957
Professional	8	17.13334	37.33333	51.46667		52,898	54,898	56,398
Professional	9	6.00000	27.00000	36.70000		54,379	56,379	57,879
Professional	10	-	18.16668	33.33335		55,902	57,902	59,402
Legacy	1	-	17.66667	32.53334		57,606	59,606	61,106
Legacy	2	2.00000	19.20000	37.50001		59,622	61,622	63,122
Legacy	3	1.60000	4.66667	7.83334		61,709	63,709	65,209
Legacy	4	1.00000	38.10001	36.24763		63,869	65,869	67,369
Legacy	5	2.00000	63.60000	105.65001		66,104	68,104	69,604
Legacy	6	-	11.37500	5.66668		68,418	70,418	71,918
Legacy	7	-	185.85001	255.25669		71,155	73,155	74,655

Total

All Certified Staff with a year of experience during the 2021-22 school year will advance one rung on the salary schedule for the 2022-2023 school year

Any certified employee that has a Professional Endorsement or an Advanced Professional Endorsement will be paid the minimum salary based upon the State Career Ladder Professional 1 amount or the Advanced Professional 1 amount, respectively

794 Payette River Technical Academy

From: [Patrick Goff](#)
To: [Tania Scurtu](#)
Subject: Salary Schedule
Date: Wednesday, October 12, 2022 1:35:57 PM

CAUTION: This email originated outside the State of Idaho network. Verify links and attachments BEFORE you click or open, even if you recognize and/or trust the sender. Contact your agency service desk with any concerns.

We use Emmett School District's salary (career) ladder.

Patrick B. Goff
Superintendent/Principal
PR2TA

ARTICLE XIII – COMPENSATION

1. Salary Schedule for Professional Employees

Certified Salary Schedule 2022-2023 School Year

	BA	BA Plus 24	MA
R1	\$ 40,750	\$41,000	\$41,500
R2	\$ 41,000	\$41,500	\$42,000
R3	\$ 41,500	\$42,000	\$43,000
A	\$ 43,500	\$44,000	\$44,500
B	\$ 44,101	\$44,880	\$45,613
C	\$ 44,701	\$45,778	\$46,753
D	\$ 45,302	\$46,693	\$47,922
E	\$ 46,209	\$47,627	\$49,120
F	\$ 47,116	\$48,580	\$50,348
G		\$49,551	\$51,606
H		\$50,542	\$52,897
I		\$51,553	\$54,219
J		\$52,584	\$55,574
K		\$53,636	\$56,964
L	Grandfathered 2021	\$54,708	\$58,388
M	Grandfather	\$55,803	\$59,848
N	Grandfather	\$56,919	\$61,344
O	Grandfather	\$58,057	\$62,877
P	Grandfather	\$59,218	\$64,449
Q	Grandfather	\$60,403	\$66,061
R	Grandfather	\$61,611	\$67,712
S	Grandfather	\$62,843	\$69,405

	Must be continuously employed within the Emmett School District to be eligible for this stipend
Years	
10 to 14	\$500.00
15-19	\$1,000.00
20 plus	\$1,250.00
	Sunset June 2023
	Advanced Professional \$750

Appendix A	New hire placement grid		
Completed Years	Placement on Emmett Salary Schedule	Placement	
	- Residency	1	
1	Residency	2	
2	Residency	3	
3	Professional	A	Professional 1
4	Professional	B	
5	Professional	C	Professional 2
6	Professional	D	
7	Professional	E	Professional 3
8	Professional	F	
9	Professional/Advanced Professional	G	Professional 4
10	Professional/Advanced Professional	H	
11	Professional/Advanced Professional	I	
12	Professional/Advanced Professional	J	Professional 5
13	Professional/Advanced Professional	K	
14	Professional/Advanced Professional	L	
15	Professional/Advanced Professional	M	
16	Professional/Advanced Professional	N	
17	Professional/Advanced Professional	O	
18	Professional/Advanced Professional	P	
19	Professional/Advanced Professional	Q	
20	Professional/Advanced Professional	R	
21	Professional/Advanced Professional	S	
	Employees must meet the BA/MA * qualifications		
	Initial Placement above step K is capped * at step M without Superintendent approval		
	Out of state new hires will be placed dependent on State Department of Education Placement on the career * ladder.		

795 Idaho Arts Charter School

From: [Janne Goetz](#)
To: [Tania Scurtu](#)
Subject: Re: Salary Schedule Collection
Date: Wednesday, September 14, 2022 7:43:11 AM

CAUTION: This email originated outside the State of Idaho network. Verify links and attachments BEFORE you click or open, even if you recognize and/or trust the sender. Contact your agency service desk with any concerns.

Hi Tania,

This will be my first year supplying you with this information, is the following sufficient for Idaho Arts Charter School, or do you prefer an attachment?

		Funding									
		2022-2023	Place			BA	BA24	MA	MA36		
				Index		1	2	3	4		
Year 1	\$	40,742.00	R1	1	\$	42,000	\$ 42,000	\$ 42,000	\$ 42,000		
Year 2	\$	41,486.00	R2	2	\$	42,500	\$ 42,500	\$ 42,500	\$ 42,500		
Year 3	\$	42,231.00	R3	3	\$	43,000	\$ 44,000	\$ 44,000	\$ 44,000		
Year 4	\$	43,488.00	P1	4	\$	44,000	\$ 46,000	\$ 47,500	\$ 49,000		
Year 5	\$	45,302.00	P2	5	\$	45,000	\$ 47,000	\$ 48,250	\$ 54,400		
Year 6	\$	47,116.00	P3	6	\$	46,000	\$ 48,000	\$ 49,250	\$ 56,500		
Year 7	\$	48,930.00	P4	7	\$	46,500	\$ 50,000	\$ 51,500	\$ 58,000		
Year 8	\$	50,743.00	P5.08	8	\$	46,500	\$ 51,500	\$ 53,000	\$ 60,000		
Year 9	\$	50,743.00	P5.09	9	\$	46,500	\$ 52,500	\$ 54,500	\$ 62,500		
Year 10	\$	50,743.00	P5.10	10	\$	46,500	\$ 53,000	\$ 56,000	\$ 64,000		
Year 11 +	\$	50,743.00	P5.11	11	\$	46,500	\$ 54,000	\$ 58,000	\$ 67,000		
	\$	53,478.00	AP1	12	\$	46,500	\$ 56,000	\$ 60,500	\$ 69,000		
	\$	54,442.00	AP2	13	\$	46,500	\$ 57,000	\$ 63,000	\$ 71,500		
	\$	55,389.00	AP3	14	\$	46,500	\$ 58,000	\$ 64,000	\$ 73,000		

Bonus Added in already
 BA+24 \$ 2,000.00
 MA \$ 3,500.00

Thank you!



On Thu, Sep 1, 2022 at 8:26 AM Tania Scurtu <tscurtu@sde.idaho.gov> wrote:

Good Morning,

Each year per Idaho Code 33-1004E (1) and (5), the School Districts and Charter Schools of Idaho are required to submit their local salary schedule for **instructional and pupil service staff** to the State Department of Education. These documents need to be submitted to Tania

796 Gem Prep Nampa

Proposed 22-23 Instructional and Pupil Services Staff Salary Schedule

	Lane 1	Lane 2	Lane 3	Lane 4
	BA	BA + 24	MA BA + 36	MA + 24 BA + 60
Alt Auth	\$43,000			
1	\$44,000	\$53,000	\$53,500	\$53,500
2	\$44,000	\$53,000	\$53,500	\$53,500
3	\$44,440	\$53,530	\$54,035	\$58,000
4	\$44,884	\$54,065	\$54,575	\$58,580
5	\$45,333	\$54,606	\$55,121	\$59,752
6	\$45,787	\$55,152	\$55,672	\$60,349
7	\$46,244	\$55,704	\$56,229	\$60,953
8		\$56,261	\$56,791	\$61,562
9		\$56,823	\$57,359	\$62,178
10		\$57,391	\$57,933	\$62,800
11		\$57,965	\$58,512	\$63,428
12		\$58,545	\$59,097	\$64,062
13			\$59,688	\$64,702
14			\$60,285	\$65,349
15			\$60,888	\$66,003
16				\$66,663
17				\$67,330
18				\$68,003
19				\$68,683
20				\$69,370

Moscow Charter School

Instructional Salary Schedule

2022-2023 School Year

CL Level	Earnings 1/Rate	FTE
P5	Kindergarten Salary 50,743.00	1
AP3 + M	1st Grade Teacher Salary 58,889.00	1
AP3 + M	2nd Grade Teacher Salary 58,889.00	1
R3	3rd Grade Teacher Salary 42,231.00	1
P5 + M	4th Grade Teacher Salary 54,243.00	1
R2	5th Grade Teacher Salary 41,486.00	1
P4	6/7/8 Language Arts Teacher Sal 48,930.00	1
P2	6/7/8 Math Teacher Salary 45,302.00	1
AP3 + BA24	6/7/8 Science Teacher Salary 57,389.00	1
P1	Middle School Electives Teacher 43,488.00	1
P4	K-5 Art Teacher 5,872.00	0.12
P1 + M	K-5 Key/Robo/PE Teacher 11,277.00	0.24
R1	K-8 Music/Theater Teacher 9,778.00	0.24
P5 + M	Special Ed Salary 54,243.00	1
P2 + M	School Counselor 48,802.00	1
P1 + M	School Psychologist 6,108.00	0.13
	Principal Salary 93,190.00	1

From: [Lashelle Wilson](#)
To: [Tania Scurtu](#)
Subject: Re: Salary Schedule Collection
Date: Tuesday, October 4, 2022 9:02:27 PM
Attachments: [2022-2023 Salary Schedule.pdf](#)

CAUTION: This email originated outside the State of Idaho network. Verify links and attachments BEFORE you click or open, even if you recognize and/or trust the sender. Contact your agency service desk with any concerns.

Here is our salary schedule...for all positions, minus the administrator, we pay based on where the teacher falls on the career ladder and what they have received for their education allocation. If another teacher were to take over say the 1st grade position, if they were not on the same career ladder level that the current teacher is they would not get the same salary. Any questions, please let me know.

Lashelle Wilson
Business Manager
Moscow Charter School
208-883-3195 x 102

On Thu, Sep 1, 2022 at 7:26 AM Tania Scurtu <tscurtu@sde.idaho.gov> wrote:

Good Morning,

Each year per Idaho Code 33-1004E (1) and (5), the School Districts and Charter Schools of Idaho are required to submit their local salary schedule for **instructional and pupil service staff** to the State Department of Education. These documents need to be submitted to Tania Goretoy tscurtu@sde.idaho.gov no later than **October 15th, 2022**.

Please note the following:

Per Idaho Code 33-1001(17), the instructional and pupil service salary schedules must be “adopted” by your School District or Charter School.

Per Idaho Code 33-1028(1)(f), these instructional and pupil service salary schedules must be reported to the State Legislature by our offices each year, meaning cases where we are unable to obtain one will be marked as “out of compliance” on this report.

If you are using the Career Ladder as your basis for your salary schedule, you must state as such in the documentation you send us. Please **do not** just send a scan of the Career Ladder amounts, we need confirmation that you are using it as is without modification.

Salary Schedules from prior years cannot be resubmitted unless they are also marked as having been adopted for the 22-23 school year.

Salary schedules for administrative staff are not required.