

2024 – 2025 Salary Schedules

LEA	School District/Charter School Name
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001	Boise Independent School District
002	Joint School District No. 2
003	Kuna Joint School District
011	Meadows Valley School District
013	Council School District
021	Marsh Valley Joint School District
025	Pocatello School District
033	Bear Lake County School District
041	St. Maries Joint School District
044	Plummer-Worley Joint School District
052	Snake River School District
055	Blackfoot School District
058	Aberdeen School District
059	Firth School District
060	Shelley School District
061	Blaine County School District
071	Garden Valley School District
072	Basin School District
073	Horseshoe Bend School District
083	West Bonner County School District
084	Lake Pend Oreille School District
091	Idaho Falls School District
092	Swan Valley School District
093	Bonneville Joint School District
101	Boundary County School District

Note: Select the bookmark icon to locate a specific school district or charter school.

111	Butte County Joint School District
121	Camas County School District
131	Nampa School District
132	Caldwell School District
133	Wilder School District
134	Middleton School District
135	Notus School District
136	Melba Joint School District
137	Parma School District
139	Vallivue School District
148	Grace Joint School District
149	North Gem School District
150	Soda Springs Joint School District
151	Cassia County Joint School District
161	Clark County School District
171	Orofino Joint School District
181	Challis School District
182	Mackay School District
191	Prairie Elementary School District
192	Glenns Ferry Joint School District
193	Mountain Home School District
201	Preston Joint School District
202	West Side Joint School District
215	Fremont County Joint School District
221	Emmett Independent School District
231	Gooding Joint School District
232	Wendell School District
233	Hagerman Joint School District

234	Bliss Joint School District
242	Cottonwood Joint School District
243	Salmon River Joint School District
244	Mountain View School District
251	Jefferson County Joint School District
252	Ririe Joint School District
253	West Jefferson School District
261	Jerome Joint School District
262	Valley School District
271	Coeur d'Alene School District
272	Lakeland School District
273	Post Falls School District
274	Kootenai School District
281	Moscow School District
282	Genesee Joint School District
283	Kendrick Joint School District
285	Potlatch School District
287	Troy School District
288	Whitepine Joint School District
291	Salmon School District
292	South Lemhi School District
302	Nezperce Joint School District
304	Kamiah Joint School District
305	Highland Joint School District
312	Shoshone Joint School District
314	Dietrich School District
316	Richfield School District
321	Madison School District

322 Sugar-Salem Joint School District
331 Minidoka County Joint School District
340 Lewiston Independent School District
341 Lapwai School District
342 Culdesac Joint School District
351 Oneida County School District
363 Marsing Joint School District
364 Pleasant Valley Elementary School District
365 Bruneau-Grand View Joint School District
370 Homedale Joint School District
371 Payette Joint School District
372 New Plymouth School District
373 Fruitland School District
381 American Falls Joint School District
382 Rockland School District
383 Arbon Elementary School District
391 Kellogg Joint School District
392 Mullan School District
393 Wallace School District
394 Avery School District
401 Teton County School District
411 Twin Falls School District
412 Buhl Joint School District
413 Filer School District
414 Kimberly School District
415 Hansen School District
416 Three Creek Joint Elementary School District
417 Castleford School District

418 Murtaugh Joint School District
421 McCall-Donnelly Joint School District
422 Cascade School District
431 Weiser School District
432 Cambridge Joint School District
433 Midvale School District
451 Victory Charter School, Inc.
452 Idaho Virtual Academy, Inc.
453 Idaho Virtual High School, Inc. (Richard McKenna)
454 Rolling Hills Public Charter School, Inc.
455 Compass Public Charter School, Inc.
456 Falcon Ridge Public Charter School, Inc.
457 Inspire Academics Inc.
458 Liberty Charter School, Inc.
460 The Academy, Inc.
461 Taylors Crossing Public Charter School, Inc.
462 Xavier Charter School, Inc.
463 Vision Charter School, Inc.
464 White Pine Charter School, Inc.
465 North Valley Academy Charter, Inc.
466 Isucceed Virtual High School, Inc.
468 Idaho Science and Technology Charter School, Inc.
469 Idaho Virtual Education Partners, Inc. (ICON)
470 The Kootenai Bridge Academy , Inc.
472 Palouse Prairie Educational Organization, Inc.
473 The Village Charter School, Inc.
474 Monticello Montessori Charter School, Inc.
475 The Sage International School of Boise, a Public Charter School, Inc.

477 Blackfoot Charter Community Learning Center, Inc.
478 Legacy Public Charter School, Inc.
479 Heritage Academy, Inc.
480 North Idaho Stem Charter Academy, Inc.
481 Heritage Community Charter School, Inc.
482 American Heritage Charter, Inc.
483 Chief Tahgee Elementary Academy, Inc.
485 Idaho STEM Academy, Inc. (Bingham Academy)
487 Sandpoint Charter School, Inc.
488 Syringa Mountain School, Inc.
489 Idaho College and Career Readiness Academy, Inc.
491 Coeur d'Alene Charter Academy, Inc.
492 Anser of Idaho, Inc.
493 North Star Charter School, Inc.
494 The Pocatello Community Charter School, Inc.
495 Alturas International Academy, Inc.
496 Gem Prep: Pocatello, LLC
497 Pathways in Education Nampa, Inc.
498 Gem Prep: Meridian, LLC
499 Future Public School, Inc.
508 Hayden Canyon Charter School, Inc.
511 Peace Valley Charter, Inc.
513 Project Impact Stem Academy, Inc.
523 Elevate Academy, Inc.
528 Sage Interational School Middleton Forge International , LLC
531 Fern-Waters Public Charter School, Inc.
532 Treasure Valley Classical Academy, Inc.
534 Gem Prep: Online, LLC

536 Mountain Community School, Inc.
540 Island Park Charter School, Inc.
544 Mosaics Public School, Inc.
549 Gem Prep: Meridian North, LLC
550 Doral Academy of Idaho, Inc.
553 Pinecrest Academy of Idaho, Inc., Inc.
555 Canyon-Owyhee School Service Agency (COSSA)
559 Thomas Jefferson Charter School, Inc.
560 Alturas Preparatory Academy, Inc.
562 RISE Charter School, Inc.
566 Cardinal Academy Incorporated
571 Gem Prep: Meridian South, LLC
574 Elevate Academy North, LLC
575 Elevate Academy Nampa, LLC
594 Gem Prep Twin Falls
597 Kootenai Classical Academy
618 Pinecrest Academy of Lewiston
619 Promise Academy
633 Elevate East - new
639 Idaho Novus Classical Academy - new
642 Pathways - West Ada - new
645 Idaho Home Learning Academy - new
768 Meridian Technical Charter High School, Inc.
785 Meridian Medical Arts Charter High School, Inc.
794 Payette River Technical Academy, Inc.
795 Idaho Arts Charter School, Inc.
796 Gem Prep: Nampa, LLC
813 Moscow Charter School, Inc.

**INDEPENDENT SCHOOL DISTRICT OF BOISE CITY
BOISE, IDAHO
CERTIFIED SALARY SCHEDULE - BASED ON 190 DAYS (includes 2 CLC days)
2024-25
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 ES/DR
A	48,588	48,946	49,302	49,660	50,017	50,731	51,446	52,203
B	48,946	49,302	49,660	50,017	50,731	51,446	52,203	54,815
C	49,302	49,660	50,017	50,731	51,446	52,203	54,815	57,555
D	49,660	50,017	50,731	51,446	52,203	54,815	57,555	60,433
E	50,017	50,731	51,446	52,203	54,815	57,555	60,433	63,454
F	50,731	51,446	52,203	54,815	57,555	60,433	63,454	66,626
G	50,731	51,446	54,815	57,555	60,433	63,454	66,626	69,958
H	50,731	51,446	57,555	60,433	63,454	66,626	69,958	71,707
I	50,731	51,446	57,555	63,454	66,626	69,958	71,707	73,500
J	50,731	51,446	57,555	63,454	69,958	71,707	73,500	75,337
K	50,731	51,446	57,555	63,454	71,707	73,500	75,337	77,220
L	50,731	51,446	57,555	63,454	73,500	75,337	77,220	79,151
M	50,731	51,446	57,555	63,454	75,337	77,220	79,151	81,131
N	50,731	51,446	57,555	63,454	77,220	79,151	81,131	83,158
O	50,731	51,446	57,555	63,454	79,151	81,131	83,158	85,238
P	50,731	51,446	57,555	63,454	81,131	83,158	85,238	87,369
Q	50,731	51,446	57,555	63,454	81,131	83,158	85,238	89,553

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 \$83,158

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 1st of the contract year. Transcripts must be date stamped in the Human Resources Office by October 1st of the contract year to receive retro pay, effective to the beginning of the school year. Transcripts received after October 1st of the contract year 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 2024-2025 school year. Any reference to future lane or step increases is advisory only and subject to further approval by the Board of Trustees.

2024-2025 Salary Schedule				
		BA	BA +24	MA
Residency	1	\$47,859		
Residency	2	\$48,859		
Residency	3	\$49,859	\$51,859	\$53,359
Professional	1	\$50,859	\$52,859	\$54,359
Professional	2	\$51,414	\$53,414	\$54,914
Professional	3	\$52,710	\$54,710	\$56,210
Professional	4	\$54,042	\$56,042	\$57,542
Professional	5	\$55,412	\$57,412	\$58,912
Professional	6	\$56,819	\$58,819	\$60,319
Professional	7	\$58,267	\$60,267	\$61,767
Professional	8	\$59,755	\$61,755	\$63,255
Professional	9	\$61,285	\$63,285	\$64,785
Professional	10	\$62,857	\$64,857	\$66,357
Legacy	1	\$64,617	\$66,617	\$68,117
Legacy	2	\$66,699	\$68,699	\$70,199
Legacy	3	\$68,854	\$70,854	\$72,354
Legacy	4	\$71,085	\$73,085	\$74,585
Legacy	5	\$73,393	\$75,393	\$76,893
Legacy	6	\$75,783	\$77,783	\$79,283
Legacy	7	\$78,609	\$80,609	\$82,109

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.	
Completed 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.*



KUNA SCHOOL DISTRICT
CERTIFIED
2024/2025 SALARY SCHEDULE

Years	BA+0	BA+24	BA+48	MA	MA+12	MA+36
0	44,500	44,500	44,550	44,600	44,650	44,700
1	44,650	44,650	44,750	44,950	45,050	45,150
2	44,850	44,850	45,000	45,400	45,550	45,800
3	45,100	45,100	45,300	45,900	46,150	46,500
4	49,200	49,550	49,750	50,700	51,000	51,400
5	49,470	49,850	50,150	51,383	51,700	52,282
6	49,740	50,250	50,750	52,170	52,550	53,440
7	50,280	50,750	51,550	53,031	53,550	54,873
8	50,860	51,350	52,550	54,081	54,700	56,582
9	51,535	52,050	53,750	55,394	56,000	58,566
10	52,345	52,850	55,150	56,916	57,500	60,826
11	53,155	53,750	56,750	58,649	59,200	63,362
12	53,155	54,750	58,550	60,591	61,100	66,174
13	53,155	55,850	60,550	62,744	63,200	69,261
14	53,155	57,050	62,750	65,106	65,500	72,623
15	53,155	60,550	67,062	69,206	70,000	77,623

Updated 6/11/2024

ARTICLE I - Salary Schedule

Meadows Valley

Certified Salary Schedule

	2024-2025	2024-2025	2024-2025
STEP	BA	BA+24	MA
RP1	42,525.00		
RP2	44,930.00		
RP3	45,076.00		
P1	45,633.00	47,633.00	49,133.00
P2	47,303.00	49,303.00	50,803.00
P3	47,716.00	49,716.00	51,216.00
P4	48,128.00	50,128.00	51,628.00
P5	48,542.00	50,542.00	52,042.00
P6	50,120.00	52,120.00	53,620.00
P7	51,748.00	53,748.00	55,248.00
P8	53,429.00	55,429.00	56,929.00
P9	55,167.00	57,167.00	58,667.00
P10A	56,959.00	58,959.00	60,459.00
P10B	58,810.00	60,810.00	62,310.00
P10C	60,722.00	62,722.00	64,222.00
P10D	62,692.00	64,692.00	66,192.00

XIV. Council School District Salary Schedule (@ Flat Rate of \$5,905)

013 - Council

2024-2025 Career Ladder Rung	2024-2025 State Salary Amount	2024-2025 CSD Salary Amount
AP5	\$63,000	\$68,905
AP4	\$61,000	\$66,905
AP3	\$59,000	\$64,905
AP2	\$57,000	\$62,905
AP1	\$55,000	\$60,905
P5	\$51,500	\$57,405
P4	\$49,750	\$55,655
P3	\$48,000	\$53,905
P2	\$46,250	\$52,155
P1	\$44,500	\$50,405
R3	\$43,500	\$49,405
R2	\$42,500	\$48,405
R1	\$41,500	\$47,405

Marsh Valley School District 2024 - 2025			
Instructional/Pupil Service Salary			
Career Level	BA	BA+24	MA
R1	\$46,264.00		
R2	\$46,372.00		
R3	\$46,472.00		
P1	\$49,010.00	\$51,010.00	\$52,510.00
P2	\$50,623.00	\$52,623.00	\$54,123.00
P3	\$51,998.00	\$53,998.00	\$55,498.00
P4	\$53,781.00	\$55,781.00	\$57,281.00
P5	\$55,251.00	\$57,251.00	\$58,751.00
P6	\$57,146.00	\$59,146.00	\$60,646.00
P7	\$58,712.00	\$60,712.00	\$62,212.00
P8	\$60,723.00	\$62,723.00	\$64,223.00
P9	\$62,391.00	\$64,391.00	\$65,891.00
P10	\$64,103.00	\$66,103.00	\$67,603.00
AP1	\$59,755.00	\$61,755.00	\$63,255.00
AP2	\$61,227.00	\$63,227.00	\$64,727.00
AP3	\$62,687.00	\$64,687.00	\$66,187.00
AP4	\$64,135.00	\$66,135.00	\$67,635.00
AP5	\$65,616.00	\$67,616.00	\$69,116.00

POCATELLO/CHUBBUCK SD25
INSTRUCTIONAL/PUPIL SERVICES
SALARY SCHEDULE 2-24-2025

6.2 School District Salary Schedule

	Step	BA Only	BA24+	MA+
Residency	1	\$48,213	\$50,243	\$51,765
	2	\$49,228	\$52,374	\$54,125
	3	\$50,243	\$54,506	\$56,485
Professional	1	\$51,258	\$56,637	\$58,845
	2	\$52,273	\$58,769	\$61,205
	3	\$53,288	\$60,900	\$63,564
	4	\$54,303	\$63,032	\$65,924
	5	\$55,318	\$65,163	\$68,284
	6	\$56,333	\$67,295	\$70,644
	7	\$57,348	\$69,426	\$73,004
	8	\$58,363	\$71,558	\$75,364
	9	\$59,378	\$73,689	\$77,724
	10	\$60,393	\$75,821	\$80,084

Bear Lake School District #33

Certified Salary Schedule

2024-2025

	BA	BA+24	MA
RP1	\$47,859	\$49,859	\$51,359
RP2	\$48,859	\$50,859	\$52,359
RP3	\$49,859	\$51,859	\$53,359
P1	\$50,859	\$52,859	\$54,359
P2	\$52,609	\$54,609	\$56,109
P3	\$54,359	\$56,359	\$57,859
P4	\$56,109	\$58,109	\$59,609
P5	\$57,859	\$59,859	\$61,359
AP1	\$61,359	\$63,359	\$64,859
AP2	\$63,359	\$65,359	\$66,859
AP3	\$65,359	\$67,359	\$68,859
AP4	\$67,359	\$69,359	\$70,859
AP5	\$69,359	\$71,359	\$72,859

St. Maries Joint School District #41

Certified Salary Schedule

2024-2025

New Hire Yrs Exp Initial Placement		BA	BA+24	MA	MA+24
0	R1	47,859			
1	R2	48,386			
2	R3	49,386			
3	P1	51,511	53,511	55,011	56,511
4-5	P2	53,011	55,011	56,511	58,011
6-7	P3	54,511	56,511	58,011	59,511
8-9	P4	56,011	58,011	59,511	61,011
10-11	P5	57,511	59,511	61,011	62,511
12	P6	59,011	61,011	62,511	64,011
13	P7	60,511	62,511	64,011	65,511
14	P8	62,011	64,011	65,511	67,011
15	P9	63,511	65,511	67,011	68,511
16-17	P10	65,011	67,011	68,511	70,011
18-19	P11	66,511	68,511	70,011	71,511
20	P12	68,011	70,011	71,511	73,011
	GFL	71,416	73,416	74,916	76,416

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	1,000.00
30+ years	1,250.00

No movement will be made from P12 to the Grandfathered Legacy Row GFL.

For vertical salary schedule movement from prior year:

Certified staff who are in their first year of holding a certificate shall be placed in the first row of the residency rung and shall move one row on the residency run for each year they hold a certificate thereafter for up to three (3) years, at which point they will remain in the third row of the residency rung until they earn a professional endorsement.

Certified staff on the professional rung who meet the District's performance criteria, as outlined in Idaho Code, for at least one (1) of the three (3) prior years, shall move one row.

College credits earned (1) after receiving an Idaho Educational Credential, (2) at an accredited college, and (3) in a related teaching field, may be used for educational advancement on the Certified Salary Schedule.

Plummer Worley Jt School District #44			
2024-2025 Career Ladder Salary Schedule			
Instructional and Pupil Services Staff			
		BA+24	MA
		\$ 2,000.00	\$ 3,500.00
RP1	\$ 44,918.00		
RP2	\$ 45,788.00		
RP3	\$ 46,660.00		
P1	\$ 50,401.00	\$ 52,401.00	\$ 53,901.00
P2	\$ 52,761.00	\$ 54,761.00	\$ 56,261.00
P3	\$ 55,739.00	\$ 57,739.00	\$ 59,239.00
P4	\$ 57,356.00	\$ 59,356.00	\$ 60,856.00
P5	\$ 59,201.00	\$ 61,201.00	\$ 62,701.00
P6	\$ 61,858.00	\$ 63,858.00	\$ 65,358.00
AP1	\$ 65,068.00	\$ 67,068.00	\$ 68,568.00
AP2	\$ 66,574.00	\$ 68,574.00	\$ 70,074.00
AP3	\$ 68,067.00	\$ 70,067.00	\$ 71,567.00
AP4	\$ 69,549.00	\$ 71,549.00	\$ 73,049.00

Snake River School District 24-25 Certified Salary Schedule

ARTICLE IX.

Step	BA	BA+24	MA
1 (R1)	\$47,100.00	\$47,400.00	\$47,700.00
2 (R2)	\$47,700.00	\$48,633.00	\$48,942.00
3 (R3)	\$48,700.00	\$49,903.00	\$50,221.00
4 (P1)	\$49,800.00	\$51,800.00	\$53,300.00
5 (P2)	\$51,105.00	\$53,165.00	\$54,710.00
6 (P3)	\$52,449.00	\$54,571.00	\$56,162.00
7 (P4)	\$53,833.00	\$56,019.00	\$57,658.00
8 (P5)	\$55,259.00	\$57,511.00	\$59,199.00
Step 9	\$56,428.00	\$58,747.00	\$60,486.00
Step 10	\$57,941.00	\$60,329.00	\$62,121.00
Step 11	\$59,499.00	\$61,959.00	\$63,805.00
Step 12		\$63,638.00	\$65,539.00
Step 13		\$65,367.00	\$67,325.00
Step 14 (Longevity)		\$68,500.00	\$71,000.00
Step 15 - AP 1	\$60,100.00	\$62,100.00	\$63,600.00
Step 16 - AP2	\$62,100.00	\$64,100.00	\$65,600.00
Step 17 - AP 3	\$64,100.00	\$66,100.00	\$67,600.00
Step 18 - AP 4	\$66,100.00	\$68,100.00	\$69,600.00
Step 19 - AP 5	\$68,100.00	\$70,100.00	\$71,600.00

*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 2023-24 school year will receive a longevity stipend in addition to the Step 13 salary. The contract amount for such teachers shall be \$68,500 for teachers residing in the BA+24 column. Teachers residing in the MA column will receive a contract in the amount of \$71,000.

Teachers who are recognized by the state as Advanced Professional will be paid either the appropriate AP step on the Salary Schedule, or their step with advancement on the Step 9 to Step 14 section of the salary schedule, whichever is greater.

BLACKFOOT SCHOOL DISTRICT NO. 55
PROFESSIONAL COMPENSATION
INSTRUCTIONAL AND PUPIL SERVICE STAFF
SALARY SCHEDULE 2024-25

Exp	BA	BA + 24	MA
R1	\$48,259		
R2	\$49,577		
R3	\$49,747		
P1	\$50,859	\$52,859	\$54,359
P2	\$50,859	\$52,859	\$54,359
P3	\$52,232	\$54,232	\$55,732
P4	\$54,014	\$56,014	\$57,514
P5	\$55,796	\$57,796	\$59,296
AP1	\$58,592	\$60,592	\$62,092
AP2	\$60,892	\$62,892	\$64,392
AP3	\$62,364	\$64,364	\$65,864
AP4	\$63,824	\$65,824	\$67,324
AP5	\$65,272	\$67,272	\$68,772

SICK LEAVE: 12 days

PERSONAL LEAVE: 5 days

BENEFITS: Employee Health Insurance
 Life Insurance

Board Approved May 20, 2024

ABERDEEN SCHOOL DISTRICT #58

2024-2025

LEVEL				
1	Resident	\$ 46,903.00	\$ 46,903.00	\$ 46,903.00
2	Resident	\$ 47,903.00	\$ 47,903.00	\$ 47,903.00
3	Resident	\$ 48,903.00	\$ 48,903.00	\$ 48,903.00
4	Professional (1)	\$ 49,903.00	\$ 51,903.00	\$ 53,403.00
5	Professional (2)	\$ 51,653.00	\$ 53,653.00	\$ 55,153.00
6	Professional (3)	\$ 53,403.00	\$ 55,403.00	\$ 56,903.00
7	Professional (4)	\$ 55,153.00	\$ 57,153.00	\$ 58,653.00
8	Professional (5)	\$ 56,903.00	\$ 58,903.00	\$ 60,403.00
9	Professional (6)	\$ 56,903.00	\$ 59,403.00	\$ 61,403.00
10	Professional (7)	\$ 56,903.00	\$ 61,403.00	\$ 63,403.00
11	Professional (8)	\$ 56,903.00	\$ 63,403.00	\$ 65,403.00
12	Professional (9)	\$ 56,903.00	\$ 64,403.00	\$ 66,403.00
13	Professional (10)	\$ 56,903.00	\$ 64,903.00	\$ 66,903.00
14	Professional (11)	\$ 56,903.00	\$ 65,403.00	\$ 67,403.00
15	Professional (12)	\$ 56,903.00	\$ 65,903.00	\$ 67,903.00
1	Advanced Placement	\$ 60,403.00	\$ 62,403.00	\$ 63,903.00
2	Advanced Placement	\$ 62,403.00	\$ 64,403.00	\$ 65,903.00
3	Advanced Placement	\$ 64,403.00	\$ 66,403.00	\$ 67,903.00
4	Advanced Placement	\$ 66,403.00	\$ 68,403.00	\$ 69,903.00
5	Advanced Placement	\$ 68,403.00	\$ 70,403.00	\$ 71,903.00

*** 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 2023-2024 School year.

***As of 2022 anyone progressing beyond P9 will have to qualify for the advanced placement Level 12 rung. Those in P 10-12, lines 13-15, will be grandfathered in.**

* \$4,462.00 will remain on the ladder as long as the State of Idaho funds it.

+941.00 Additional Ladder pay

Certified Staff Career Ladder 2024-2025

FY25	BA	BA+24	MA
R1	\$47,300	\$47,300	\$47,300
R2	\$48,300	\$48,300	\$48,300
R3	\$49,300	\$49,300	\$52,800
P1	\$50,300	\$52,300	\$53,800
P2	\$52,050	\$54,050	\$55,550
P3	\$53,800	\$55,800	\$57,300
P4	\$55,550	\$57,550	\$59,050
P5	\$57,300	\$59,300	\$60,800
AP1	\$60,800	\$62,800	\$64,300
AP2	\$62,800	\$64,800	\$66,300
AP3	\$64,800	\$66,800	\$68,300
AP4	\$66,800	\$68,800	\$70,300
AP5	\$68,800	\$70,800	\$72,300

Professional Compensation Rung Performance Criteria

- An overall rating of proficient or higher, with no components rated as unsatisfactory on the state framework for teaching evaluation; and
- Majority of applicant's students (50% +1) have met measurable student achievement targets or student success indicator targets.

Advanced Professional Compensation Rung Performance Criteria

- An overall rating of proficient or higher, no components rated as unsatisfactory or basic, and rated as distinguished in Domain II – Classroom Environment or Domain III – Instruction and Use of Assessment on the state framework for teaching evaluation or equivalent for pupil service staff; and
- Seventy-five percent (75%) or more of applicant's students have met their measurable student achievement targets or student success indicator targets.

2024-2025 CERTIFIED SALARY SCHEDULE

Years	Residency	PROFESSIONAL			ADVANCED PROFESSIONAL			GRANDFATHERED A		GRANDFATHERED B
	RESIDENCY	PROFESSIONAL	PROF BA+24	PROF MASTERS	ADV PROF	ADV PROF BA+24	ADV PROF MASTERS	BA+24	MASTER	MASTER
1	41,500	44,500	46,500	48,000	55,500	57,500	59,000			
2	42,500	46,250	48,250	49,750	57,500	59,500	61,000			
3	43,500	48,000	50,000	51,500	59,500	61,500	63,000	62,669		
4		50,250	52,250	53,750	61,500	63,500	65,000	64,550	65,286	69,481
5		52,000	54,000	55,500	63,500	65,500	67,000	65,881	67,245	71,565
	APE +									
	15 Years	1,500								
	20 Years	2,000								
	25 Years	2,500								
	30 Years	3,000								
	35 Years	3,500								

BLAINE COUNTY SCHOOL DISTRICT No. 61
2024-2025 CERTIFIED SALARY SCHEDULE

	BA+0	BA+9	BA+18	BA+27	BA+36	MA+0 BA+45	MA+9
1	\$ 58,013.64	\$ 59,263.64	\$ 60,513.64	\$ 61,763.64	\$ 63,013.64	\$ 64,263.64	\$ 65,513.64
2	\$ 59,754.05	\$ 61,041.55	\$ 62,329.05	\$ 63,616.55	\$ 64,904.05	\$ 66,191.55	\$ 67,479.05
3	\$ 61,546.67	\$ 62,872.80	\$ 64,198.92	\$ 65,525.05	\$ 66,851.17	\$ 68,177.30	\$ 69,503.42
4	\$ 63,393.07	\$ 64,758.98	\$ 66,124.89	\$ 67,490.80	\$ 68,856.71	\$ 70,222.61	\$ 71,588.52
5	\$ 65,294.86	\$ 66,701.75	\$ 68,108.63	\$ 69,515.52	\$ 70,922.41	\$ 72,329.29	\$ 73,736.18
6		\$ 68,702.80	\$ 70,151.89	\$ 71,600.99	\$ 73,050.08	\$ 74,499.17	\$ 75,948.26
7		\$ 70,763.89	\$ 72,256.45	\$ 73,749.02	\$ 75,241.58	\$ 76,734.15	\$ 78,226.71
8				\$ 75,961.49	\$ 77,498.83	\$ 79,036.17	\$ 80,573.51
9				\$ 78,240.33	\$ 79,823.79	\$ 81,407.26	\$ 82,990.72
10					\$ 82,218.51	\$ 83,849.47	\$ 85,480.44
11					\$ 84,685.06	\$ 86,364.96	\$ 88,044.85
12					\$ 87,225.61	\$ 88,955.91	\$ 90,686.20
13					\$ 89,842.38	\$ 91,624.58	\$ 93,406.79
14						\$ 94,373.32	\$ 96,208.99
15						\$ 97,204.52	\$ 99,095.26
16						\$ 100,120.66	\$ 102,068.12

ARTICLE XI - SALARIES

From the Agreement between Blaine County School District No. 61 and Blaine County Education Association for 2024-2025

- The above salary schedule has been adopted for the 2024-2025 school year. Each step will be a 3% increase, initial lanes placement will be a \$1,250 increase with the exception of lane MA + 0.

From: [Hannah Spafford](#)
To: [Ashley Pietras](#)
Subject: Re: SALARY SCHEDULES DUE TOMORROW- TUESDAY, OCTOBER 15TH
Date: Monday, October 21, 2024 1:59:10 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)

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 Ashley,

Great talking to you today. The Garden Valley School District #71 pays based on the Idaho state career ladder/salary schedule. Then, we add \$6,359 to every certified contract.

Kind regards,

Hannah Spafford, Ed.S.
Superintendent/Elementary Principal
Garden Valley School District #71

Basin School District 72
2024-2025 Certified Salary Schedule

Career Ladder Placement	Salary Apportionment	*Additional Pay	BA + 24	BA + 36	MA
		\$4,870	\$2,000	\$2,750	\$3,500
R1	\$41,500	\$46,370	-	-	-
R2	\$42,500	\$47,370	-	-	-
R3	\$43,500	\$48,370	-	-	-
P1	\$44,500	\$49,370	\$51,370	\$52,120	\$52,870
P2	\$46,250	\$51,120	\$53,120	\$53,870	\$54,620
P3	\$48,000	\$52,870	\$54,870	\$55,620	\$56,370
P4	\$49,750	\$54,620	\$56,620	\$57,370	\$58,120
P5	\$51,500	\$56,370	\$58,370	\$59,120	\$59,870
AP1	\$55,000	\$59,870	\$61,870	\$62,620	\$63,370
AP2	\$57,000	\$61,870	\$63,870	\$64,620	\$65,370
AP3	\$59,000	\$63,870	\$65,870	\$66,620	\$67,370
AP4	\$61,000	\$65,870	\$67,870	\$68,620	\$69,370
AP5	\$63,000	\$67,870	\$69,870	\$70,620	\$71,370

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-AP5: (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/>

*Additional pay was allocated from the Senate Bill S1205. There is no guarantee this amount will increase or be included in next year's allocation or career ladder.

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 2024-25 school year only shall be as follows:

RUNGS	1	2	3	4	5
Residency	45,641	47,467	48,471		
Professional	49,478	50,782	52,795	54,897	56,955
Advanced Professional	59,012	62,607	64,306	65,991	67,662

- 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).
- 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.

083- West Bonner

Did not submit

2024-2025 Certified Salary Schedule

BA	BA + 24	MA	
A	B	C	
49,138	50,638	52,138	1
50,612	52,112	53,612	2
52,131	53,631	55,131	3
53,694	55,194	56,694	4
55,305	56,805	58,305	5
56,964	58,464	59,964	6
58,673	60,173	61,673	7
60,434	61,934	63,434	8
62,247	63,747	65,247	9
64,114	65,614	67,114	10
66,037	67,537	69,037	11
68,018	69,518	71,018	12
70,059	71,559	73,059	13
72,161	73,661	75,161	14
76,490	77,990	79,490	15
81,080	82,580	84,080	16
85,945	87,445	88,945	17
88,523	90,023	91,523	25

1. An individual with a Doctorate shall be placed on the appropriate cell within the Master's column and shall receive a \$1,000 addition to their regular salary.
2. Employees holding an Occupational Specialist certificate (in a subject area which they teach) shall receive a \$2,250 addition to their regular salary.
3. Employees who obtain National Board Certification will receive any state level stipends paid for holding this certification.
4. In order to be eligible for placement and movement on the salary schedule, credits must be after initial certification.
5. 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.

STEP	BA-0	BA-24	MA-0	AP-0	AP-24	AP MA-0
R1	\$48,332	\$50,332	\$51,832			
R2	\$49,217	\$51,217	\$52,717			
R3	\$50,105	\$52,105	\$53,605			
P1	\$51,255	\$53,255	\$54,755			
P2	\$53,070	\$55,070	\$56,570			
P3	\$54,884	\$56,884	\$58,384			
P4	\$56,699	\$58,699	\$60,199			
P5	\$58,513	\$60,513	\$62,013			
AP1				\$61,683	\$63,683	\$65,183
AP2				\$63,181	\$65,181	\$66,681
AP3				\$64,667	\$66,667	\$68,167
AP4				\$66,347	\$68,347	\$69,847
AP5				\$68,245	\$70,245	\$71,745
AP6				\$69,822	\$71,822	\$73,322
AP7				\$71,718	\$73,718	\$75,218
AP8				\$73,456	\$75,456	\$76,956

2024-2025 Certified Salary Schedule for Swan Valley School District #92

Career Ladder Placement	Salary Apportionment	24 or more credits	Master's Degree
RP1	\$ 46,500.00		
RP2	\$ 47,500.00		
RP3	\$ 48,500.00		
P1	\$ 49,500.00	\$ 51,500.00	\$ 53,000.00
P2	\$ 51,250.00	\$ 53,250.00	\$ 54,750.00
P3	\$ 53,000.00	\$ 55,000.00	\$ 56,500.00
P4	\$ 54,750.00	\$ 56,750.00	\$ 58,250.00
P5	\$ 56,500.00	\$ 58,500.00	\$ 60,000.00
AP1	\$ 60,000.00	\$ 62,000.00	\$ 63,500.00
AP2	\$ 62,000.00	\$ 64,000.00	\$ 65,500.00
AP3	\$ 64,000.00	\$ 66,000.00	\$ 67,500.00
AP4	\$ 66,000.00	\$ 68,000.00	\$ 69,500.00
AP5	\$ 68,000.00	\$ 70,000.00	\$ 71,500.00

Effective July 1, 2024, 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 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.

Certified Advanced Professional

	[BA]	[BA+24]	[MA]
AP1	\$60,876.00	\$62,876.00	\$64,376.00
AP2	\$62,876.00	\$64,876.00	\$66,376.00
AP3	\$64,876.00	\$66,876.00	\$68,376.00
AP4	\$66,876.00	\$68,876.00	\$70,376.00
AP5	\$68,876.00	\$70,876.00	\$72,376.00
AP1 (15)	\$62,376.00	\$64,376.00	\$65,876.00
AP2 (15)	\$64,376.00	\$66,376.00	\$67,876.00
AP3 (15)	\$66,376.00	\$68,376.00	\$69,876.00
AP4 (15)	\$68,376.00	\$70,376.00	\$71,876.00
AP5 (15)	\$70,376.00	\$72,376.00	\$73,876.00
AP1 (20)	\$63,376.00	\$65,376.00	\$66,876.00
AP2 (20)	\$65,376.00	\$67,376.00	\$68,876.00
AP3 (20)	\$67,376.00	\$69,376.00	\$70,876.00
AP4 (20)	\$69,376.00	\$71,376.00	\$72,876.00
AP5 (20)	\$71,376.00	\$73,376.00	\$74,876.00
AP1 (25)	\$65,876.00	\$67,876.00	\$69,376.00
AP2 (25)	\$67,876.00	\$69,876.00	\$71,376.00
AP3 (25)	\$69,876.00	\$71,876.00	\$73,376.00
AP4 (25)	\$71,876.00	\$73,876.00	\$75,376.00
AP5 (25)	\$73,876.00	\$75,876.00	\$77,376.00
AP1 (30)	\$67,876.00	\$69,876.00	\$71,376.00
AP2 (30)	\$69,876.00	\$71,876.00	\$73,376.00
AP3 (30)	\$71,876.00	\$73,876.00	\$75,376.00
AP4 (30)	\$73,876.00	\$75,876.00	\$77,376.00
AP5 (30)	\$75,876.00	\$77,876.00	\$79,376.00
AP1 (GR)	\$69,876.00	\$71,876.00	\$73,376.00
AP2 (GR)	\$71,876.00	\$73,876.00	\$75,376.00
AP3 (GR)	\$73,876.00	\$75,876.00	\$77,376.00
AP4 (GR)	\$75,876.00	\$77,876.00	\$79,376.00
AP5 (GR)	\$77,876.00	\$79,876.00	\$81,376.00

Certified Residential Professional

	[BA]	[BA+24]	[MA]
R1	\$47,376.00	\$47,376.00	\$47,876.00
R2	\$48,376.00	\$48,376.00	\$49,376.00
R3	\$49,376.00	\$49,376.00	\$51,376.00
P1	\$50,376.00	\$52,376.00	\$53,876.00
P2	\$52,126.00	\$54,126.00	\$55,626.00
P3	\$53,876.00	\$55,876.00	\$57,376.00
P4	\$55,626.00	\$57,626.00	\$59,126.00
P5	\$57,376.00	\$59,376.00	\$60,876.00
P5 (15)	\$58,876.00	\$60,876.00	\$62,376.00
P5 (20)	\$59,876.00	\$61,876.00	\$63,376.00
P5 (25)	\$62,376.00	\$64,376.00	\$65,876.00
P5 (30)	\$64,376.00	\$66,376.00	\$67,876.00
GR	\$66,376.00	\$68,376.00	\$69,876.00

FY 2024 – 25 Appendix A – Salary Schedule**Board Approved June 10, 2024**

Contract Rung	\$
1	47,039
2	48,215
3	49,420
4	50,903
5	52,430
6	54,003
7	56,163
8	58,410
9	64,251
10	65,857
11	67,503
12	69,191
13	71,267

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 rungs 4 – 8 requires an Idaho Professional Endorsement. Advancement to rungs 9 - 12 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 on the rung corresponding to the State Department of Education alignment; all employees will be placed on contract rung 1 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.

Career Ladder Rung	2024-2025 original allocation (Base salary)	**2024- 2025 additional allocation (\$6,359)
R1	\$41,500.00	\$47,859.00
R2	\$42,500.00	\$48,859.00
R3	\$43,500.00	\$49,859.00
P1	\$44,500.00	\$50,859.00
P2	\$46,250.00	\$52,609.00
P3	\$48,000.00	\$54,359.00
P4	\$49,750.00	\$56,109.00
P5	\$51,500.00	\$57,859.00
AP1	\$55,000.00	\$61,359.00
AP2	\$57,000.00	\$63,359.00
AP3	\$59,000.00	\$65,359.00
AP4	\$61,000.00	\$67,359.00
AP5	\$63,000.00	\$69,359.00

BCSD 111 Salary Schedule (Column B x Column E raise + \$6,359)
2%
\$830.00
\$850.00
\$870.00
\$890.00
\$925.00
\$960.00
\$995.00
\$1,030.00
\$1,100.00
\$1,140.00
\$1,180.00
\$1,220.00
\$1,260.00

Additional SDE funds for
salary

Education Allocation: P/AP and BA+24
33-1004B P/AP and MA
CTE

CTE industry Experience 2 or 3 years =
Per 33-1004B 4 or 5 years =
6-7 years =
8 or more years =

\$2,000

\$3,500

\$3,000

R2

R3

P1

P2

Certificated Salary Schedule
Camas County School District #121
2024-2025

Career Ladder	Salary	Education Allocation BA+24 \$2,000	Education Allocation MS ES/DR \$3,500
R1	\$47,859		
R2	\$48,859		
R3	\$49,859		
P1	\$50,859	\$52,859	\$54,359
P2	\$52,609	\$54,609	\$56,109
P3	\$54,359	\$56,359	\$57,859
P4	\$56,109	\$58,109	\$59,609
P5	\$57,859	\$59,859	\$61,359
AP1	\$61,359	\$63,359	\$64,859
AP2	\$63,359	\$65,359	\$66,859
AP3	\$65,359	\$67,359	\$68,859
AP4	\$67,359	\$69,359	\$70,859
AP5	\$69,359	71,359	\$72,859

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.

INSTRUCTIONAL 2024/2025 SALARY MATRIX

	BA	BA + 24	MA	MA + 12	MA + 24	MA + 36
			BA + 36	BA + 48	BA + 60	ES/DR
STEP	1	2	3	4	5	6
0	\$45,315	\$45,315	\$45,315	\$45,315	\$45,315	\$45,315
1	\$46,205	\$46,205	\$46,205	\$46,205	\$46,205	\$46,205
2	\$47,096	\$47,096	\$47,096	\$47,096	\$47,096	\$47,096
3	\$48,252	\$49,944	\$50,053	\$50,164	\$50,272	\$50,382
4	\$49,937	\$50,046	\$50,156	\$50,266	\$50,374	\$50,652
5	\$49,937	\$50,046	\$50,156	\$50,266	\$50,374	\$52,332
6	\$49,937	\$50,046	\$50,156	\$50,266	\$52,106	\$54,110
7	\$49,937	\$50,046	\$50,156	\$51,879	\$53,872	\$55,952
8	\$49,937	\$50,046	\$51,656	\$53,639	\$55,707	\$57,864
9	\$49,937	\$51,406	\$53,381	\$55,437	\$57,584	\$59,820
10	\$49,937	\$51,406	\$55,196	\$57,332	\$59,559	\$61,881
11	\$49,937	\$51,406	\$55,196	\$59,297	\$61,606	\$64,016
12	\$49,937	\$51,406	\$55,196	\$59,297	\$63,733	\$66,231
13	\$49,937	\$51,406	\$55,196	\$59,297	\$65,937	\$70,913

ARTICLE III – PROFESSIONAL COMPENSATION

2024-2025 CPE Salary Schedule

2024-2025			<i>Education Allocation is calculated using Column BA+12. CPEs who must hold a Pupil Personnel Services Credential (that includes a MA), would receive the additional Education Allocation.</i>			
			\$2,000.00	\$3,500.00	\$3,500.00	\$3,900.00
STEP	BA-0	BA-12	BA-24	M-0	M-24	ES/DR
1	43,118	43,188	43,188	43,188	43,188	43,188
2	43,988	43,988	43,988	43,988	43,988	43,988
3	44,860	44,860	44,860	44,860	44,860	44,860
Professional Endorsement Required to Advance to Steps 4-13						
4	46,990	46,990	48,990	50,490	50,490	50,890
5	47,867	47,867	49,867	51,367	51,367	51,767
6	49,217	49,217	51,217	52,717	52,717	53,117
7	49,502	49,502	51,502	53,002	53,002	53,402
8	50,480	51,430	53,430	54,930	54,930	55,330
9	50,480	51,736	53,736	55,236	55,236	55,636
10	50,480	53,687	55,687	57,187	57,187	57,587
11	50,480	55,017	57,017	58,517	58,517	58,917
12	50,480	55,017	58,992	60,492	60,492	60,892
13	50,480	55,017	59,347	60,847	60,978	61,247
14					63,625	64,025
15					65,703	66,103
16					66,629	67,029
17					69,954	70,354
18					73,467	73,867

The corresponding salary schedule for the 2024-2025 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 transferring from another Idaho school district shall be placed on STEP 1 through STEP 13 in accordance with their verified years of contracted teaching experience. They must hold the Idaho Professional Endorsement to be placed on STEP 4 through STEP 13.
3. 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.
4. 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 with 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
5. CPEs must have a Professional Endorsement to be placed on or to advance beyond STEP 4.
 6. CPEs must submit official transcripts to the Human Resource Department on or before September 1, 2024 to validate placement on the 2024-2025 CPE Salary Schedule.
 7. CPEs contractual compensation will be prorated over twelve months and paid in equal increments on or before the twenty-fifth day of each month.
 8. Revised contracts reflecting the 2024-2025 salaries shall be issued in the fall after the Professional Endorsement, Advanced Professional Endorsement and compensation rung performance criteria have been verified.
 9. CPEs who were **Grandfathered** in the 2024-2025 CPE Salary Schedule shall be

	Grandfather	
	BA-24	M-0
14	62,625	64,125
15	64,703	66,203
16	65,629	67,129
17	68,954	70,454

For Certificated Teachers not placed on the Legacy Schedule the following Career Ladder Schedule shall apply for compensation for the 2024-2025 school year. Certificated Teachers shall be placed consistent with their Career Ladder reimbursement placement by the state.

	Career Ladder
R-1	\$45,230
R-2	\$47,039
R-3	\$48,034
P-1	\$49,032
P-2	\$50,324
P-3	\$52,364
P-4	\$54,403
P-5	\$56,442
P-5A	\$57,580
P-5B	\$60,416
AP1	\$61,360
AP2	\$62,042
AP3	\$63,144
AP4	\$67,053

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 2024-2025 school year.

	BA	BA +24	MA
	\$68,919	\$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 2024-2025 school year, a **one-time** Loyalty Stipend, in the amounts as detailed in the schedule below, shall be paid to qualifying Full-Time Certificated, Non-Administrative, Personnel:

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
An employee commencing their 21 st year of employment with the District through an employee in their 25 th year of employment.	\$8,000.00

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 Teachers 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 Teachers regular monthly payroll check and will not be paid in a lump sum payment.

Middleton School District 134

2024-2025 Career Ladder Salary Schedule				
Step	BA	BA+24	MA/BA+48	MA+24/GF
R1	48,964			
R2	49,851			
R3	50,737			
P1	52,057	52,761	53,999	55,269
P2	52,761	53,999	55,269	56,574
P3	53,999	55,269	56,574	57,912
P4	53,999	56,574	57,912	59,286
P5	53,999	57,912	59,286	60,699
P6	53,999	59,286	60,699	62,147
P7	53,999	60,699	62,147	63,634
P8	53,999	62,147	63,634	65,162
P9	53,999	63,634	65,162	66,730
P10	53,999	63,634	66,730	68,341
M1	53,999	63,634	66,730	69,994
M2	53,999	63,634	66,730	71,691
M3	53,999	63,634	66,730	75,029
M4				77,301

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 **2024-2025** 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	\$47,066.00	\$49,066.00	\$50,566.00	\$51,766.00
RP2	\$48,275.60	\$50,275.60	\$51,775.60	\$52,975.60
RP3	\$49,516.28	\$51,516.28	\$53,016.28	\$54,216.28
P1	\$50,788.85	\$52,788.85	\$54,288.85	\$55,488.85
P2	\$52,094.12	\$54,094.12	\$55,594.12	\$56,794.12
P3	\$53,432.94	\$55,432.94	\$56,932.94	\$58,132.94
P4	\$54,806.17	\$56,806.17	\$58,306.17	\$59,506.17
P5	\$56,214.68	\$58,214.68	\$59,714.68	\$60,914.68
P6	\$57,659.40	\$59,659.40	\$61,159.40	\$62,359.40
P7	\$59,141.25	\$61,141.25	\$62,641.25	\$63,841.25
P8	\$60,661.18	\$62,661.18	\$64,161.18	\$65,361.18
P9	\$62,220.17	\$64,220.17	\$65,720.17	\$66,920.17
P10	\$63,819.23	\$65,819.23	\$67,319.23	\$68,519.23

D. ADDITIONAL STIPENDS

Certified employees employed for less than full contract duration or part-time shall be paid a pro-rated share of these stipends. Stipends are cumulative meaning that an employee can earn more than one stipend.

i. LONGEVITY STIPEND

Longevity stipend to be \$2,400.

Teachers must be employed by the Notus School District for two years and have been at P10 for one contract year in order to be eligible to receive longevity stipend.

ii. COMMITMENT STIPEND

Commitment stipends are as follows:

10-14 years = \$850

15+ years = \$1,100

iii. ADVANCED PROFESSIONAL STIPEND

Additional stipend for Advanced Professional State Career Ladder Placement shall be as follows:

AP1	+\$1,500
AP2	+\$2,000
AP3	+\$2,500
AP4	+\$3,000
AP5	+\$3,500

E. ADVANCED PROFESSIONAL LEADERSHIP

In addition to professional leadership as identified in IC 33-1201A, a certified employee shall be considered to have demonstrated professional leadership if the employee has met any of the following criteria -

1. Serves on a verified district or building leadership committee or team providing guidance to the district, a department, program, or school building.
2. Serves in a verified leadership position in a professional association, or local education association that works to benefit public education.
3. Has received a Master Educator Premium, National Board Certification, or leadership premium (re: Idaho Code 33-1004(j))
4. Documents providing the equivalent of one professional development credit (15 hours) to educators and/or pre- service educators.

F. EXTRA-CURRICULAR SALARIES

BASE SALARY

\$41,500

Supplemental extra-curricular contract amounts are based on the current 2024-2025 career ladder base salary of \$41,500.00

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/idstat/title33/>

Career Ladder ⁽⁶⁾	Residency ⁽⁵⁾			Professional ⁽⁵⁾					Advanced Professional ^{(3) (5)}				
	R1 ⁽⁴⁾	R2	R3	P1	P2	P3	P4	P5	AP1	AP2	AP3	AP4	AP5
2019 - 2020 ⁽¹⁾	38500	39000	39500	42500	44375	46250	48125	50000					
2020 - 2021 ⁽¹⁾	40000	40500	41000	42500	44375	46250	48125	50000	52000				
2021 - 2022 ⁽²⁾	40369	40990	41611	42991	44836	46681	48526	50370	52734	53207			
2022 - 2023 ⁽²⁾	40742	41486	42231	43488	45302	47116	48930	50743	53478	54442	55389		
2023 - 2024 ⁽³⁾	46706	47576	48448	49578	51361	53143	54925	56707	59821	61293	62753	64201	
2024-2025 ⁽⁴⁾	46865	47865	48865	49865	51615	53365	55115	56865	60365	62365	64365	66365	68365

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

⁽²⁾ Approved 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 (SDE). This includes attaining appropriate Idaho Endorsements as required by Idaho Code 33 and the State of Idaho Department of Education (SDE). **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 (SDE). However, if an employee was advanced to a higher cohort and it was later determined by the SDE 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 (SDE) 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 funding levels as determined by the SDE. 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 monies provided per Idaho Code 33.

⁽⁷⁾ Criteria must be met as set forth by the Melba School Board including a Masters 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 Masters 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 ⁽⁷⁾
53000
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From: [Emily Obenchain](#)
To: [Ashley Pietras](#)
Subject: FY25 Salary Schedule
Date: Tuesday, September 24, 2024 8:41:04 AM
Attachments: [image.png](#)

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!

This is a snapshot of our FY25 salary schedule. I can send you the entire page from the master contract if you prefer.

Thanks so much!

CAREER LADDER FY25

	CERT.	BA+24	MA
R1	\$ 41,500.00	\$ 41,500.00	\$ 45,000.00
RP2	\$ 42,500.00	\$ 42,500.00	\$ 46,000.00
RP3	\$ 43,500.00	\$ 43,500.00	\$ 47,000.00
P1	\$ 44,500.00	\$ 46,500.00	\$ 48,000.00
P2	\$ 46,250.00	\$ 48,250.00	\$ 49,750.00
P3	\$ 48,000.00	\$ 50,000.00	\$ 51,500.00
P4	\$ 49,750.00	\$ 51,750.00	\$ 53,250.00
P5	\$ 51,500.00	\$ 53,500.00	\$ 55,000.00
AP1	\$ 55,000.00	\$ 57,000.00	\$ 58,500.00
AP2	\$ 57,000.00	\$ 59,000.00	\$ 60,500.00
AP3	\$ 59,000.00	\$ 61,000.00	\$ 62,500.00
AP4	\$ 61,000.00	\$ 63,000.00	\$ 64,500.00
AP5	\$ 63,000.00	\$ 65,000.00	\$ 66,500.00

Emily Obenchain
 District Secretary
 (208)779-4069 ext. 1602

VALLIVUE SCHOOL DISTRICT 139

2024 - 2025 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 One of the following criteria must be met in order to reach column 6. 1) M + 30, or; 2) BS+75 AND MA, or; 3) EDS/DR
			0.00%	0.50%	0.50%	0.50%	0.50%
1		\$ 44,818.00	\$ 44,818.00	\$ 45,042.00	\$ 45,267.00	\$ 45,494.00	\$ 45,721.00
2	0.50%	\$ 45,042.00	\$ 45,042.00	\$ 45,267.00	\$ 45,493.00	\$ 45,721.00	\$ 45,950.00
3	1.00%	\$ 45,493.00	\$ 45,493.00	\$ 45,720.00	\$ 45,949.00	\$ 46,178.00	\$ 46,409.00
			1.75%	2.00%	4.00%	4.50%	5.00%
4	0.00%	\$ 47,849.00	\$ 48,686.00	\$ 49,660.00	\$ 51,646.00	\$ 53,971.00	\$ 56,669.00
5	2.00%	\$ 48,806.00	\$ 49,660.00	\$ 50,653.00	\$ 52,679.00	\$ 55,050.00	\$ 57,802.00
6	2.00%	\$ 48,806.00	\$ 50,653.00	\$ 51,666.00	\$ 53,733.00	\$ 56,151.00	\$ 58,959.00
7	2.00%	\$ 48,806.00	\$ 51,666.00	\$ 52,700.00	\$ 54,808.00	\$ 57,274.00	\$ 60,138.00
8	2.00%	\$ 48,806.00	\$ 52,700.00	\$ 53,754.00	\$ 55,904.00	\$ 58,419.00	\$ 61,340.00
9	2.00%	\$ 48,806.00	\$ 52,700.00	\$ 54,829.00	\$ 57,022.00	\$ 59,588.00	\$ 62,567.00
10	2.00%	\$ 48,806.00	\$ 52,700.00	\$ 55,926.00	\$ 58,162.00	\$ 60,780.00	\$ 63,819.00
11	2.00%	\$ 48,806.00	\$ 52,700.00	\$ 57,044.00	\$ 59,326.00	\$ 61,995.00	\$ 65,095.00
12	2.00%	\$ 48,806.00	\$ 52,700.00	\$ 57,044.00	\$ 60,512.00	\$ 63,235.00	\$ 66,397.00
13	3.50%	\$ 48,806.00	\$ 52,700.00	\$ 57,044.00	\$ 62,630.00	\$ 65,448.00	\$ 68,721.00
14	5.00%	\$ 48,806.00	\$ 52,700.00	\$ 57,044.00	\$ 62,630.00	\$ 68,721.00	\$ 72,157.00
15	5.00%						\$ 75,765.00

GRACE SCHOOL DISTRICT SALARY SCHEDULE 2024-2025:

148 - Grace

Cohort	Amount
RP1	\$47,500
RP2	\$49,918
RP3	\$50,818
P1	\$55,107
P2	\$57,106
P3	\$59,097
P4	\$61,011
P5	\$63,902
AP1	\$65,988
AP2	\$66,647
AP3	\$67,628
AP4	\$69,502
AP5	\$71,500

From: [Candie Massey](#)
To: [Ashley Pietras](#)
Subject: Re: 2024-2025 Salary Schedule Collection for Instructional and Pupil Services Staff - Due 10/15/2024
Date: Tuesday, September 3, 2024 9:04:15 AM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)

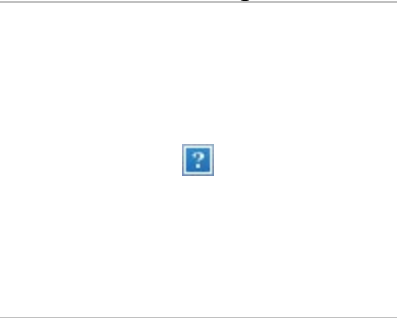
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Hi Ashley,

Please see below.

	2024-25		2024-25	
	Career Ladder		Proposed	
R1	\$41,500.00	\$41,500.00	\$47,859.00	\$6,359
R2	\$42,500.00	\$42,500.00	\$48,859.00	added to each
R3	\$43,500.00	\$43,500.00	\$49,859.00	cell
P1	\$44,500.00	\$44,500.00	\$50,859.00	
P2	\$46,250.00	\$46,250.00	\$52,609.00	
P3	\$48,000.00	\$48,000.00	\$54,359.00	
P4	\$49,750.00	\$49,750.00	\$56,109.00	
P5	\$51,500.00	\$51,500.00	\$57,859.00	
AP1	\$55,000.00	\$55,000.00	\$61,359.00	
AP2	\$57,000.00	\$57,000.00	\$63,359.00	
AP3	\$59,000.00	\$59,000.00	\$65,359.00	
AP4	\$61,000.00	\$61,000.00	\$67,359.00	
AP5	\$63,000.00	\$63,000.00	\$69,359.00	

Candie Massey
Business Manager
951-218-4532 cell phone



On Tue, Aug 27, 2024 at 8:59 AM Ashley Pietras <apietras@sde.idaho.gov> wrote:

SSSD #150			
2024-2025 Career Ladder			
	BA+00	BA+24	MA
Residency 1	\$48,239	\$50,239	\$51,739
Residency 2	\$49,207	\$51,207	\$52,707
Residency 3	\$50,178	\$52,178	\$53,678
Professional 1	\$51,434	\$53,434	\$54,934
Professional 2	\$53,418	\$55,418	\$56,918
Professional 3	\$55,400	\$57,400	\$58,900
Professional 4	\$57,383	\$59,383	\$60,883
Professional 5	\$59,365	\$61,365	\$62,865
Advanced Professional 1	\$62,829	\$64,829	\$66,329
Advanced Professional 2	\$64,466	\$66,466	\$67,966
Advanced Professional 3	\$66,090	\$68,090	\$69,590
Advanced Professional 4	\$67,701	\$69,701	\$71,201
Advanced Professional 5	\$69,298	\$71,298	\$72,798
*For Certificated Teachers/Pupil Service Staff			

2023-24 CJSD CAREER LADDER

RUNG		BA	BA+24	MA+	24-25 MOVEMENT
1	Residency 1	\$ 47,143	\$ 47,143	\$ 47,643	Move to R2
2	Residency 2	\$ 48,013	\$ 48,013	\$ 48,763	Move to R3
3	Residency 3	\$ 48,885	\$ 48,885	\$ 49,885	Move to P1 if eligible
4	Professional 1	\$ 50,015	\$ 52,015	\$ 53,515	Move to P2
5	Professional 2	\$ 51,798	\$ 53,798	\$ 55,298	Move to P3
6	Professional 3	\$ 53,580	\$ 55,580	\$ 57,080	Move to P4
7	Professional 4	\$ 55,362	\$ 57,362	\$ 58,862	Move to P5
8	Professional 5	\$ 57,144	\$ 59,144	\$ 60,644	P5 or (AP1 if eligible)
9	Adv. Prof 1	\$ 60,258	\$ 62,258	\$ 63,758	Move AP2 if eligible
10	Adv. Prof 2	\$ 61,730	\$ 63,730	\$ 65,230	Move AP3 if eligible
11	Adv. Prof 3	\$ 63,190	\$ 65,190	\$ 66,690	Move AP4 if eligible
12	Adv. Prof 4	\$ 64,638	\$ 66,638	\$ 68,138	Move AP5 if eligible
13	Adv. Prof 5		2024-25		
14	Grandfathered III		\$ 65,871	\$ 67,371	Move to GF-IV
15	Grandfathered IV			\$ 69,660	Stay GF-IV

*GFIII-IV 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.

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.

2024-25 CJSD CAREER LADDER

RUNG		BA	BA+24	MA+
1	Residency 1	\$ 47,859	\$ 47,859	\$ 48,359
2	Residency 2	\$ 48,859	\$ 48,859	\$ 49,609
3	Residency 3	\$ 49,859	\$ 49,859	\$ 50,859
4	Professional 1	\$ 50,859	\$ 52,859	\$ 54,359
5	Professional 2	\$ 52,609	\$ 54,609	\$ 56,109
6	Professional 3	\$ 54,359	\$ 56,359	\$ 57,859
7	Professional 4	\$ 56,109	\$ 58,109	\$ 59,609
8	Professional 5	\$ 57,859	\$ 59,859	\$ 61,359
9	Adv. Prof 1	\$ 61,359	\$ 63,359	\$ 64,859
10	Adv. Prof 2	\$ 63,359	\$ 65,359	\$ 66,859
11	Adv. Prof 3	\$ 65,359	\$ 67,359	\$ 68,859
12	Adv. Prof 4	\$ 67,359	\$ 69,359	\$ 70,859
13	Adv. Prof 5	\$ 69,359	\$ 71,359	\$ 72,859
14	Grandfathered IV		\$ 66,920	\$ 70,709

*GF-IV Grandfathered rung (placed in rung 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.

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.

Schedule A:

2024-2025 Salary Schedule

	2022/2023 Base	SB 1205 Allotment	Total
R1	\$41,500	\$2,200	\$43,700
R2	\$42,500	\$2,200	\$44,700
R3	\$43,500	\$2,200	\$45,700
P1	\$44,500	\$2,200	\$46,700
P2	\$46,250	\$2,200	\$48,450
P3	\$48,000	\$2,200	\$50,200
P4	\$49,750	\$2,200	\$51,950
P5	\$52,406	\$2,200	\$54,606
AP1	\$55,000	\$2,200	\$57,200
AP2	\$56,500	\$2,200	\$58,700
AP3	\$58,000	\$2,200	\$60,200
AP4	\$59,500	\$2,200	\$61,700
AP5	\$61,000	\$2,200	\$63,200

Additional Stipends	
BA + 24 credits	+ \$2,000
Master's Degree	+ \$3,500
Grandfathered Level*	+ \$1,500

*Grandfathered level of the salary schedule for personnel that were previously at rates higher than their placement on the salary schedule. New personnel cannot be added to the Grandfathered level.

Joint School District No 171					
2024-2025 Certified Salary Schedule*					
JSD Cohort	SDE Career Ladder	Base	BA + 24	MA	BA + 72 MA + 24
			2,000	3,500	6,000
R1	R1	45,237	45,237	45,237	45,237
R2	R2	46,050	46,050	46,050	46,050
R3	R3	46,862	46,862	46,862	46,862
P1	P1	49,717	51,717	53,217	55,717
P2	P2	50,002	52,002	53,502	56,002
P3	P3a	50,673	52,673	54,173	56,673
P4	P3b	52,499	54,499	55,999	58,499
P5	P4a	54,222	56,222	57,722	60,222
P6	P4b	55,946	57,946	59,446	61,946
P7	P5a	57,670	59,670	61,170	63,670
P8	P5b	59,968	61,968	63,468	65,968
P9	P5c	62,266	64,266	65,766	68,266
P10	P5d	64,564	66,564	68,064	70,564
P11	P5e	70,273	72,273	73,773	76,273
*In addition to the allocation amount specified for the applicable cell on the Certified Salary Schedule, \$3,000 will be added to the salary of CTE instructional staff holding an occupational specialist certificate in the area for which they are teaching (prorated for FTE status).					

Salary Schedules**5490P**

FY 2024-2025	2024-2025
Career Ladder Placement	Salary Apportionment
R1	\$ 41,500.00
R2	\$ 42,500.00
R3	\$ 43,500.00
P1	\$ 44,500.00
P2	\$ 46,250.00
P3	\$ 48,000.00
P4	\$ 49,750.00
P5	\$ 51,500.00
AP1	\$ 55,000.00
AP2	\$ 57,000.00
AP3	\$ 59,000.00
AP4	\$ 61,000.00
AP5	\$ 63,000.00

For Instructional staff with professional endorsement additional:

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

Classified:

Initial placement is determined by previous related experience. Advancement is dependent on acceptable evaluations and full-time employment or accumulation of portions thereof.

2024-2025

Category	1	2
1	10.70	14.12
2	11.09	14.63
3	11.48	15.17
4	11.89	15.71
5	12.31	16.26
6	12.74	16.86
7	13.21	17.47
8	13.69	18.10
9	14.18	18.77
10	14.71	19.44
11	15.22	20.15
12	15.75	20.89
13	16.34	21.65
14	16.92	22.44

Category 1

Paraprofessionals, Custodians & Maintenance, Cooks, Uncertified Substitutes

*Head Cooks are paid Category 1; Step 2 when starting

*Certified Substitutes are paid Category 1; Step 3

Category 2

Bus Drivers

Activity Bus Drivers Current Step Plus \$1.00

Drivers Education \$21.00 an hour

2024-2025								
	District Treasurer/Mgr.	District Clerk	Technology	Transportation Director	Maintenance Director	Behavior Interventionist	Food Service Director	Secretary
Hourly	\$19.30	\$19.30	\$19.30	\$19.30	\$19.30	\$18.00	\$17.00	\$15.00
(Base) 1	40,138	40,138	40,138	40,138	40,138	25,920	27,200	24,000
2	41,433	41,433	41,433	41,433	41,433	26,756	28,078	24,774
3	42,770	42,770	42,770	42,770	42,770	27,620	28,983	25,574
4	44,150	44,150	44,150	44,150	44,150	28,511	29,919	26,399
5	45,574	45,574	45,574	45,574	45,574	29,430	30,884	27,250
6	47,044	47,044	47,044	47,044	47,044	30,380	31,880	28,130
7	48,562	48,562	48,562	48,562	48,562	31,360	32,909	29,037
8	50,129	50,129	50,129	50,129	50,129	32,372	33,971	29,974
9	51,746	51,746	51,746	51,746	51,746	33,416	35,067	30,941
10	53,416	53,416	53,416	53,416	53,416	34,495	36,198	31,939
11	55,139	55,139	55,139	55,139	55,139	35,607	37,366	32,970
12	56,918	56,918	56,918	56,918	56,918	36,756	38,571	34,034
13	58,755	58,755	58,755	58,755	58,755	37,942	39,816	35,132
14	60,650	60,650	60,650	60,650	60,650	39,166	41,100	36,265
15	62,607	62,607	62,607	62,607	62,607	40,430	42,427	37,435

2024-2025 Mackay School District #182 Certificated Salary Schedule

Career Ladder Placemen t	Salary Apportionm ent
R1	\$ 41,500
R2	\$ 42,500
R3	\$ 43,500
P1	\$ 44,500
P2	\$ 46,250
P3	\$ 48,000
P4	\$ 49,750
P5	\$ 51,500
AP1	\$ 55,000
AP2	\$ 57,000
AP3	\$ 59,000
AP4	\$ 61,000
AP5	\$ 63,000

Career Ladder Placement	Salary Apportionment Additional \$5,903 allocation per SB 1205 Section 6
R1	\$ 47,403
R2	\$ 48,403
R3	\$ 49,403
P1	\$ 50,403
P2	\$ 52,153
P3	\$ 53,903
P4	\$ 55,653
P5	\$ 57,403
AP1	\$ 60,903
AP2	\$ 62,903
AP3	\$ 64,903
AP4	\$ 66,903
AP5	\$ 68,903

From: [Brenda Farnworth](#)
To: [Ashley Pietras](#)
Subject: Re: Salary Schedules Due
Date: Tuesday, October 8, 2024 3:39:34 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)

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.

Ashley,
Here is our current teaching salary schedule:

1 Teacher - 9 completed years of service - MA+24 credits - \$64,470

We have a Teaching Assistant with no accreditation but only Professional Development training - 12 years experience - Part-time - \$28/hr.

Let me know if there is more you need.
Thanks.

On Tue, Sep 24, 2024 at 8:27 AM Ashley Pietras <apietras@sde.idaho.gov> wrote:

Ashley Pietras

Career Ladder from State Dept. of Education adopted by Glenns Ferry School District

FY 2024-2025	2024-2025
Career Ladder Placement	Salary Apportionment
R1	\$ 41,500
R2	\$ 42,500
R3	\$ 43,500
P1	\$ 44,500
P2	\$ 46,250
P3	\$ 48,000
P4	\$ 49,750
P5	\$ 51,500
AP1	\$ 55,000
AP2	\$ 57,000
AP3	\$ 59,000
AP4	\$ 61,000
AP5	\$ 63,000

FY 2024-2025	2024-2025
Career Ladder Placement	Salary Apportionment Additional \$5,600 allocation per SB 1205 Section 6
R1	\$ 47,100
R2	\$ 48,100
R3	\$ 49,100
P1	\$ 50,100
P2	\$ 51,850
P3	\$ 53,600
P4	\$ 55,350
P5	\$ 57,100
AP1	\$ 60,600
AP2	\$ 62,600
AP3	\$ 64,600
AP4	\$ 66,600
AP5	\$ 68,600

Enter Number of Advanced Degrees

(Only applies to Instructional staff w/professional endorsement)*

Education Allot Premium

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

Mountain Home School District #193

Certified Salary Schedule 2024-2025			
R=Residency · P=Professional · BA = Bachelor's Degree plus 24 credits · MA = Master's Degree			
Initial Placement	Years of Service*	Base Lane	Master's Lane
R1	1	51,452	51,452
R2	2	51,881	51,881
R3	3	52,520	52,520
P1	4	54,910	55,910
P2	5	57,044	58,044
P3	6	59,178	60,178
P4	7	61,311	62,311
P5	8	63,444	64,444
BA6	9**	65,719	66,719
BA7	10**	67,996	68,996
BA8	11**	71,409	72,409
MA9	12**	74,129	
MA10	13**	80,549	
*After state placement and educational requirements. (This refers to certified teachers who start at R1 or Year 1 in the district. Initial placement by the Idaho State Department of Education may alter placement.) **If the educational requirements for this lane are met by the teacher			

- Certified teachers new to the district are placed on the salary schedule based on their placement on the Idaho Career Ladder. (i.e.– If the state places the certified teacher on P1 of the career ladder the employee is placed on P1 of the MHSD salary schedule.)
- After initial placement on the salary schedule an employee moves down one step per year and continues moving as long as the education requirements are met. The employee cannot skip steps.
- The Master's degree salary increase begins on P1. This is when the state begins reimbursement to Idaho school districts for employees who have earned Master's Degrees.
- Initial placement from the Idaho State Department of Education for out of state applicants may vary from the placement for in state candidates with similar experience.

Preston School District #201

Instructional and Pupil Service Staff Salary Schedule 2024-25

	BA	BA+P	BA+AP	BA24+P	BA24+AP	MA+P	MA+AP
1	\$ 47,500.00					\$ 49,500.00	
2	\$ 48,066.00					\$ 50,066.00	
3	\$ 49,124.00					\$ 51,124.00	
4	\$ 49,317.00	\$ 50,303.00		\$ 52,303.00		\$ 53,803.00	
5	\$ 50,599.00	\$ 51,611.00	\$ 54,611.00	\$ 53,611.00	\$ 56,611.00	\$ 55,111.00	\$ 58,111.00
6	\$ 52,016.00	\$ 53,056.00	\$ 56,056.00	\$ 55,056.00	\$ 58,056.00	\$ 56,556.00	\$ 59,556.00
7	\$ 53,576.00	\$ 54,648.00	\$ 57,648.00	\$ 56,648.00	\$ 59,648.00	\$ 58,148.00	\$ 61,148.00
8	\$ 55,290.00	\$ 56,396.00	\$ 59,396.00	\$ 58,396.00	\$ 61,396.00	\$ 59,896.00	\$ 62,896.00
9	\$ 57,170.00	\$ 57,742.00	\$ 60,742.00	\$ 59,742.00	\$ 63,250.00	\$ 61,242.00	\$ 64,750.00
10	\$ 59,228.00	\$ 59,820.00	\$ 62,820.00	\$ 61,820.00	\$ 65,250.00	\$ 63,320.00	\$ 67,000.00
11	\$ 61,361.00	\$ 61,975.00	\$ 64,975.00	\$ 63,975.00	\$ 67,250.00	\$ 65,475.00	\$ 69,000.00
12	\$ 63,570.00	\$ 64,206.00	\$ 67,206.00	\$ 66,206.00	\$ 69,500.00	\$ 67,706.00	\$ 71,250.00
13	\$ 65,985.00	\$ 66,645.00	\$ 69,250.00	\$ 68,645.00	\$ 71,500.00	\$ 70,145.00	\$ 73,250.00

New employees will be placed on the salary schedule by the district based on years worked, education obtained, and professional endorsements received or qualified to receive.

For the 2024-25 school year, all current employees will move down one step on the salary schedule from their last year's placement. Employees will move across lanes as appropriate.

BA= Bachelor's Degree
 24= 24 or more college credits beyond BA degree
 MA= Master's Degree
 P= Professional Endorsement
 AP= Advanced Professional Endorsement

All PSD employees will receive a one-time bonus of \$500 per FTE with the exception of Step 13, who will receive a one-time bonus of \$1000 per FTE paid in Sept 2024.

2024-2025 West Side #202 Certified Salary Schedule						
West Side Step*	Base Salary	BA plus 24	Masters			
R1	\$47,500					
R2	\$48,232					
R3	\$49,232					
P1	\$50,232	\$52,232	\$53,732			
P2	\$51,982	\$53,982	\$55,482			
P3	\$53,732	\$55,732	\$57,232			
P4	\$55,482	\$57,482	\$58,982			
P5	\$57,232	\$59,232	\$60,732			
P6	\$57,732	\$59,732	\$61,232			
P7	\$58,232	\$60,232	\$61,732			
P8	\$58,732	\$60,732	\$62,232			
AP1	\$60,732	\$62,732	\$64,232			
AP2	\$62,732	\$64,732	\$66,232			
AP3	\$64,732	\$66,732	\$68,232			
AP4	\$66,732	\$68,732	\$70,232			
AP5	\$68,732	\$70,732	\$72,232			
15 year bonus(step +\$2000)	\$70,732	\$72,732	\$74,232			
20 year bonus (step+\$4000)	\$72,732	\$74,732	\$76,232			
The district is simplifying the salary schedule and making it more transparent by using similar terms found on the state career ladder.						
Average teacher salary increase from FY23 to FY24 is 7%						
Steps do not automatically equate to years of service.						
Relative to the old WS crosswalk, some teachers may jump multiple steps;						
as a result, allocation of employees jumping multiple steps, may not match step salary.						
No staff can be greater on ladder than number of years they have been employed as Instructional / pupil services.						
Teachers have opportunity to jump from P5 to AP1 by meeting requirements set forth by the State as determined by performance evaluations.						
Maximum raise regardless of steps for FY24 is \$5k (full time equivilant).						
Longevity bonus is based on teaching years at West Side, and begin at the start of contract year (starting 15th/20th year, not years completed).						
Longer school day will shorten teacher contracts from 162 days to 160 day contract.						
Teacher contract time is 7:40am to 4:30pm.						
* Contact your administrator with any questions.						
PERSONAL LEAVE IMPROVEMENTS						
Teachers will receive 3 personal days and 10 sick days.						
Personal days bank will change from max of 5 to unlimited.						
Limit of 4 consecutive personal days or maximum of 5 personal days can be used in any 30 day period.						
Employee can request to be paid out for personal days greater than 5 at half their current daily rate.						
All unused personal days will be paid out at retirement at half employees final daily rate.						
***BOARD APPROVED May 13, 2024						

FREMONT SCHOOL DISTRICT #215 2024-2025 SALARY SCHEDULE

Residency	RP1	RP2	RP3		
	\$47,859	\$48,859	\$49,859		
	P1	P2	P3	P4	P5
Professional	\$50,859	\$52,609	\$54,359	\$56,109	\$57,859
	AP1	AP2	AP3	AP4	AP5
Advanced Professional	\$61,359	\$63,359	\$65,359	\$67,359	\$69,359
BA+24	\$2,000				
MASTERS	\$3,500				

THE 6 PEOPLE WHO WERE ORIGINALLY GF2 WILL GET \$2000 BONUS SO THEY GET THE SAME INCREASE AS THOSE IN P5

LONGEVITY BONUS 24-25 ONLY

10-14 YEARS	\$ 1,000.00
15-19 YEARS	\$ 1,500.00
20-24 YEARS	\$ 2,000.00
25+ YEARS	\$ 2,500.00

			BA	BA Plus 24	MA
1	R1	R1	\$47,609	\$47,859	\$48,359
2	R2	R2	\$47,859	\$48,359	\$48,859
3	R3	R3	\$48,359	\$48,859	\$49,859
4	P1	A	\$50,359	\$50,859	\$51,359
5	P2	B	\$50,960	\$51,739	\$52,472
6	P3	C	\$51,560	\$52,637	\$53,612
7	P4A	D	\$52,161	\$53,552	\$54,781
8	P4B	E	\$53,068	\$54,486	\$55,979
9	P5	F	\$53,975	\$55,439	\$57,207
10	P7A	G		\$56,410	\$58,465
11	P7B	H		\$57,401	\$59,756
12	P8A	I		\$58,412	\$61,078
13	P8B	J		\$59,443	\$62,433
14	P9A	K		\$60,495	\$63,823
15	P9B	L	2021 Only Below	\$61,567	\$65,247
16	P10A	M	Grandfather	\$62,662	\$66,707
17	P10B	N	Grandfather	\$63,778	\$68,203
18	P10C	O	Grandfather	\$64,916	\$69,736
19	P10D	P	Grandfather	\$66,077	\$71,308
20	P10E	Q	Grandfather	\$67,262	\$72,920
21		R	Grandfather	\$68,470	\$74,571
22		S	Grandfather	\$69,702	\$76,264

Years	
10 to 14	\$500.00
15-19	\$1,000.00
20 plus	\$1,250.00

Sunset June 2025

Advanced Professional

\$750

FY 2024-2025 Instructional and Pupil Service Salary Schedule	
Career Ladder Placement	Salary Apportionment with Additional \$6,359 allocation per SB 1205 Section 6
R1	\$ 47,859
R2	\$ 48,859
R3	\$ 49,859
P1	\$ 50,859
P2	\$ 52,609
P3	\$ 54,359
P4	\$ 56,109
P5	\$ 57,859
AP1	\$ 61,359
AP2	\$ 63,359
AP3	\$ 65,359
AP4	\$ 67,359
AP5	\$ 69,359

TIME STIPEND (Paid in December)	
Career Ladder Placement	ONE TIME STIPEND
R1	
R2	\$ 500
R3	\$ 500
P1	\$ 500
P2	\$ 1,000
P3	\$ 1,000
P4	\$ 1,000
P5	\$ 1,500
AP1	\$ 500
AP2	\$ 500
AP3	\$ 500
AP4	\$ 500
AP5	\$ 500

Wendell School District Certified Salar
2024-25

Res 1	41,500
Res 2	42,500
Res 3	43,500
Prof 1	44,500
Prof 2	46,250
Prof 3	48,000
Prof 4	49,750
Prof 5	51,500
Advanced Prof	55,000
Advanced Prof 2	57,000
Advanced Prof 3	59,000
Advanced Prof 4	61,000
Advanced Prof 5	63,000

y Matrix

BA +24

Master's

46,500

48,000

48,250

49,750

50,000

51,500

51,750

53,250

53,500

55,000

57,000

58,500

59,000

60,500

61,000

62,500

63,000

64,500

65,000

66,500

Salary Schedule (Based on State Career Ladder)
Joint Hagerman School District No. 233
2024-2025

233 - Hagerman

Career Ladder Rung	Career Ladder Salary
AP5	\$63,000
AP4	\$61,000
AP3	\$59,000
AP2	\$57,000
AP1	\$55,000
Prof 5	\$51,500
Prof 4	\$49,750
Prof 3	\$48,000
Prof 2	\$46,250
Prof 1	\$44,500
Res3	\$43,500
Res2	\$42,500
Res1	\$41,500

Bliss School District #234
Salary Pay Schedule for 2024 - 2025

234 - Bliss

Base Salary

<u>FY 2024-2025</u>	<u>2024-2025</u>
Career Ladder Placement	Salary Apportionment
R1	\$ 41,500
R2	\$ 42,500
R3	\$ 43,500
P1	\$ 44,500
P2	\$ 46,250
P3	\$ 48,000
P4	\$ 49,750
P5	\$ 51,500
AP1	\$ 55,000
AP2	\$ 57,000
AP3	\$ 59,000
AP4	\$ 61,000
AP5	\$ 63,000

With Additional Pay 24-25 Only

<u>FY 2024-2025</u>	<u>2024-2025</u>
Career Ladder Placement	Salary Apportionment Additional \$6,359 allocation per SB
R1	\$ 47,859
R2	\$ 48,859
R3	\$ 49,859
P1	\$ 50,859
P2	\$ 52,609
P3	\$ 54,359
P4	\$ 56,109
P5	\$ 57,859
AP1	\$ 61,359
AP2	\$ 63,359
AP3	\$ 65,359
AP4	\$ 67,359
AP5	\$ 69,359

Enter Number of Advanced Degrees

(Only applies to Instructional staff w/professional endorsement)*

Education Allc Premium

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

COTTONWOOD SCHOOL DISTRICT #242
2024 - 2025 SALARY SCHEDULE

0.0375
0.0375

3%

Exp	BA	BA+12	BA+24	MA BA+36	MA+12 BA+48	MA+24 BA+60	MA+36 ES/DR
0	36537	37907	39329	40803	42334	43921	45568
1	37907	39329	40803	42334	43921	45568	47277
2	39329	40803	42334	43921	45568	47277	49050
3	40803	42334	43921	45568	47277	49050	50889
4	42334	43921	45568	47277	49050	50889	52798
5	43921	45568	47277	49050	50889	52798	54777
6	45568	47277	49050	50889	52798	54777	56832
7	47277	49050	50889	52798	54777	56832	58963
8	49050	50889	52798	54777	56832	58963	61174
9	50889	52798	54777	56832	58963	61174	63468
10		54777	56832	58963	61174	63468	65848
11					63468	65848	68317
12						68317	70879
13							73537

The minimum salary paid will be \$46,160



Board Approved 4-15-24

243 - Salmon River

Salmon River Joint School District 243 2024-25 Certified Career Ladder

2024/25 Salary Schedule/Career Ladder

State Career Ladder 2024 Reimbursement

R1	R2	R3		
\$41,500	\$42,500	\$43,500		
P1	P2	P3	P4	P5
\$44,500	\$46,250	\$48,000	\$49,750	\$51,500
AP1	AP2	AP3	AP4	AP5
\$55,000	\$57,000	\$59,000	\$61,000	\$63,000

Idaho 33-1004b <https://legislature.idaho.gov/statutesrules/idstat/title33/t33ch10/sect33-1004b/>

With District Addition

R1	R2	R3		
\$ 41,500	\$42,600(+100)	\$43,800 (+300)		
P1	P2	P3	P4	P5
\$45,550 (+1,050)	\$47,850 (+1,600)	\$50,200 (+2200)	\$52,500 (+2750)	\$54,800 (+3300)
AP1	AP2	AP3	AP4	AP5
\$58,100 (+3100)	\$60,100 (+3100)	\$62,100 (+3100)	\$64,100 (+3100)	\$66,100 (+3100)

Education Credit:

BA + 24 = \$2,000

MA = \$3,500

DL = District Longevity: \$500 for every 5 years of continual service with the district.

1-5 = \$0

6-10 = \$500

11-15 = \$1,000

16-20 = \$1,500

21-25 = \$2,000

Etc.



Idaho Statute(f) Effective July 1, 2024, the allocation shall be:

Base					
Allocation	1	2	3	4	5
Residency	\$41,500	\$42,500	\$43,500		
Professional	\$44,500	\$46,250	\$48,000	\$49,750	\$51,500
Advanced Professional	\$55,000	\$57,000	\$59,000	\$61,000	\$63,000

MOUNTAIN VIEW SCHOOL DISTRICT #244

SALARY SCHEDULE

Salary Schedule is Based Upon a 173.5 Day Contract

2024-2025 Negotiations Settled June 2024

<u>Years</u>	<u>BA</u>	<u>BA + 24</u>	<u>MA</u>
1	45,189	45,329	45,468
2	46,446	46,583	46,718
3	47,703	47,837	47,970
4	48,738	50,448	52,238
5	50,552	52,021	53,865
6	52,366	53,649	55,549
7	54,430	55,585	57,542
8	56,243	57,329	59,346
9	57,743	59,263	61,346
10	59,493	61,520	63,672
11	60,993	63,463	65,825
12	63,024	65,618	68,357
13		67,854	70,996
14		70,114	73,748
15+			76,204

JEFFERSON SCHOOL DISTRICT 251 2025 CERTIFIED SALARY SCHEDULE

	Base	BA+24	MA
R1	47,975	49,975	51,475
R2	48,985	50,985	52,485
R3	49,995	51,995	53,495
P1	51,005	53,005	54,505
P2	51,510	53,510	55,010
P3	52,520	54,520	56,020
P4	54,540	56,540	58,040
P5	56,560	58,560	60,060
AP1	58,580	60,580	62,080
AP2	61,358	63,358	64,858
AP3	63,993	65,993	67,493
AP4	-	69,690	71,205
AP5	71,063	73,083	74,598
AP5+15 Years	-	76,113	77,628

AP5 Base is Grandfathered in for 1 employee

RIRIE SCHOOL DISTRICT #252 - SALARY SCHEDULE
CERTIFICATED EMPLOYEES & PUPIL SERVICES STAFF
2024-2025

Placement	Salary Apportionment	Additional	TOTAL SALARY	Monthly Amount
R1	\$41,500.00	\$5,000.00	\$46,500.00	\$3,875.00
R2	\$42,500.00	\$5,000.00	\$47,500.00	\$3,958.33
R3	\$43,500.00	\$5,000.00	\$48,500.00	\$4,041.67
P1	\$44,500.00	\$5,000.00	\$49,500.00	\$4,125.00
P2	\$46,250.00	\$5,000.00	\$51,250.00	\$4,270.83
P3	\$48,000.00	\$5,000.00	\$53,000.00	\$4,416.67
P4	\$49,750.00	\$5,000.00	\$54,750.00	\$4,562.50
P5	\$51,500.00	\$5,000.00	\$56,500.00	\$4,708.33
AP1	\$55,000.00	\$5,000.00	\$60,000.00	\$5,000.00
AP2	\$57,000.00	\$5,000.00	\$62,000.00	\$5,166.67
AP3	\$59,000.00	\$5,000.00	\$64,000.00	\$5,333.33
AP4	\$61,000.00	\$5,000.00	\$66,000.00	\$5,500.00
AP5	\$63,000.00	\$5,000.00	\$68,000.00	\$5,666.67

2024-25 CERTIFICATED SALARY

Career Ladder Placement	*STATE Career Ladder Salary Allocation	**State Allocation with \$6000	***Recruit & Retain Extra contract	West Jefferson Salary Schedule	Education Allocation BA+24 \$2,000	Education Allocation Masters \$3500
R1	\$41,500	\$47,500	\$1,500	\$49,000		
R2	\$42,500	\$48,500	\$1,500	\$50,000		
R3	\$43,500	\$49,500	\$1,500	\$51,000		
P1	\$44,500	\$50,500	\$1,600	\$52,100	\$54,100	\$55,600
P2	\$46,250	\$52,250	\$1,700	\$53,950	\$55,950	\$57,450
P3	\$48,000	\$54,000	\$1,800	\$55,800	\$57,800	\$59,300
P4	\$49,750	\$55,750	\$1,900	\$57,650	\$59,650	\$61,150
P5	\$51,500	\$57,500	\$2,000	\$59,500	\$61,500	\$63,000
AP1	\$55,000	\$61,000	\$2,100	\$63,100	\$65,100	\$66,600
AP2	\$57,000	\$63,000	\$2,200	\$65,200	\$67,200	\$68,700
AP3	\$59,000	\$65,000	\$2,300	\$67,300	\$69,300	\$70,800
AP4	\$61,000	\$67,000	\$2,400	\$69,400	\$71,400	\$72,900
AP5	\$63,000	\$69,000	\$2,500	\$71,500	\$73,500	\$75,000

*Placement and Movement on the West Jefferson Salary Schedule will follow Requirements in Idaho Code 33-1004B and Requirements in Idaho Code 33-1201A

**\$6,000 based on Senate Bill 1205 (2023 Legislative Session).

Any addional funds available will be determined in February and then distributed.

***Retain & Recruit (R&R) is contingent upon continuation of the Supplemental Levy.

Jerome School District FY 2024-25

261 - Jerome

Career Ladder Schedule

Certified Salary - Instructional & Pupil Service Staff

Residency	Education Allocation	Residency 1	Residency 2	Residency 3
BA+0	\$0	\$47,859	\$48,859	\$49,859
BA+24	N/A	\$47,859	\$48,859	\$49,859
MA	N/A	\$47,859	\$48,859	\$49,859

Residency / Professional	Education Allocation	Res. / Pro. 1	Res. / Pro. 2	Res. / Pro. 3
BA+0	\$0	\$50,859	\$50,859	\$50,859
BA+24	\$2,000	\$52,859	\$52,859	\$52,859
MA	\$3,500	\$54,359	\$54,359	\$54,359

Professional	Education Allocation	Professional 1	Professional 2	Professional 3	Professional 4	Professional 5
BA+0	\$0	\$50,859	\$52,609	\$54,359	\$56,109	\$57,859
BA+24	\$2,000	\$52,859	\$54,609	\$56,359	\$58,109	\$59,859
MA	\$3,500	\$54,359	\$56,109	\$57,859	\$59,609	\$61,359

Grandfather Professional	Education Allocation	Experienced 9	Experienced 10	GF - A 9	GF - A 10	GF - B 9	GF - B 10
BA+0	\$0	\$59,253	\$61,235	\$59,781	\$61,787	\$60,315	\$62,335
BA+24	\$2,000	\$61,253	\$63,235	\$61,781	\$63,787	\$62,315	\$64,335
MA	\$3,500	\$62,753	\$64,735	\$63,281	\$65,287	\$63,815	\$65,835

Advanced Professional	Education Allocation	Adv. Prof. 1	Adv. Prof. 2	Adv. Prof. 3	Adv. Prof. 4	Adv. Prof. 5
BA+0	\$0	\$61,359	\$63,359	\$65,359	\$67,359	\$69,359
BA+24	\$2,000	\$63,359	\$65,359	\$67,359	\$69,359	\$71,359
MA	\$3,500	\$64,859	\$66,859	\$68,859	\$70,859	\$72,859

FY 24-25 Salary Schedule:

**All qualifying staff will move 1 step from their placement on the FY 23-24 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 compensation rung is subject to meeting the requirements set forth in Idaho Code 33-1004B(3).

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 professional 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, 2024, through June 30, 2025.

** (ii) Individuals in the professional 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, 2024, through June 30, 2025.

** JSD Career Ladder Language

	APPORTIONMENT
RES 1	\$46,525.00
RES 2	\$47,525.00
RES 3	\$48,525.00
PROF 1	\$49,525.00
PROF 2	\$51,275.00
PROF 3	\$53,025.00
PROF 4	\$54,775.00
PROF 5	\$56,525.00
ADVANCED PROF 1	\$60,025.00
ADVANCED PROF 2	\$62,025.00
ADVANCED PROF 3	\$64,025.00
ADVANCED PROF 4	\$66,025.00
ADVANCED PROF 5	\$68,025.00
APPORTIONMENT INCLUDES \$5,025 ADDITIONAL ALLOCATION	
BA+24 - \$2,000	
MA - \$3,500	



COEUR D'ALENE DISTRICT SALARY SCHEDULE

CERTIFIED SALARY GUIDE - FY 25

TRUE BASE:

\$41,118

ADD'L TEACHER COMP:

\$6,359

Step (3.45%): \$1,638

STEP	BA	BA 24+	BA48+	BA72+
1	\$47,477	\$48,763	\$50,424	\$52,086
2	\$49,115	\$50,401	\$52,062	\$53,724
3	\$50,753	\$52,039	\$53,700	\$55,362
4	\$52,391	\$53,677	\$55,338	\$57,000
5	\$54,029	\$55,315	\$56,976	\$58,638
6	\$55,667	\$56,952	\$58,614	\$60,276
7	\$57,305	\$58,590	\$60,252	\$61,914
8	\$58,943	\$60,228	\$61,890	\$63,552
9	\$60,581	\$61,866	\$63,528	\$65,190
10	\$62,219	\$63,504	\$65,166	\$66,828
11	\$63,857	\$65,142	\$66,804	\$68,466
12		\$66,780	\$68,442	\$70,104
13		\$68,418	\$70,080	\$71,742
14		\$70,056	\$71,718	\$73,380
15		\$71,694	\$73,356	\$75,017
Counselors, SLPs, and School Psychologists will be awarded the credits earned during their Master's program for placement on the salary schedule.				
BENEFITS PAID ON BEHALF OF EMPLOYEE	HEALTH INS. BENEFIT PER YR		up to:	\$15,894.84
	LIFE INS. BENEFIT PER YR		up to:	\$105.00
ADVANCED DEGREES	MASTER'S DEGREE		Added to salary	\$3,000.00
	DOCTORATE DEGREE		Added to salary	\$4,126.42
STATE ENDORSEMENT (A.P.E.)	A.P.E. - LEVEL 1		One-time stipend (March)	\$1,750.00
	A.P.E. - LEVEL 2		One-time stipend (March)	\$2,750.00
	A.P.E. - LEVEL 3		One-time stipend (March)	\$3,750.00
	A.P.E. - LEVEL 4		One-time stipend (March)	\$4,750.00
	A.P.E. - LEVEL 5		One-time stipend (March)	\$5,750.00
HARD TO FILL POSITIONS	SPECIAL EDUCATION (RESOURCE) TEACHERS/LIFE SKILLS TEACHERS/EXTENDED RESOURCE TEACHERS		One-time stipend (June)	\$2,000.00
	ESY COORDINATOR		One-time stipend (June)	\$1,000.00
	SCHOOL PSYCHOLOGISTS		One-time stipend (June)	\$2,500.00
	SPEECH LANGUAGE PATHOLOGIST		One-time stipend (June)	\$2,500.00
	NURSES		One-time stipend (June)	\$2,500.00
	ELEMENTARY & SECONDARY TSC		One-time stipend (June)	\$4,000.00
LONGEVITY ADD ON	BA48 WITH 16-20 YEARS		Added to salary	\$1,125
	BA72 WITH 16-19 YEARS		Added to salary	\$1,900
	BA72 WITH 20-24 YEARS		Added to salary	\$2,400
	BA72 WITH 25 OR MORE YEARS		Added to salary	\$2,900
NEW EMPLOYEES WITH 11 YEARS (OR MORE) OF VERIFIED CONTRACTED EXPERIENCE WILL BE PLACED ON STEP 9.				
STEPS DO NOT EQUAL YEARS OF EXPERIENCE.				



LAKELAND JOINT SCHOOL DISTRICT
 A Community Committed to Academic Excellence...Dedicated to Student Success

Lakeland Joint School District #272
 15506 N. Washington Street
 Rathdrum, ID 83858
 H: (208)687-0431 FX: (208)-687-1884

FY2024-2025 LJSD Certified Salary Schedule

Certificated Salary Schedule

CELL	Salary	%Change			
1	\$47,477				
2	\$48,427	^ 2.0%			
3	\$49,396	^ 2.0%			
4	\$50,384	^ 2.0%			
5	\$51,392	^ 2.0%			
6	\$52,420	^ 2.0%			
7	\$53,469	^ 2.0%			
8	\$54,539	^ 2.0%			
9	\$55,630	^ 2.0%			
10	\$56,743	^ 2.0%			
11	\$57,878	^ 2.0%			
12	\$59,036	^ 2.0%			
13	\$60,217	^ 2.0%			
14	\$61,422	^ 2.0%			
15	\$62,651	^ 2.0%			
16	\$63,905	^ 2.0%			
17	\$65,184	^ 2.0%			
18	\$66,488	^ 2.0%			
19	\$67,818	^ 2.0%			
20	\$69,175	^ 2.0%			
21	\$70,559	^ 2.0%			
22	\$71,971	^ 2.0%			
23	\$73,411	^ 2.0%			
24	\$74,880	^ 2.0%			
25	\$76,378	^ 2.0%			
BA+24	\$1,900				
MA	\$3,200				
APE Pass Through Adjustment					
	APE1	APE2	APE3	APE4	APE5
FY2025	\$3,500	\$5,500	\$7,500	\$9,500	\$11,500

**Post Falls School District #273 Certified Teacher Salary Schedule
2024 – 2025 School Year**

STEP	BA	BA+12	BA+24	BA+36	BA+48	BA+60	MA	MA+12	MA+24
1	46,460	46,460	46,460	46,460	46,460	47,900	49,960	49,960	51,400
2	46,460	46,460	46,460	46,460	47,177	49,436	49,960	50,677	52,936
3	46,460	46,460	46,460	46,460	48,713	50,973	49,960	52,213	54,473
4	46,460	46,460	46,460	47,990	50,250	52,509	51,490	53,750	56,009
5	46,460	46,460	46,817	49,527	51,786	54,046	53,027	55,286	57,546
6	46,460	46,460	48,353	51,063	53,323	55,581	54,563	56,823	59,081
7	46,460	47,630	49,890	52,600	54,859	57,118	56,100	58,359	60,618
8	46,907	49,167	51,426	54,136	56,396	58,654	57,636	59,896	62,154
9	48,444	50,703	52,963	55,673	57,932	60,191	59,173	61,432	63,691
10	49,980	52,240	54,499	57,209	59,469	61,727	60,709	62,969	65,227
11	51,517	53,776	56,036	58,687	60,990	63,272	62,187	64,490	66,772
12	53,053	55,313	57,572	61,109	63,484	65,868	64,609	66,984	69,368
13				63,630	66,091	68,550	67,130	69,591	72,050
14				66,262	68,806	71,351	69,762	72,306	74,851
15				68,105	71,004	74,037	71,605	74,504	77,537
20				68,827	71,727	74,760	72,327	75,227	78,260
25				69,550	72,451	75,483	73,050	75,951	78,983

The salary schedule is calculated on a base salary of \$36,151 for the 2024-2025 school year with a minimum salary of \$46,460. The duration of the 2024-2025 school year shall consist of 169 days. Only State-approved SBA credit will apply to the salary schedule. Masters Degree Stipend: \$3,500 | Doctoral with Masters Degree Stipend: \$3,500 | Doctoral without Masters Degree Stipend: \$7,000.

For School Year 2024-2025 only, all certified instructional and pupil services personnel shall be eligible for a retention stipend totaling \$2,250. This stipend will be paid in two installments; the first payment of \$1,250 in the November 2024 regular paycheck and the second payment of \$1,000 in the March 2025 regular paycheck. Payment amounts will be prorated based on each staff member's full-time equivalency (FTE). All stipends are subject to the employee's taxes and deductions.

SLP/OT/PT/BCBA/School Psychs: \$5,000

Education									
Years of Service	BA	BA + 12	BA + 24	BA + 36	BA + 48	MA	MA + 12	MA + 24	MA + 36
(R1) 0	\$ 49,477	\$ 49,977	\$ 51,477	\$ 51,977	\$ 52,477	\$ 52,977	\$ 53,477	\$ 53,977	\$ 54,477
(R2) 1	\$ 50,347	\$ 50,847	\$ 52,347	\$ 52,847	\$ 53,347	\$ 53,847	\$ 54,347	\$ 54,847	\$ 55,347
(R3) 2	\$ 51,219	\$ 51,719	\$ 53,219	\$ 53,719	\$ 54,219	\$ 54,719	\$ 55,219	\$ 55,719	\$ 56,219
(P1) 3	\$ 52,349	\$ 52,849	\$ 54,349	\$ 54,849	\$ 55,349	\$ 55,849	\$ 56,349	\$ 56,849	\$ 57,349
(P2) 4	\$ 54,132	\$ 54,632	\$ 56,132	\$ 56,632	\$ 57,132	\$ 57,632	\$ 58,132	\$ 58,632	\$ 59,132
(P3) 5	\$ 55,914	\$ 56,414	\$ 57,914	\$ 58,414	\$ 58,914	\$ 59,414	\$ 59,914	\$ 60,414	\$ 60,914
(P4) 6	\$ 57,696	\$ 58,196	\$ 59,696	\$ 60,196	\$ 60,696	\$ 61,196	\$ 61,696	\$ 62,196	\$ 62,696
(P5) 7	\$ 59,478	\$ 59,978	\$ 61,478	\$ 61,978	\$ 62,478	\$ 62,978	\$ 63,478	\$ 63,978	\$ 64,478
(AP1) 8	\$ 62,592	\$ 63,092	\$ 64,592	\$ 65,092	\$ 65,592	\$ 66,092	\$ 66,592	\$ 67,092	\$ 67,592
(AP2) 9	\$ 64,064	\$ 64,564	\$ 66,064	\$ 66,564	\$ 67,064	\$ 67,564	\$ 68,064	\$ 68,564	\$ 69,064
(AP3) 10	\$ 65,524	\$ 66,024	\$ 67,524	\$ 68,024	\$ 68,524	\$ 69,024	\$ 69,524	\$ 70,024	\$ 70,524
(AP4) 11	\$ 66,972	\$ 67,472	\$ 68,972	\$ 69,472	\$ 69,972	\$ 70,472	\$ 70,972	\$ 71,472	\$ 71,972
(AP5) 12	\$ 68,972	\$ 69,472	\$ 70,972	\$ 71,472	\$ 71,972	\$ 72,472	\$ 72,972	\$ 73,472	\$ 73,972
13		\$ 70,172	\$ 71,672	\$ 72,172	\$ 72,672	\$ 73,172	\$ 73,672	\$ 74,172	\$ 74,672
14		\$ 70,872	\$ 72,372	\$ 72,872	\$ 73,372	\$ 73,872	\$ 74,372	\$ 74,872	\$ 75,372
15		\$ 71,572	\$ 73,072	\$ 73,572	\$ 74,072	\$ 74,572	\$ 75,072	\$ 75,572	\$ 76,072
16		\$ 72,272	\$ 73,772	\$ 74,272	\$ 74,772	\$ 75,272	\$ 75,772	\$ 76,272	\$ 76,772
17		\$ 72,972	\$ 74,472	\$ 74,972	\$ 75,472	\$ 75,972	\$ 76,472	\$ 76,972	\$ 77,472
18		\$ 73,672	\$ 75,172	\$ 75,672	\$ 76,172	\$ 76,672	\$ 77,172	\$ 77,672	\$ 78,172

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

For the 2024/2025 school year only the District will provide a \$300.00/month Local Control stipend for each full-time Professional Employee

Moscow School District #281

2.50%

2024-2025 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	41,500	41,500	41,500	41,500	45,158	47,236	49,407	51,681
2	41,500	41,500	41,500	45,158	47,236	49,407	51,681	54,058
3	41,500	41,500	45,158	47,236	49,407	51,681	54,058	56,544
4	41,500	45,158	47,236	49,407	51,681	54,058	56,544	59,146
5	45,158	47,236	49,407	51,681	54,058	56,544	59,146	61,866
6	47,236	49,407	51,681	54,058	56,544	59,146	61,866	64,711
7	49,407	51,681	54,058	56,544	59,146	61,866	64,711	67,689
8		56,160	57,031	59,654	62,399	65,270	68,271	71,412
9			61,976	62,936	65,829	68,859	72,026	75,339
10				69,041	72,216	75,538	79,013	82,647

Calculating Base	\$37,724.10
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33-1004E(1) ID Code:

State Residency Minimum Instructional - \$41,500

State Residency Minimum Pupil Srv - \$41,500

33-1004E(2) ID Code:

State Professional Minimum Pupil Srv - \$44,500

State Professional Minimum Instructional - \$44,500

ARTICLE IV-SECTION 4-1
SALARY SCHEDULE
GENESEE JOINT SCHOOL DISTRICT NO. 282
2024-2025

Years	BA	BA + 15	BA+30	BA+45	BA + 60	BA + 75	ES/DR
40,405.72				MA	MA + 15	MA + 30	MA + 45
1	47,600.00	47,600.00	47,600.00	47,678.63	50,103.40	52,528.20	\$54,952.98
2	47,600.00	47,600.00	47,600.00	\$49,699.05	\$52,123.83	54,548.65	56,972.01
3	47,600.00	47,600.00	49,296.06	51,719.47	54,144.25	56,569.05	58,992.43
4	47,600.00	48,891.71	51,315.11	53,739.89	56,164.67	58,589.47	61,012.85
5	48,487.36	50,912.12	53,335.60	55,760.31	58,185.09	60,608.50	63,033.28
6		52,932.62	55,355.95	57,780.74	60,205.51	62,628.92	65,053.70
7		54,952.98	57,376.37	59,787.36	62,225.94	64,649.34	67,074.12
8		56,972.01	59,396.80	61,821.58	64,246.36	66,669.76	69,094.63
9			61,417.22	63,842.00	66,265.41	68,690.27	71,114.96
10			63,437.64	65,241.39	68,285.82	70,710.61	73,135.39
11				67,882.85	70,306.24	72,731.03	75,155.81
12					72,326.66	74,751.55	77,176.23
13 or more						76,771.88	79,196.65
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 \$40,405.72 and the minimum salary will be **\$47,600.00**.
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 2024-2025, 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 2024-2025, 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 2024-2025, 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
2024-2025
SALARY SCHEDULE

	BA	BA+12	BA+24	MA BA+36	MA+12 BA+48	MA+24 BA+60	MA+36 ES/DR
0	42500	42500	42500	43142	44761	46441	48183
1	44250	44250	44250	44761	46441	48183	49991
2	44250	44250	44761	46441	48183	49991	51865
3	44250	44761	46441	48183	49991	51865	53808
4	46000	46441	48183	49991	51865	53808	55824
5	46441	48183	49991	51865	53808	55824	57918
6	48183	49991	51865	53808	55824	57918	60089
7	49991	51865	53808	55824	57918	60089	62341
8	51865	53808	55824	57918	60089	62341	64678
9	53808	55824	57918	60089	62341	64678	67104
10		57918	60089	62341	64678	67104	69619
11					67104	69619	72230
12						72230	74938
13							77747

SCHEDULE II – SUPPLEMENTAL

\$29,405 BASE SALARY X PERCENTAGE

Athletic Director	18%
--------------------------	------------

Fall Sports

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

1 st Assistant (Minimum 11)	8%
--	----

2 nd Assistant (Minimum 20)	4.5%
--	------

Jr. High Football (Minimum 11)	5%
--------------------------------	----

Assistant (Minimum 14)	5%
------------------------	----

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

1 st Assistant (Minimum 11)	8%
--	----

2 nd Assistant (Minimum 20)	4.5%
--	------

Jr. High Volleyball (Minimum 8)	5%
---------------------------------	----

Assistant (Minimum 14)	5%
------------------------	----

Cross-Country (Minimum 5)	9.5%
----------------------------------	-------------

Asst. Cross-Country (Minimum 11)	5%
----------------------------------	----

Winter Sports

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

1 st Assistant (Minimum 11)	8%
--	----

2 nd Assistant (Minimum 20)	4.5%
--	------

Jr. High Boys Basketball (Minimum 8)	5%
--------------------------------------	----

Assistant (Minimum 13)	5%
------------------------	----

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

1 st Assistant (Minimum 11)	8%
--	----

2 nd Assistant (Minimum 20)	4.5%
--	------

Jr. High Girls Basketball (Minimum 8)	5%
---------------------------------------	----

Assistant (Minimum 13)	5%
------------------------	----

Spring Sports

Boys & Girls Track (Minimum 11)	12%
--	------------

1 st Assistant (Minimum 11)	8%
--	----

2 nd Assistant (Minimum 20)	4.5%
--	------

Jr. High Track (Minimum 8)	5%
----------------------------	----

1 st Assistant (Minimum 16)	5%
--	----

High School Boys Baseball (Minimum 11)	12%
---	------------

1 st Assistant (Minimum 11)	8%
--	----

2 nd Assistant (Minimum 20)	4.5%
--	------

High School Girls Softball (Minimum 11)	12%
--	------------

1 st Assistant (Minimum 11)	8%
--	----

2 nd 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
----------	-------

7 th & 8 th 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
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SCHEDULE IV BENEFITS

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

\$20,000 Life Insurance Benefit

Medical Benefits: District \$1191.96/month

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

*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.

Projected Certified Salary Schedule 2024-2025 w/movement

Prev Years Base	% Increase	\$ Increase	New Base	Min Salary	Daily Wage	Max Salary	Daily Wage
\$37,788	1.60%	\$605	\$38,393	\$44,200	\$238	\$75,793	\$407

Step Increase: \$1,000.00

Potlatch, Idaho
Teachers Salary Schedule

EXP		BA		BA+15		MA BA+30		MA+15 BA+45		PHD MA+30
1	1.00000	\$44,200	1.04150	\$45,200	1.08472	\$46,200	1.12974	\$47,200	1.17662	\$48,200
2	1.04150	\$45,200	1.08472	\$46,200	1.12974	\$47,200	1.17662	\$48,200	1.22545	\$49,200
3	1.08472	\$46,200	1.12974	\$47,200	1.17662	\$48,200	1.22545	\$49,200	1.27631	\$50,200
4	1.12974	\$47,200	1.17662	\$48,200	1.22545	\$49,200	1.27631	\$50,200	1.32928	\$51,200
5	1.17662	\$48,200	1.22545	\$49,200	1.27631	\$50,200	1.32928	\$51,200	1.38444	\$53,152
6	1.22545	\$49,200	1.27631	\$50,200	1.32928	\$51,200	1.38444	\$53,152	1.44189	\$55,358
7		\$49,200	1.32928	\$51,200	1.38444	\$53,152	1.44189	\$55,358	1.50173	\$57,655
8		\$49,200	1.38444	\$53,152	1.44189	\$55,358	1.50173	\$57,655	1.56405	\$60,048
9		\$49,200		\$53,152	1.50173	\$57,655	1.56405	\$60,048	1.62896	\$62,540
10		\$49,200		\$53,152	1.56405	\$60,048	1.62896	\$62,540	1.69657	\$65,136
11		\$49,200		\$53,152		\$60,048	1.72970	\$66,408	1.76697	\$67,839
12		\$49,200		\$53,152		\$60,048		\$66,408	1.84030	\$70,654
13		\$49,200		\$53,152		\$60,048		\$66,408	1.97416	\$75,793

Wages are Based on Total Days: 186

TROY SCHOOL DISTRICT 287
2024-2025
SALARY MATRIX

3.5% Base Increase
287 - Troy

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	38,948	-	1.049	40,857	-	1.098	42,765	-	1.147	44,673	-	1.196	46,582	-	1.245	48,490	-
		43,791	-		43,791	-		43,791	-			-			-			-
2	1.049	40,857	-	1.098	42,765	-	1.147	44,673	-	1.196	46,582	-	1.245	48,490	-	1.294	50,399	-
		43,791	-		43,791	-			-			-			-			-
3	1.098	42,765	-	1.147	44,673	-	1.196	46,582	-	1.245	48,490	-	1.294	50,399	-	1.343	52,307	-
		43,791	-			-			-			-			-			-
4	1.147	44,673	-	1.196	46,582	-	1.245	48,490	-	1.294	50,399	-	1.343	52,307	-	1.392	54,216	-
			-			-			-			-			-			-
5	1.196	46,582	-	1.245	48,490	-	1.294	50,399	-	1.343	52,307	-	1.392	54,216	-	1.441	56,124	-
			-			-			-			-			-			-
6	1.245	48,490	-	1.294	50,399	-	1.343	52,307	-	1.392	54,216	-	1.441	56,124	-	1.490	58,033	-
			-			-			-			-			-			-
7	1.294	50,399	-	1.343	52,307	-	1.392	54,216	-	1.441	56,124	-	1.490	58,033	-	1.539	59,941	-
			-			-			-			-			-			-
8	1.343	52,307	-	1.392	54,216	-	1.441	56,124	-	1.490	58,033	-	1.539	59,941	-	1.588	61,850	-
			-			-			-			-			-			-
9				1.441	56,124	-	1.490	58,033	-	1.539	59,941	-	1.588	61,850	-	1.637	63,758	-
						-			-			-			-			-
10							1.539	59,941	-	1.588	61,850	-	1.637	63,758	-	1.686	65,666	-
									-			-			-			-
11							1.588	61,850	-	1.637	63,758	-	1.686	65,666	-	1.735	67,575	-
									-			-			-			-
12							1.637	63,758	-	1.686	65,666	-	1.735	67,575	-	1.784	69,483	-
									-			-			-			-
13										1.735	67,575	-	1.784	69,483	-	1.833	71,392	-
												-			-			-
14										1.784	69,483	-	1.833	71,392	-	1.882	73,300	-
												-			-			-
15													1.882	73,300	-	1.931	75,209	-
															-			-
16													1.931	75,209	-	1.980	77,117	-
															-			-
17																2.029	79,026	-
																		-
																		-

White Pine Charter School: 2024-2025

Certified - Salary

Level	Salary
R1	\$ 48,000
R2	\$ 49,000
R3	\$ 50,000
P1	\$ 51,100
P2	\$ 52,800
P3	\$ 54,600
P4	\$ 56,400
P5	\$ 58,200
A1	\$ 61,700
A2	\$ 63,700
A3	\$ 65,700
A4	\$ 67,700
A5	\$ 69,700

Educational Stipend

BA +24	\$ 2,000
MA	\$ 4,000
ED/DR	\$ 6,000

Experience Stipend*

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

Appendix A1
2009-2010 State

Minimum Salary Residence Rung \$41,500				Minimum Salary Professional Rung: \$44,500			
	BA	BA 12	BA 24	BA 36/MA	BA 48/MA 12	BA 60/MA 24	MA 36/EDS/DR
0	\$31,611	\$32,796	\$34,026	\$35,303	\$36,628	\$38,003	\$39,428
1	\$32,796	\$34,026	\$35,303	\$36,628	\$38,003	\$39,428	\$40,908
2	\$34,026	\$35,303	\$36,628	\$38,003	\$39,428	\$40,908	\$42,441
3	\$35,303	\$36,628	\$38,003	\$39,428	\$40,908	\$42,441	\$44,031
4	\$36,628	\$38,003	\$39,428	\$40,908	\$42,441	\$44,031	\$45,681
5	\$38,003	\$39,428	\$40,908	\$42,441	\$44,031	\$45,681	\$47,394
6	\$39,428	\$40,908	\$42,441	\$44,031	\$45,681	\$47,394	\$49,171
7	\$40,908	\$42,441	\$44,031	\$45,681	\$47,394	\$49,171	\$51,014
8	\$42,441	\$44,031	\$45,681	\$47,394	\$49,171	\$51,014	\$52,926
9	\$44,031	\$45,681	\$47,394	\$49,171	\$51,014	\$52,926	\$54,912
10	\$44,031	\$47,394	\$49,171	\$51,014	\$52,926	\$54,912	\$56,969
11	\$44,031	\$47,394	\$49,171	\$51,014	\$54,912	\$59,106	\$61,322
12	\$44,031	\$47,394	\$49,171	\$51,014	\$54,912	\$59,106	\$61,322
13	\$44,031	\$47,394	\$49,171	\$51,014	\$54,912	\$59,106	\$63,620

PERSONNEL**5485**Certified Staff Salary Schedule

2024-2025 Career Ladder (Base Yr 1)	2024-2025 Base Salary Yr 1
R1	\$41,500
R2	\$42,500
R3	\$43,500
P1	\$44,500
P2	\$46,250
P3	\$48,000
P4	\$49,750
P5	\$51,500
AP1	\$55,000
AP2	\$57,000
AP3	\$59,000
AP4	\$61,000
AP5	\$63,000

Technology Coordinator-\$1,500/year**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: August 12, 2024

Appendix A
Nezperce Joint School District No. 302
2024-2025
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	40,030	41,231	42,468	43,742	45,054	46,406	47,798
1	2	41,231	42,468	43,742	45,054	46,406	47,798	49,232
2	3	42,468	43,742	45,054	46,406	47,798	49,232	50,709
3	4	43,742	45,054	46,406	47,798	49,232	50,709	52,230
4	5	45,054	46,406	47,798	49,232	50,709	52,230	53,797
5	6	46,406	47,798	49,232	50,709	52,230	53,797	55,411
6	7	47,798	49,232	50,709	52,230	53,797	55,411	57,073
7	8	49,232	50,709	52,230	53,797	55,411	57,073	58,785
8	9	50,709	52,230	53,797	55,411	57,073	58,785	60,549
9	10	52,230	53,797	55,411	57,073	58,785	60,549	62,365
10	11		55,411	57,073	58,785	60,549	62,365	64,236
11	12					62,365	64,236	66,163
12	13						66,645	68,148
13	14						69,144	70,704
14	15							73,355

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 \$41,500 per Idaho Code 33-1004E.

Staff holding a professional endorsement will be paid at \$44,500 per Idaho Code 33-1004E(2)

Staff holding an advanced professional endorsement will be paid at \$55,000 per Idaho Code 33-1004E(3)

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

2024-2025
KAMIAH SCHOOL DISTRICT
CERTIFIED INSTRUCTIONAL STAFF
With IDAHO CODE 33-1004B

304 - Kamiah

***The Additional \$6359 to be divided by ALL Instructional FTE'S
(Add to cell \$5258.89)***

6.17.24

	Years Exp.	Base Salary (BA)	BA + 24 Credits	Master's Degree (MA)/PhD
R1	1	\$ 41,500	\$ 41,500	\$ 41,500
R2	2	\$ 42,500	\$ 42,500	\$ 42,500
R3	3	\$ 43,500	\$ 43,500	\$ 43,500
P1	4	\$ 44,500	\$ 45,613	\$ 46,753
P2	5	\$ 46,250	\$ 47,406	\$ 48,591
P3	6	\$ 48,000	\$ 49,200	\$ 50,430
P4	7	\$ 49,750	\$ 50,994	\$ 52,269
P5	8	\$ 51,500	\$ 52,788	\$ 54,107
P6	9	\$ 52,788	\$ 54,107	\$ 55,460
P7	10	\$ 54,107	\$ 55,460	\$ 56,846
P8	11		\$ 56,846	\$ 58,268
P9	12		\$ 58,268	\$ 59,864
P10	13			\$ 61,960
P11	14			\$ 64,127

ARTICLE II

**HIGHLAND SCHOOL DISTRICT #305
SALARY SCHEDULE
2024-2025**

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	40622	42145	43696	45304	46974	48705	50501
1	42145	43696	45304	46974	48705	50501	52367
2	43696	45304	46974	48705	50501	52367	54299
3	45304	46974	48705	50501	52367	54299	56306
4	46974	48705	50501	52367	54299	56306	58387
5	48705	50501	52367	54299	56306	58387	60546
6	50501	52367	54299	56306	58387	60546	62787
7	52367	54299	56306	58387	60546	62787	65113
8	54299	56306	58387	60546	62787	65113	67524
9	56306	58387	60546	62787	65113	67524	70026
10		60546	62787	65113	67524	70026	72622
11					70026	72622	75315
12						75315	78110
13							81009

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. Certified Staff shall advance based upon years of experience and education. Certified Staff shall be paid the minimum salaries as identified on the Idaho Career Ladder Model: Resident Endorsed Staff shall earn a minimum salary of \$47,859, Professional Endorsed Staff shall be paid a minimum salary of \$50,859, Advanced Professional Staff shall be paid a minimum salary of \$61,359.

Career Ladder in Statute

Career Salary Rung	Step 1	Step 2	Step 3	Step 4	Step 5
Standard Teacher	41,500	42,500	43,500		
Professional Teacher	44,500	46,250	48,000	49,750	51,500
Advanced Professional Teacher	55,000	57,000	59,000	61,000	63,000

Career Ladder in Statute with additional \$6,359 appropriated by Legislature in 2024

Career Salary Rung	Step 1	Step 2	Step 3	Step 4	Step 5
Standard Teacher	47,859	48,859	49,859		
Professional Teacher	50,859	52,609	54,359	56,109	57,859
Advanced Professional Teacher	61,359	63,359	65,359	67,359	69,359

Career Ladder Allocation**2024-2025**

	1	2	3	4	5
Residency	\$41,500	\$42,500	\$43,500		
Professional	\$44,500	\$46,250	\$48,000	\$49,750	\$51,500
Adv Prof	\$55,000	\$57,000	\$59,000	\$61,000	\$63,000

Education – If State qualified

\$2,000 for BA + 24 credits

\$3,500 for MA

Allocated with**6359 In each rung****2024-2025**

	1	2	3	4	5
Residency	\$47,859	\$48,859	\$49,859		
Professional	\$50,859	\$52,609	\$54,359	\$56,109	\$57,859
Adv Prof	\$61,359	\$63,359	\$65,359	\$67,359	\$69,359

Shoshone School District Salary Schedule**Approved 6/11/2024****2024-2025****Plus Ed Allocation**

	1	2	3	4	5
Restricted	\$ 47,477				
Residency	\$51,500	\$51,500	\$51,500		
Professional	\$56,650	\$56,650	\$56,650	\$61,800	\$61,800
Adv Prof	\$66,950	\$66,950	\$66,950	\$66,950	\$66,950

Certified Salaries Including Pupil Services

2024-2025 Career Ladder Placement 2024-2025 Salary Apportionment

R1	\$41,500.00
R2	\$42,500.00
R3	\$43,500.00
P1	\$44,500.00
P2	\$46,250.00
P3	\$48,000.00
P4	\$49,750.00
P5	\$51,500.00
AP1	\$55,000.00
AP2	\$57,000.00
AP3	\$59,000.00
AP4	\$61,000.00
AP5	\$63,000.00

Instructional staff holding a professional endorsement and a baccalaureate degree and twenty four (24) or more credits will receive an additional \$2,000.00

Instructional staff holding a professional endorsement and an Occupational Specialist in the area for which they are teaching will receive an additional \$3000.00

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

Teachers will receive a Supplemental Contract for \$6359.00 for money Legislatures have given for Certified

Administrative salary is based upon negotiations with the Board Of Trustees 24-25 School Year

Superintendent Salaries	102,907.00
Principal Salary	80,000.00

Article VII

Appendix A Certified Salary Schedule- 2024-2025

The statewide “career ladder” salary reimbursement schedule will be the salary schedule for the 2024-2025 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.

2024-2025 Salary Schedule

	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>			
<u>Res</u>	<u>\$47,859</u>	<u>\$48,859</u>	<u>\$49,859</u>					
<u>Prof.</u>	<u>\$50,859</u>	<u>\$52,609</u>	<u>\$54,359</u>	<u>\$56,109</u>	<u>\$57,859</u>			
<u>AP</u>	<u>\$61,359</u>	<u>\$63,359</u>	<u>\$65,359</u>	<u>\$67,359</u>	<u>69,359</u>			

Education

BA + 24 = \$2,000

MA = \$3,500

Article VIII

Credit Reimbursement: If the district requires a teacher to take a class or training that costs money, the teacher will not be responsible for payment for the class or training. Each year the district will set aside \$3000 to be used for reimbursement for college credit granting courses. In addition to the \$3000 limit, each teacher is limited to \$300 per year. **In order to use this benefit, teachers must apply to the Superintendent by September 1 for the school year.** If more than 10 teachers apply, the reimbursement will be divided amongst those that apply. The teacher will pay for the course, and the district will provide reimbursement upon verification of successful completion of the course.

The district will also set aside \$3500 per year to be used to assist staff seeking to add endorsements or to pursue course work that is beneficial to both the district and the employee. Employees must receive pre-approval from the Superintendent and the Principal and submit a plan/proposal to determine need for the district and a timeline for completion. This resource can be used in addition to the above-mentioned funds. Individuals may access an additional \$1500 per year on a first come first serve basis.

Recertification: The district will reimburse certified employees \$75 towards the cost of Teacher Recertification. To receive reimbursement, the employee must fill out a purchase order, and provide validation of expense. To qualify for reimbursement, employee must be under contract with the Richfield School District; reimbursement to be paid in the September check. This benefit will extend through September of 2025.

Certified Salary Schedule 2024 - 2025***Madison School District #321***

RESIDENCY	
R1	47,700
R2	48,700
R3	49,700

PROFESSIONAL	B	B+24	M
P1	50,700	52,700	54,200
P2	52,450	54,450	55,950
P3	54,200	56,200	57,700
P4	55,950	57,950	59,450
P5	57,700	59,700	61,200

ADVANCED PRO	B	B+24	M
AP1	61,200	63,200	64,700
AP2	63,200	65,200	66,700
AP3	65,200	67,200	68,700
AP4	67,200	69,200	70,700
AP5	69,200	71,200	72,700

Sugar-Salem Salary Schedule
2024-2025 School Year:

Career Ladder Placement	Salary
R1	\$41,500
R2	\$42,500
R3	\$43,500
P1	\$44,500
P2	\$46,250
P3	\$48,000
P4	\$49,750
P5	\$51,500
AP1	\$55,000
AP2	\$57,000
AP3	\$59,000
AP4	\$61,000
AP5	\$63,000

Educational Stipend (May)	Amount
BA + 24 credits	\$2,000
Master's Degree	\$3,500

**CERTIFICATED SALARY SCHEDULE
MINIDOKA COUNTY JOINT SCHOOL DISTRICT #331
2024-2025**

STEP	SALARY	EDUCATION ALLOCATION BA +24 \$2,000	EDUCATION ALLOCATION MA/ES/DR \$3,500
R1	\$ 47,300		
R2	\$ 48,100		
R3	\$ 49,100		
P1	\$ 50,100	\$ 52,100	\$ 53,600
P2	\$ 51,900	\$ 53,900	\$ 55,400
P3	\$ 53,700	\$ 55,700	\$ 57,200
P4	\$ 55,500	\$ 57,500	\$ 59,000
P5	\$ 57,300	\$ 59,300	\$ 60,800
P6	\$ 58,800	\$ 60,800	\$ 62,300
AP1	\$ 60,300	\$ 62,300	\$ 63,800
AP2	\$ 61,800	\$ 63,800	\$ 65,300
AP3	\$ 63,300	\$ 65,300	\$ 66,800
AP4	\$ 64,800	\$ 66,800	\$ 68,300

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.

Loyalty Bonus Certified Years of Service with	
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.

ARTICLE V **PROFESSIONAL COMPENSATION**

5.1 Salary Schedule 2024-2025 - 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	41,866.38 1 41,500 ***	43,122 1.03	44,416 1.0609	45,749 1.09273	47,121 1.12551
	***[Minimum Salary to be paid per Idaho Code section 33-1004E]				
2	43,813 1.0465	45,128 1.0779	46,481 1.11023	47,876 1.14354	49,312 1.17785
3	45,850 1.09516	47,226 1.12802	48,643 1.16186	50,102 1.19671	51,605 1.23262
4	47,982 1.14608	49,422 1.18047	50,905 1.21589	52,432 1.25236	54,005 1.28994
5	50,213 1.19937	51,720 1.23536	53,272 1.27243	54,870 1.31059	56,516 1.34992
6	52,548 1.25514	54,125 1.2928	55,749 1.3316	57,421 1.37153	59,144 1.41269
7	54,991 1.3135	56,642 1.35292	58,342 1.39352	60,091 1.43531	61,894 1.47838
8	57,549 1.37458	59,276 1.41583	61,055 1.45832	62,885 1.50205	64,772 1.54712
9	60,225 1.4385	62,032 1.48167	63,894 1.52613	65,810 1.5719	67,784 1.61906
10	63,025 1.50539	64,917 1.55057	66,865 1.5971	68,870 1.64499	70,936 1.69435
11			69,974 1.67137	72,072 1.72148	74,235 1.77314
12				75,424 1.80153	77,687 1.85559
13					81,299 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 \$41,500 for residential placement and \$44,500 for professional or advanced professional state placement.

341 - Lapwai

LAPWAI SCHOOL DISTRICT #341
PROGRESSIVE BASE SCHEDULE
CERTIFIED SALARY SCHEDULE

BASE: \$ 46,837

2024-2025 Increment: 3.50%

3% INCREASE FOR 24-25

YEARS EXP	BA	BA+15	BA+30	MA/BA+45	MA+15/BA+60	MA+30/BA+75	DR/MA+45
0	46,837	48,476	50,173	51,929	53,747	55,628	57,575
1	48,476	50,173	51,929	53,747	55,628	57,575	59,590
2	50,173	51,929	53,747	55,628	57,575	59,590	61,676
3	51,929	53,747	55,628	57,575	59,590	61,676	63,834
4	53,747	55,628	57,575	59,590	61,676	63,834	66,068
5	55,628	57,575	59,590	61,676	63,834	66,068	68,381
6	57,575	59,590	61,676	63,834	66,068	68,381	70,774
7		61,676	63,834	66,068	68,381	70,774	73,251
8		63,834	66,068	68,381	70,774	73,251	75,815
9			68,381	70,774	73,251	75,815	78,469
10			70,774	73,251	75,815	78,469	81,215
11			73,251	75,815	78,469	81,215	84,058
12				78,469	81,215	84,058	87,000
13				81,215	84,058	87,000	90,045

CULDESAC JOINT SCHOOL DISTRICT #342							
2024-2025							
CERTIFIED SALARY SCHEDULE							
				MA	MA +12	MA +24	MA +36
Year Exp / 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	49500	50400	51300	52200	53100	53600	54000
1	50600	51500	52400	53300	54200	54700	55100
2	51700	52600	53500	54400	55300	55800	56200
3	52800	53700	54600	55500	56400	56900	57300
4	53900	54800	55700	56600	57500	58000	58400
5	55000	55900	56800	57700	58600	59100	59500
6	56100	57000	57900	58800	59700	60200	60600
7	57200	58100	59000	59900	60800	61300	61700
8	58300	59200	60100	61000	61900	62400	62800
9	59400	60300	61200	62100	63000	63500	63900
10		61400	62300	63200	64100	64600	65000
11			63400	64300	65200	65700	66100
12				65400	66300	66800	67200
13					67400	67900	68300
14							69400

ONEIDA SCHOOL DISTRICT No. 351

2024 – 2025

SALARY SCHEDULE

*This schedule does not include education allocation, or the one time stipends.

Career Ladder Placement	Salary
Res 1	\$47,859
Res 2	\$48,859
Res 3	\$49,859
Prof 1	\$50,859
Prof 2	\$52,609
Prof 3	\$54,359
Prof 4	\$56,109
Prof 5	\$57,859
Prof 6*	\$58,300
AP1	\$61,359
AP2	\$63,359
AP3	\$65,359
AP4	\$67,359
AP5	\$69,359

MARSING JOINT SCHOOL DISTRICT #363
2024-2025 APPENDIX A - Salary Structure

2024-2025 Marsing Joint School District #363 Salary Structure- Appendix A					
	RP1	RP2	RP3		
Residency	\$41,500	\$42,500	\$43,500		
	P1	P2	P3	P4	P5
Professional	\$44,500	\$46,250	\$48,000	\$49,750	\$51,500
	AP1	AP2	AP3	AP4	AP5
Advanced Professional	\$55,000	\$57,000	\$59,000	\$61,000	\$63,000

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

Additional Compensation	Amount
each rung	\$5,000

From: [Heather Williams](#)
To: [Ashley Pietras](#)
Subject: Re: 2024-2025 Salary Schedule Collection for Instructional and Pupil Services Staff - Due 10/15/2024
Date: Monday, September 23, 2024 8:01:13 AM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)

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 district is using the Career Ladder as the basis for their contract for their two teachers. They do not have an adopted salary schedule.

On Tue, Aug 27, 2024 at 8:59 AM Ashley Pietras <apietras@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 Ashley Pietras (apietras@sde.idaho.gov) no later than **October 15, 2024**.

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 24-25 school year.
- Salary schedules for administrative staff are not required.

Please have these submitted to Ashley Pietras no later than **October 15, 2024**.

You can find this requirement included in the Data Acquisition Calendar located on our website under Public School Finance at <https://sde.idaho.gov/finance/>, under highlights.

365 - Bruneau Grand View

(a) For instructional staff and pupil service staff holding a professional or an advanced professional endorsement, a baccalaureate degree and twenty-four (24) or more credits, two thousand dollars (\$2,000) per fiscal year.

(b) For instructional staff and pupil service staff holding a professional or an advanced professional endorsement and a master's degree, three thousand five hundred dollars (\$3,500) per fiscal year.

In addition to the allocation amount specified for the applicable cell on the career ladder, school districts shall receive an additional allocation amount for career technical education instructional staff holding an occupational specialist certificate in the area for which they are teaching in the amount of three thousand dollars (\$3,000), which shall be designated for career technical education staff and included as part of their salary.

Add \$6,359.00 for the 2023 Legislative Incentive (continued in 2024)

Effective July 1, 2024, the allocation shall be:

Base

Allocation	1	2	3	4	5
Residency	\$41,500 (47,859)	\$42,500 (48,859)	\$43,500 (49,859)		
Professional	\$44,500 (50,859)	\$46,250 (52,609)	\$48,000 (54,359)	\$49,750 (56,109)	\$51,500 (57,859)
Advanced Professional	\$55,000 (61,329)	\$57,000 (63,359)	\$59,000 (65,359)	\$61,000 (67,359)	\$63,000 (69,359)

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
	Amended & Adopted	2023	5-24-23
	Amended & Adopted	2024	5-21-24

**HOMEDALE SCHOOL DISTRICT #370
2024-25 INSTRUCTIONAL & PUPIL SERVICE STAFF CAREER LADDER**

STATE INSTRUCTIONAL & PUPIL SERVICE STAFF CAREER LADDER

	1	2	3	4	5	6
Residency	46,625	47,625	48,625			
Professional	49,625	51,385	53,125	54,875	56,625	
Adv.Prof.	60,125	62,125	64,125	66,125	68,125	Super Cell 76,518

** 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 \$1,087.82 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).

371 - Payette

Payette School District Certified Salary Schedule 2024-25

Regular pay code amount		MA/EDS Loyalty		
FY24-25		BA + 24 Stipend	MA Stipend	Stipend
		\$ 2,000.00	\$ 3,500.00	\$ 4,000.00
R1	\$ 41,500.00			
R2	\$ 42,500.00			
R3	\$ 43,500.00			
P1	\$ 44,500.00	\$ 46,500.00	\$ 48,000.00	
P2	\$ 46,250.00	\$ 48,250.00	\$ 49,750.00	
P3	\$ 48,000.00	\$ 50,000.00	\$ 51,500.00	
P4	\$ 49,750.00	\$ 51,750.00	\$ 53,250.00	
P5	\$ 51,500.00	\$ 53,500.00	\$ 55,000.00	
AP1	\$ 55,000.00	\$ 57,000.00	\$ 58,500.00	
AP2	\$ 57,000.00	\$ 59,000.00	\$ 60,500.00	
AP3	\$ 59,000.00	\$ 61,000.00	\$ 62,500.00	
AP4	\$ 61,000.00	\$ 63,000.00	\$ 64,500.00	
AP5	\$ 63,000.00	\$ 65,000.00	\$ 66,500.00	
G1	\$ 58,424.00	\$ 60,424.00	\$ 61,924.00	
G2	\$ 60,616.00	\$ 62,616.00	\$ 64,116.00	
G3	\$ 62,890.00	\$ 64,890.00	\$ 66,390.00	\$ 66,890.00

Regular pay w/ SB1205 amount		MA/EDS Loyalty		
FY24-25		BA + 24 Stipend	MA Stipend	Stipend
		\$ 2,000.00	\$ 3,500.00	\$ 4,000.00
R1	\$ 41,500.00			
R2	\$ 48,141.00			
R3	\$ 49,141.00			
P1	\$ 50,400.00	\$ 52,400.00	\$ 53,900.00	
P2	\$ 52,150.00	\$ 54,150.00	\$ 55,650.00	
P3	\$ 53,900.00	\$ 55,900.00	\$ 57,400.00	
P4	\$ 55,650.00	\$ 57,650.00	\$ 59,150.00	
P5	\$ 57,400.00	\$ 59,400.00	\$ 60,900.00	
AP1	\$ 62,254.00	\$ 64,254.00	\$ 65,754.00	
AP2	\$ 64,254.00	\$ 66,254.00	\$ 67,754.00	
AP3	\$ 66,254.00	\$ 68,254.00	\$ 69,754.00	
AP4	\$ 68,254.00	\$ 70,254.00	\$ 71,754.00	
AP5	\$ 70,254.00	\$ 72,254.00	\$ 73,754.00	
G1	\$ 65,678.00	\$ 67,678.00	\$ 69,178.00	
G2	\$ 67,870.00	\$ 69,870.00	\$ 71,370.00	
G3	\$ 70,144.00	\$ 72,144.00	\$ 73,644.00	\$ 74,144.00

New Plymouth Certified Staff Salary Schedule

FY25 - Approved 6/10/24

	2024-25 Certified Staff Salary Schedule			
Rung	BA	BA+24	MA	MA+24
R1	\$47,261			
R2	\$48,248			
R3	\$49,236			
P1	\$51,113	\$52,613	\$53,613	\$54,613
P2	\$52,872	\$54,372	\$55,372	\$56,372
P3	\$54,631	\$56,131	\$57,131	\$58,131
P4	\$56,390	\$57,890	\$58,890	\$59,890
P5	\$58,148	\$59,648	\$60,648	\$61,648
AP1	\$62,586	\$64,086	\$65,086	\$66,086
AP2	\$64,309	\$65,809	\$66,809	\$67,809
AP3	\$66,013	\$67,513	\$68,513	\$69,513
AP4	\$68,033	\$69,533	\$70,533	\$71,533
AP5	\$70,053	\$71,553	\$72,553	\$73,553

*Certificated staff shall be placed on the Salary Schedule in the cell that corresponds with the cell in which they qualify, including earned credits, on the State Career Ladder for the fiscal year. This includes new employees who come from outside of Idaho.

*No full-time certificated staff member will earn less than \$1000 more than they earned in FY24 based on their placement on the FY24 Approved New Plymouth Salary Schedule the previous year.

SALARY SCHEDULE 2024-2025
FRUITLAND SCHOOL DISTRICT #373

Payscale Step	<u>2024-25</u>	<u>BA +24</u>	<u>Master's</u>
R1	\$47,859		
R2	\$48,859		
R3	\$49,859		
P1	\$50,859	\$52,859	\$54,359
P2	\$52,609	\$54,609	\$56,109
P3	\$54,359	\$56,359	\$57,859
P4	\$56,109	\$58,109	\$59,609
P5	\$57,859	\$59,859	\$61,359
AP1	\$61,359	\$63,359	\$64,859
AP2	\$63,359	\$65,359	\$66,859
AP3	\$65,359	\$67,359	\$68,859
AP4	\$67,359	\$69,359	\$70,859
AP5	\$69,359	\$71,359	\$72,859

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.

**American Falls School District
Certified Teacher and Pupil Services
Salary Schedule - 2024-2025**

Step	BA Lane 1	BA 24 Lane 2	BA 48/ Masters Lane 3
RP1	49,650	50,150	52,650
RP2	50,650	51,150	54,150
RP3	51,650	52,150	55,650
P1	53,150	55,150	57,150
P2	54,650	56,650	58,650
P3	56,150	58,150	60,150
P4	57,650	59,650	61,650
P5	59,150	61,150	63,150
P6	59,150	62,650	64,650
P7	59,150	64,150	66,150
P8	59,150	65,650	67,650
P9	59,150	67,150	69,150
P10	59,150	68,650	70,650

People who qualify for the advanced professional endorsement shall receive additional compensation according to the following schedule:

Step	Amount
AP1	2,000
AP2	3,000
AP3	4,000
AP4	5,000
AP5	6,000

Board Approved: 5-28-2024

Position	FY2025	
Certified Staff	Base Salary	Employed FTE
R1	\$ 41,500.00	1
R2	\$ 42,500.00	0
R3	\$ 43,500.00	0
P1	\$ 44,500.00	1
P2	\$ 46,250.00	0.86
P3	\$ 48,000.00	0
P4	\$ 49,750.00	0
P5	\$ 51,500.00	5.86
AP1	\$ 55,000.00	4
AP2	\$ 57,000.00	0
AP3	\$ 59,000.00	1
AP4	\$ 61,000.00	0
AP5	\$ 63,000.00	3
AP5(a)	\$ 75,056.00	
AP5(b)	\$ 75,056.00	
AP5(c)	\$ 74,117.00	
Average	\$ 55,420.56	
	FTE total	16.72
JFAC Additional Fund/FTE	\$ 6,000.00	
Ed Allocation		
BA+24	\$ 2,000.00	
MA	\$ 3,500.00	
Occ. Spec.	\$ 3,000.00	
Ag. Instructor 22 day extended	\$ 9,275.00	
Superintendent/Principal	\$ 106,450.00	1

Position
Classified
Tech Director
Athletic Director
Transportation Director
Position
Business
Mgr(70%)/Board
Clerk(30%)
Secretary
Classroom Aide
Classroom Aide
Secretary
Classroom Aide
College & Career
Lunch
Lunch
Maintenance (80%)/ Bus
Mechanic (20%)
IDLA Para
Custodian
Custodian
Library Director
Elementary Relief Hour
Aide

Arbon Elementary School District #383
2024-2025 Certified Salary Schedule

Career Ladder Placement	Salary Apportionment
R1	\$47,477
R2	\$48,347
RP3	\$49,219
P1	\$50,349
P2	\$52,132
P3	\$53,914
P4	\$55,696
P5	\$57,478
AP1	\$60,592
AP2	\$63,524
AP3	\$64,972

July 1, 2024 through June 30, 2025, 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)

Adopted by:  Chairman of the Board of Trustees



KELLOGG JOINT SCHOOL DISTRICT 391 2024-2025 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	41,940	41,940	43,524	45,269	47,015	48,761	50,506	52,251
2	41,940	43,190	44,935	46,680	48,426	50,170	51,916	53,661
3	42,853	44,599	46,344	48,090	49,834	51,580	53,325	55,071
4	44,264	46,009	47,756	48,972	51,246	52,991	54,736	56,482
5	45,674	47,419	49,164	50,910	52,655	54,400	56,146	57,891
6	47,083	48,828	50,574	52,319	54,064	55,810	57,556	59,301
7	48,494	50,355	51,985	53,730	55,475	57,221	58,966	60,711
8	49,903	51,648	53,394	55,139	56,884	58,630	60,375	62,121
9	51,312	53,058	54,803	56,549	58,295	60,040	61,785	63,530
10	52,724	54,469	56,214	57,959	59,705	61,450	63,216	64,941
11	-	55,879	57,624	59,370	61,115	62,861	64,607	66,352
12	-	-	59,036	60,781	62,526	64,272	66,017	67,762
13	-	-	-	62,191	63,937	65,682	67,428	69,173
14	-	-	-	-	65,348	67,093	68,838	70,584
15	-	-	-	-	-	68,503	70,249	71,994

2024/2025

Base	43208	2%								
	1		3	4	5	6	4	5	6	7
	BA/BS	BA + 12	BA + 24	BA + 36	BA + 48	BA + 60	MA	MA + 12	MA + 24	MA + 36
1	\$44,072	\$44,142	\$44,142	\$44,910	\$44,910	\$44,910	\$44,910	\$44,910	\$45,751	\$46,236
2	\$44,072	\$44,142	\$44,910	\$44,910	\$44,910	\$44,910	\$44,910	\$45,751	\$46,236	\$47,034
3	\$44,072	\$44,910	\$44,910	\$44,910	\$44,910	\$45,751	\$45,751	\$46,236	\$47,034	\$48,449
4	\$44,910	\$44,910	\$44,910	\$44,910	\$45,751	\$46,236	\$46,236	\$47,034	\$48,449	\$52,148
5	\$44,910	\$44,910	\$44,910	\$45,751	\$46,236	\$47,034	\$47,034	\$48,449	\$52,148	\$52,148
6	\$44,910	\$44,910	\$45,751	\$46,236	\$47,034	\$48,449	\$48,449	\$52,148	\$52,148	\$52,148
7	\$44,910	\$45,751	\$46,236	\$47,034	\$48,449	\$52,148	\$52,148	\$52,148	\$52,148	\$54,145
8	\$45,751	\$46,236	\$47,034	\$48,449	\$52,148	\$52,148	\$52,148	\$52,148	\$54,145	\$55,090
9	\$46,236	\$47,034	\$48,449	\$52,148	\$52,148	\$52,148	\$52,148	\$54,145	\$55,090	\$56,131
10	\$47,034	\$48,449	\$52,148	\$52,148	\$52,148	\$54,145	\$54,145	\$55,090	\$56,131	\$60,440
11	\$48,449	\$52,148	\$52,148	\$52,148	\$54,145	\$55,090	\$55,090	\$56,131	\$60,440	\$61,701
12	\$48,449	\$52,148	\$52,148	\$54,145	\$55,090	\$56,131	\$56,131	\$60,440	\$61,701	\$62,958
13	\$48,449	\$52,148	\$54,145	\$55,090	\$56,131	\$60,440	\$60,440	\$61,701	\$62,958	\$65,058
14	\$48,449	\$54,145	\$55,090	\$56,131	\$60,440	\$65,034	\$61,701	\$62,958	\$65,058	\$70,001
	BA/BS	BA + 12	BA + 24	BA + 36	BA + 48	BA + 60	MA	MA + 12	MA + 24	MA + 36

Wallace School District No. 393
Certified Salary Schedule
2024-2025

393 - Wallace

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	44,409	44,409	44,409	44,409	44,409	44,409	46,067
1	44,409	44,409	44,409	44,409	44,409	46,067	47,795
2	44,409	44,409	44,409	44,409	46,067	47,795	49,587
3	44,409	44,409	44,409	46,067	47,795	49,587	51,447
4	44,409	44,409	46,067	47,795	49,587	51,447	53,376
5	44,409	46,067	47,795	49,587	51,447	53,376	55,379
6	46,067	47,795	49,587	51,447	53,376	55,379	57,454
7	47,795	49,587	51,447	53,376	55,379	57,454	59,609
8	49,587	51,447	53,376	55,379	57,454	59,609	61,845
9	51,447	53,376	55,379	57,454	59,609	61,845	64,164
10	53,376	55,379	57,454	59,609	61,845	64,164	66,570
11	0	57,454	59,609	61,845	64,164	66,570	69,066
12	0	59,609	61,845	64,164	66,570	69,066	71,657
13-15	0	Add \$1,500 Experience Credit: 13-15 yrs (Negotiated)					74,344
16	0	Add \$2,500 Experience Credit: 16+ yrs (Negotiated)					
Actual Base: \$36,937		State Minimum: \$41,500		WSD Minimum : \$44,409		2.00% INCR APPR 6/26/24	

From: averyschool@sd394.com
To: [Ashley Pietras](#)
Subject: RE: 2024-2025 Salary Schedule Collection for Instructional and Pupil Services Staff - Due 10/15/2024
Date: Monday, September 9, 2024 6:01:51 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)

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Ashley,

We have one elementary/junior high school with 12 students. No salary schedule. We have two full time teachers \$76,655 and \$57,367.

Thanks so much,
Sheila Cottier

fourth and fifth time during the 2023-2024 school year shall receive a one-time payment in the amount of two-thousand dollars (\$2,000) for the school year.

- G.** Certificated employees on Appendix A Step 13 in the school years 2023-2024 and who are also on Step 13 in school year 2024-2025 shall receive a one-time payment in the amount of two hundred fifty dollars (\$250) in the March 2025 payroll.
- H.** Certificated employees may be given up to three (3) days of compensated time dependent upon required additional duties performed outside of contract hours as agreed upon with their building administrator. Certificated employees shall be responsible for tracking their time.

Appendix A 2024 - 2025

Teton Certified Salary Schedule	
Step 1	\$47,281
Step 2	\$48,049
Step 3	\$48,819
Step 4	\$50,117
Step 5	\$51,990
Step 6	\$53,863
Step 7	\$55,737
Step 8	\$57,609
Step 9	\$60,434
Step 10	\$62,298
Step 11	\$65,238
Step 12	\$68,329
Step 13	\$71,519

Appendix A shall be in effect from July 1, 2024- June 30, 2025.

2024-2025 TFSD #411 Career Ladder (Based on 188 days)

Rung	BA	BA+24	MA
RP1*	\$ 47,859.00		
RP2*	\$ 48,859.00		
RP3*	\$ 49,859.00		
P1	\$ 50,859.00	\$ 52,859.00	\$ 54,359.00
P2	\$ 52,609.00	\$ 54,609.00	\$ 56,109.00
P3	\$ 54,359.00	\$ 56,359.00	\$ 57,859.00
P4	\$ 56,109.00	\$ 58,109.00	\$ 59,609.00
P5	\$ 57,859.00	\$ 59,859.00	\$ 61,359.00
19-20 P5/no AP (grandfather)	\$ 58,359.00	\$ 60,359.00	\$ 61,859.00
19-20 P6/no AP (grandfather)	\$ 61,581.00	\$ 63,581.00	\$ 65,081.00
AP1	\$ 61,359.00	\$ 63,359.00	\$ 64,859.00
AP2	\$ 63,359.00	\$ 65,359.00	\$ 66,859.00
AP3	\$ 65,359.00	\$ 67,359.00	\$ 68,859.00
AP4	\$ 67,359.00	\$ 69,359.00	\$ 70,859.00
AP5	\$ 69,359.00	\$ 71,359.00	\$ 72,859.00

*** Resident teachers are not eligible for the education allotments. (RP1 - RP3)**

2024-2025 employees at P5 who do not achieve AP will be frozen until they qualify for the AP. Those who were P6/No AP or P5/No AP in 2019-2020 are grandfathered at a base amount of \$58,359 and \$61,581 respectively. No additional employees will be moved into P5/no AP grandfathered or P6/no AP grandfathered and instead will need to achieve AP status to move down the ladder. P6/No AP and P5/No AP employees who qualify for AP will move into the appropriate AP rung. 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).

For 2024-2025 all certified employees will receive a one-time 1% (minimum) COVID stipend for additional work completed in the 2024-2025 school year to address academic issues related to COVID. This includes data analysis, intervention planning for learning loss, lesson planning, collaborative work, PD, etc. These funds will be paid in the September 2024 paycheck.

Teacher and Pupil Services Salary Schedule 24-25

R1-0	R2-0	R3-0				
\$47,859.00	\$48,859.00	\$49,859.00				
P1-0	P2-0	P3-0	P4-0	P5-0	P5GF-0	P6GF-0
\$50,859.00	\$52,609.00	\$54,359.00	\$56,109.00	\$57,859.00	\$60,645.00	\$61,675.00
AP1-0	AP2-0	AP3-0	AP4-0	AP5-0		
\$61,359.00	\$63,359.00	\$65,359.00	\$67,359.00	\$69,359.00		

P6GFb-0	P7GF-0
\$60,645.00	\$67,922.00

Filer School District #413
Certified Salary Schedule 2024-2025

2024-2025	2024-2025
Career Ladder Placement	Salary Apportionment
R1	\$47,859
R2	\$48,859
R3	\$49,859
P1	\$50,859
P2	\$52,609
P3	\$54,359
P4	\$56,109
P5	\$57,859
AP1	\$61,359
AP2	\$63,359
AP3	\$65,359
AP4	\$67,359
AP5	\$69,359
GP10	\$60,557
AP1-G	\$64,057
AP1-G2	\$64,557
AP2-G	\$66,057
AP2-G2	\$66,557
AP3-G	\$68,057
AP3-G2	\$68,557
AP4-G	\$70,057
AP4-G2	\$70,557
AP5-G	\$72,057
AP5-G2	\$72,557

KSD FY25 Instructional Salary Schedule

RESIDENT	R1	R2	R3
	\$47,859	\$48,859	\$49,859

PROFESSIONAL: Must be professionally endorsed by SDE	P1	P2	P3	P4	P5
	\$50,859	\$52,609	\$54,359	\$56,109	\$57,859
24 credits	\$52,859	\$54,609	\$56,359	\$58,109	\$59,859
Master's	\$54,359	\$56,109	\$57,859	\$59,609	\$61,359

ADVANCED PROFESSIONAL: Must be Advanced Professionally endorsed by SDE	AP1	AP2	AP3	AP4	AP5
	\$61,359	\$63,359	\$65,359	\$67,359	\$69,359
24 credit	\$63,359	\$65,359	\$67,359	\$69,359	\$71,359
Master's	\$64,859	\$66,859	\$68,859	\$70,859	\$72,859

KSD FY25 Pupil Service Salary Schedule

RESIDENT	R1	R2	R3
	\$52,645	\$53,745	\$54,845

PROFESSIONAL: Must be professionally endorsed by SDE	P1	P2	P3	P4	P5
	\$55,945	\$57,870	\$59,795	\$61,720	\$63,645
24 credits	\$57,945	\$59,870	\$61,795	\$63,720	\$65,645
Master's	\$59,445	\$61,370	\$63,295	\$65,220	\$67,145

ADVANCED PROFESSIONAL: Must be Advanced Professionally endorsed by SDE	AP1	AP2	AP3	AP4	AP5
	\$67,495	\$69,695	\$71,895	\$74,095	\$76,295
24 credit	\$69,495	\$71,695	\$73,895	\$76,095	\$78,295
Master's	\$70,995	\$73,195	\$75,395	\$77,595	\$79,795

HANSEN SCHOOL DISTRICT 2024-25 SALARY SCHEDULE

Career Ladder Placement	BA	BA +24 \$2,000	MA \$3,500
R1	\$47,859	\$49,859	\$51,359
R2	\$48,859	\$50,859	\$52,359
R3	\$49,859	\$51,859	\$53,359
P1	\$50,859	\$52,859	\$54,359
P2	\$52,609	\$54,609	\$56,109
P3	\$54,359	\$56,359	\$57,859
P4	\$56,109	\$58,109	\$59,609
P5	\$57,859	\$59,859	\$61,359
P6*	\$60,109	\$62,109	\$63,609
AP1	\$61,359	\$63,359	\$64,859
AP2	\$63,359	\$65,359	\$66,859
AP3	\$65,359	\$67,359	\$68,859
AP4	\$67,359	\$69,359	\$70,859
AP5	\$69,359	\$71,359	\$72,859

*Grandfathered to employees that have been continuously employed by the district since 2021-22.

Education Allocation	2024-2025 Premium
BA + 24	\$2,000
MA	\$3,500

From: frostenson@pmt.org
To: [Ashley Pietras](#)
Subject: RE: REMINDER: Salary Schedule"s
Date: Thursday, December 5, 2024 12:05:42 PM
Attachments: [image001.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image016.png](#)

416 - Three Creek

CAUTION: This email originated outside the State of Idaho network. Verifv 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.

Ashley,

Three Creek School District #416, has two employees at this time. [REDACTED] is the teacher/administrator. She is 90% teacher and 10% administrator. She is salaried, and paid \$70,000 per year (see attached contract). [REDACTED] is our paraprofessional. She is paid \$28,000 per year and her contract is also attached. If you need anything else, please let me know.

Thank you,

Michelle Frostenson
208-670-2711



Ashley Pietras
Financial Specialist

RUNG	SALARY	EX. COMP	TOTAL
R1	\$ 41,500.00	\$ 5,842.00	\$ 47,342.00
R2	\$ 42,500.00	\$ 5,842.00	\$ 48,342.00
R3	\$ 43,500.00	\$ 5,842.00	\$ 49,342.00
P1	\$ 44,500.00	\$ 5,842.00	\$ 50,342.00
P2	\$ 46,250.00	\$ 5,842.00	\$ 52,092.00
P3	\$ 48,000.00	\$ 5,842.00	\$ 53,842.00
P4	\$ 49,750.00	\$ 5,842.00	\$ 55,592.00
P5	\$ 51,500.00	\$ 5,842.00	\$ 57,342.00
AP1	\$ 55,000.00	\$ 5,842.00	\$ 60,842.00
AP2	\$ 57,000.00	\$ 5,842.00	\$ 62,842.00
AP3	\$ 59,000.00	\$ 5,842.00	\$ 64,842.00
AP4	\$ 61,000.00	\$ 5,842.00	\$ 66,842.00
AP5	\$ 63,000.00	\$ 5,842.00	\$ 68,842.00

Ed Allotment for those who qualify:

BA + 24 \$2,000

MA \$3,500

Murtaugh School Dist. 418 2024-2025 Salary Schedule

R1	\$47,859	P1	\$50,859	AP1	\$ 61,359
R2	\$48,859	P2	\$52,609	AP2	\$ 63,359
R3	\$49,859	P3	\$54,359	AP3	\$ 65,359
		P4	\$56,109	AP4	\$ 67,359
		P5	\$57,859	AP5	\$ 69,359

Education Allocation:			
\$2,000	Professional Endorsement and Bachelors + 24 Credits		
\$3,500	Professional Endorsement and Masters		

2024-2025 Certified Salary Schedule

	BA	BA+24	MA
0	51,509	52,170	52,302
1	52,566	52,876	53,299
2	53,303	53,594	54,046
3	54,051	54,322	54,803
4	55,353	55,555	55,985
5	55,353	56,312	57,363
6	55,353	57,078	59,293
7	55,353	57,857	61,294
8	55,353	59,228	63,367
9	55,353	59,228	65,515
10	55,353	59,228	67,741
11	55,353	59,228	70,049
12	55,353	59,228	72,440
13	55,353	59,228	74,917
14	55,353	59,228	77,484
15	55,353	59,228	80,104
16	55,353	59,228	84,468

Cascade School District
2024-2025
Certified Salary Schedule

Step	Salary
R1	46,718
R2	47,588
R3	48,460
P1	49,590
P2	51,373
P3	53,155
P4	54,937
P5	56,719
AP1	59,833
AP2	61,305
AP3	62,765
AP4	64,213
AP5	68,600

2024-2025 Certified Salary Schedule

5/16/2024

STEPS				
Residency	BA	BA+24	MA	MA+24
0 - RP1	47859	49359	50859	51359
1 - RP2	48259	49759	51259	51759
2 - RP3	48659	50159	51659	52159
Professional				
3 yrs exp. - P1	50859	52359	53859	54359
4 yrs experience	51600	53100	54600	55100
5 yrs exp.	53100	54600	56100	56600
6	53500	55000	56500	57000
7	53900	55400	56900	57400
8	54300	55800	57300	57800
9	54700	56200	57700	58200
10	55100	56600	58100	58600
11	55500	57000	58500	59000
12	55900	57400	58900	59400
13	56300	57800	59300	59800
14	56700	58200	59700	60200
15	57100	58600	60100	60600
16	57500	59000	60500	61000
17	57900	59400	60900	61400
18	58300	59800	61300	61800
19	58700	60200	61700	62200
20	59100	60600	62100	62600
21-25 years		62100	63600	64100
26-30 years		63600	65100	65600
31-35 years		65100	66600	67100
36 and above		66600	68100	68600

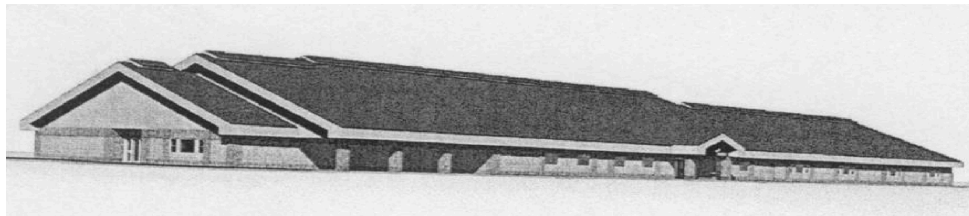
2024-2025 Salary Schedule Explanatory Notes

- 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 rung on the Career Ladder shall be paid less than the minimum dollar amount on the the Career Ladder Professional Rung (IC 33-1004B and 33-1004E2)
 - 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 FY24
 - 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 \$300 increase from their FY24 salary, whichever is greater

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

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

Steps between experience bands increase by \$1500



432 - Cambridge

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

Career Ladder Placement	Salary Appropriation	Estimated Addition	MSD Salary per rung
R=Resident P=Professional AP=Advanced Professional		SBA x 6359 = 90500 90500/Actual FTE = 5600	
R1	41,500	5600	47,100
R2	42,500	5600	48,100
R3	43,500	5600	49,100
P1	44,500	5600	50,100
P2	46,250	5600	51850
P3	48,000	5600	53600
P4	49,750	5600	55350
P5	51,500	5600	57100
AP1	55,000	5600	60600
AP2	57,000	5600	62600
AP3	59,000	5600	64600
AP4	61,000	5600	66600
AP5	63,000	5600	68600

451 - Victory Charter

From: [Clerk Crow](#)
To: [Ashley Pietras](#)
Cc: [admin](#)
Subject: Victory Charter School Salary Schedule 2024-2025
Date: Wednesday, August 28, 2024 8:19:56 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 Afternoon,

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

Victory Charter School
Salary Schedule
4-25-23-Board Approved

	<u>2024-2025</u>
1-5 years	\$60,000
6-10 years	\$70,000
11+ years	\$80,000

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

 [Reply](#) [Reply all](#) [Forward](#)

Certified Salary Schedule – IDVA

SY 2024-2025

Years of Service	MA				MA+12		MA+24		MA+36	
	BA	BA+12	BA+24	BA+36	BA+48	BA+60	BA+72	BA+84	ES/DR	ES/DR
0	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
	47,778	48,256	48,738	49,226	49,718	50,215	50,717	51,224	51,737	52,254
1	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
	48,256	48,738	49,226	49,718	50,215	50,717	51,224	51,737	52,254	52,773
2	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
	48,738	49,226	49,718	50,215	50,717	51,224	51,737	52,254	52,773	53,301
3	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
	49,226	49,718	50,215	50,717	51,224	51,737	52,254	52,773	53,301	53,830
4	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
	49,718	50,215	50,717	51,224	51,737	52,254	52,773	53,301	53,830	54,368
5	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
	50,339	50,843	51,351	51,993	52,513	53,038	53,563	54,088	54,613	55,138
6	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
	50,969	51,478	51,993	52,773	53,300	53,833	54,366	54,900	55,433	55,966
7	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
	51,606	52,122	52,643	53,564	54,100	54,641	55,182	55,723	56,264	56,805
8	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
	52,251	52,773	53,301	54,368	54,911	55,461	56,011	56,561	57,111	57,661
9	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
	52,904	53,433	53,967	55,183	55,735	56,293	56,851	57,409	57,967	58,525
10	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
	53,830	54,368	54,912	56,149	56,711	57,278	57,845	58,412	58,979	59,546
11	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
	54,772	55,320	55,873	57,132	57,703	58,280	58,857	59,434	60,011	60,588
12	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
	55,730	56,288	56,851	58,131	58,713	59,300	59,887	60,474	61,061	61,648
13	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
	56,706	57,273	57,845	59,149	59,740	60,338	60,936	61,534	62,132	62,730
14	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
	57,698	58,275	58,858	60,184	60,786	61,394	61,996	62,598	63,199	63,801
15	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
	58,563	59,149	59,741	61,087	61,849	62,468	63,087	63,706	64,325	64,944
16	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
	59,442	60,036	60,637	62,003	62,777	63,405	64,034	64,663	65,292	65,921
17	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
	60,334	60,937	61,546	62,933	63,719	64,356	64,993	65,630	66,267	66,904
18	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
	61,239	61,851	62,469	63,877	64,675	65,321	65,967	66,613	67,259	67,905
19	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
	62,157	62,779	63,406	64,835	65,645	66,301	66,957	67,613	68,269	68,925

	\$	\$	\$	\$	\$	\$	\$
20	62,934	63,563	64,199	65,808	66,629	67,296	68,814
	\$	\$	\$	\$	\$	\$	\$
21	63,721	64,358	65,002	66,795	67,629	68,305	69,846
	\$	\$	\$	\$	\$	\$	\$
22	64,517	65,162	65,814	67,797	68,643	69,330	70,894
	\$	\$	\$	\$	\$	\$	\$
23	65,324	65,977	66,637	68,814	69,673	70,370	71,957
	\$	\$	\$	\$	\$	\$	\$
24	66,140	66,802	67,470	69,846	70,718	71,425	73,037
	\$	\$	\$	\$	\$	\$	\$
25+	66,802	67,470	68,144	70,544	71,425	72,139	73,950

Stipends:	Year 1	Year 2	Year 3+	Year 4+
Lead Teacher	2,000	3,000	4,000	
Counselor	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	12,000
BA + 24 credits & Professional Endorsement	2,000			
Masters & Professional Endorsement	3,500			

Certified		LP this year	This year	Education	Ed allocation	Contract Amt	Online Actual	Contract
		AP1	\$ 61,359.00	BA		\$ 61,359.00		X
		AP1	\$ 61,359.00	MA	\$ 3,500.00	\$ 64,859.00	\$ 33,139.00	X
		AP1	\$ 61,359.00	BA+24	\$ 2,000.00	\$ 63,359.00	\$ 65,846.00	X
		AP1	\$ 61,359.00	MA	\$ 3,500.00	\$ 64,859.00	\$ 71,731.00	X
		AP1	\$ 61,359.00	MA	\$ 3,500.00	\$ 64,859.00	\$ 73,828.00	X
		AP1	\$ 61,359.00	BS+28	\$ 2,000.00	\$ 63,805.00	\$ 4,369.00	X
		AP2	\$ 63,359.00	BA+36	\$ 2,000.00	\$ 65,359.00		X
		AP3	\$ 57,165.00	BA	\$ 2,000.00	\$ 59,165.00	\$ 18,864.45	NA
		AP3	\$ 65,359.00	BA		\$ 65,359.00		X
		P1	\$ 50,859.00	BA		\$ 50,859.00		X
		P1	\$ 50,859.00	BA+21		\$ 50,859.00		X
		P2	\$ 52,609.00	MA	\$ 3,500.00	\$ 56,109.00		X
		P2	\$ 52,609.00	BA		\$ 52,609.00	\$ 13,273.46	X
		P3	\$ 54,359.00	BA		\$ 54,359.00	\$ 53,880.00	X
		P4	\$ 56,109.00	BA		\$ 56,109.00		X
		P4	\$ 56,109.00	MA	\$ 3,500.00	\$ 59,609.00		X
		P4	\$ 56,109.00	MA	\$ 3,500.00	\$ 59,609.00		X
		P4	\$ 56,109.00	MA	\$ 3,500.00	\$ 59,609.00		X
		P5	\$ 51,119.00	MA	\$ 3,500.00	\$ 54,619.00	\$ 16,869.27	NA
		P5	\$ 51,119.00	MA	\$ 3,500.00	\$ 54,619.00	\$ 16,869.27	NA
		P5	\$ 57,859.00	BS		\$ 57,859.00	\$ 44,502.00	X
		P5	\$ 51,119.00	BA	\$ 2,000.00	\$ 53,119.00	\$ 25,559.50	NA
		P5	\$ 57,859.00	MA	\$ 3,500.00	\$ 61,359.00		X
		P5	\$ 51,119.00	MA	\$ 3,500.00	\$ 54,619.00	\$ 16,869.27	NA
		P5	\$ 51,119.00	BA		\$ 51,119.00	\$ 16,869.27	NA
		P5	\$ 57,859.00	BA		\$ 57,859.00		X
		P5	\$ 51,119.00	MA	\$ 3,500.00	\$ 54,619.00	\$ 33,936.24	NA
		P5	\$ 57,859.00	MA	\$ 3,500.00	\$ 61,359.00		X
		P5 (P10)	\$ 51,119.00	MA	\$ 3,500.00	\$ 54,619.00	\$ 16,869.27	NA
		R1	\$ 47,859.00	BA		\$ 47,859.00		X
		R1	\$ 47,859.00	BA		\$ 47,859.00		X
		R1	\$ 47,859.00	MA	\$ 3,500.00	\$ 51,359.00		X
		R2	\$ 48,859.00	BA		\$ 48,859.00		X
		R3	\$ 49,859.00	MA	\$ 3,500.00			X

		R3	\$ 49,859.00	MA	\$ 3,500.00	\$ 53,359.00		X
		R3	\$ 49,859.00	MA	\$ 3,500.00	\$ 53,359.00		X
		R3	\$ 49,859.00	BA		\$ 49,859.00		X
		R3	\$ 50,859.00	BA		\$ 50,859.00		X
					\$ 69,500.00	\$ 1,758,244.00	\$ 523,275.00	



ROLLING HILLS PUBLIC CHARTER SCHOOL

BOARD APPROVED 2024-25 CAREER LADDER					
CAREER LADDER RUNG	BACHELORS	BACHELORS +24	MASTERS	MASTERS+36/PhD/EDS	
R1	\$ 47,650.00	\$ 47,650.00	\$ 47,650.00	\$ 47,650.00	
R2	\$ 48,450.00	\$ 48,450.00	\$ 48,450.00	\$ 48,450.00	
R3	\$ 50,000.00	\$ 50,000.00	\$ 50,000.00	\$ 50,000.00	
P1	\$ 51,000.00	\$ 53,200.00	\$ 54,000.00	\$ 54,250.00	
P2	\$ 53,400.00	\$ 54,500.00	\$ 54,750.00	\$ 56,000.00	
P3	\$ 54,000.00	\$ 55,800.00	\$ 57,000.00	\$ 57,500.00	
P4	\$ 55,500.00	\$ 57,000.00	\$ 58,000.00	\$ 59,500.00	
P5	\$ 57,000.00	\$ 58,700.00	\$ 59,000.00	\$ 61,500.00	
AP1	\$ 58,000.00	\$ 60,000.00	\$ 62,000.00	\$ 62,500.00	
AP2	\$ 58,000.00	\$ 61,000.00	\$ 63,000.00	\$ 65,000.00	
AP3	\$ 58,000.00	\$ 62,000.00	\$ 66,000.00	\$ 68,000.00	
AP4	\$ 58,000.00	\$ 63,000.00	\$ 67,500.00	\$ 70,000.00	
AP5	\$ 58,000.00	\$ 64,000.00	\$ 69,000.00	\$ 72,000.00	

Salary Schedule for Instructional and Pupil Services Staff**2024-2025 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

- To obtain Professional Endorsement status and move to a professional rung, the certified staff must meet the following criteria for two of the previous three years OR in the third year:
 - An overall rating of proficient and no components rated as unsatisfactory on the state framework for teaching evaluation (Danielson); and
 - The majority of their students (50% + 1) have met their measurable student achievement targets or student success indicators.
- To receive the BA +24 or Masters Stipend, certified staff must obtain the Professional Endorsement status and credits must be submitted to the Business Manager on or before the first Monday of September. The stipend is built into the salary schedule.
- Certified staff will move one (1) rung on the career ladder for each year that they are employed by the District and meet the applicable performance criteria (evaluation) for the compensation rung. Certified staff who have been on probation during the current year will not advance on the career ladder for the coming year.
- 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 of being distinguished in domains 2 & 3 of the Danielson Framework for Teaching in 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.

Falcon Ridge Public Charter School Instructional/Pupil Salary Schedule					
Career Ladder	Instructional	Career Ladder	Pupil		
R1	\$47,859	R1	\$47,859		
R2	\$48,859	R2	\$48,859		
R3	\$49,859	R3	\$49,859		
P1	\$50,859	P1	\$50,859		
P2	\$52,609	P2	\$52,609		
P3	\$54,359	P3	\$54,359		
P4	\$56,109	P4	\$56,109		
P5	\$57,859	P5	\$57,859		
AP1	\$61,359	AP1	\$61,359		
AP2	\$63,359	AP2	\$63,359		
AP3	\$65,359	AP3	\$65,359		
AP4	\$67,359	AP4	\$67,359		
AP5	\$69,359	AP5	\$69,359		
Falcon Ridge Public Charter School uses the Idaho State Career Ladder as it's salary schedule.					
Approved by the Falcon Ridge School Board 5/14/2024					

2024-2025 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 Charter School Certified Salary Schedule

\$60,000: 0-5 years*

\$70,000: 6-10 years*

\$80,000: 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

Amended 2023.03.15

Amended 2023.05.10

Approved 2024.04.17

The Academy 2024-2025 Salary Schedule

	Step/Years of Teaching	BA	BA 24+	BA 60+/MA
Residency	R1/1	48,500	50,500	52,000
	R2/2	49,300	52,550	54,275
	R3/3	50,100	54,600	56,550
Professional	P1/4	50,900	56,650	59,500
	P2/5	51,700	58,700	61,550
	P3/6	59,100	60,750	63,375
	P4/7	60,100	62,800	65,650
	P5/8	61,100	64,850	67,925
	P6/9	62,100	66,900	70,200
	P7/10	63,100	68,950	72,475
	P8/11	68,500	71,000	74,800
	P9/12	69,500	73,050	77,025
	P10/13	70,500	75,100	79,300

Approved 5/17/24

Taylor's Crossing Public Charter School

2024-2025 Approved

Certified - Salary

Level	Salary
R1	48,400
R2	49,400
R3	50,400
P1	51,900
P2	53,700
P3	55,500
P4	57,300
P5	59,600
A1	63,200
A2	65,900
A3	68,700
A4	71,400
A5	73,500

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
30+ yrs	12,500

From: Angie Carter <acarter@xaviercharter.org>
Sent: Tuesday, August 27, 2024 12:32 PM
To: Ashley Pietras <apietras@sde.idaho.gov>; Angela Carter <acarter@xaviercharter.org>
Subject: Re: 2024-2025 Salary Schedule Collection for Instructional and Pupil Services Staff - Due 10/15/2024

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 Ashley,

Xavier Charter uses the career ladder as a salary schedule for Instructional and Pupil Services Staff.

Please let me know if you have any questions.

Thanks.



Angie Carter

Business Manager

Xavier Charter School

Email: acarter@xaviercharter.org

From: [Angie Carter](#)
To: [Ashley Pietras](#)
Subject: Re: 2024-2025 Salary Schedule Collection for Instructional and Pupil Services Staff - Due 10/15/2024
Date: Friday, August 30, 2024 1:10:26 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)

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 Ashley,

Yes we are. Thanks for double checking.



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

On Tue, Aug 27, 2024 at 2:21 PM Ashley Pietras <apietras@sde.idaho.gov> wrote:

Hi Angie!

Just to clarify, are you using the 2024-2025 career ladder for your salary schedule?



Ashley Pietras
Financial Specialist

VISION CHARTER CERTIFIED 2024-2025 SALARY SCHEDULE

	BA + 0 BASE	BA + 0 BASE plus 8500	BA + 24 BASE	BA +24 BASE plus 8500	MA BASE	MA BASE plus 8500
R- 1	41618	50118				
R- 2	41986	50486				
R- 3	42731	51231				
P- 1	43988	52488	44988	53488	45988	54488
P- 2	45802	54302	46802	55302	47802	56302
P- 3	47616	56116	48616	57116	49616	58116
P- 4	49430	57930	50526	59026	51526	60026
P- 5			52500	61000	53763	62263
P-6			54550	63050	55750	64250
P- 7			56224	64724	57424	65924
P- 8			57960	66460	59160	67660
P- 9			59668	68168	60818	69318
P-10			61601	70101	62801	71301
M- 1			63434.53	71934.53	64634.5	73134.53
M- 2					66455	74955
M- 3					67567	76067
AP1+	2735					
AP2+	3699					
AP3+	4646					
AP4+	5500					
AP5+	6400					
2024-2025 certified staff qualifying for an AP step will receive applicable funds in addition to BASE +8500 . <i>*\$8500 Additional Funds per cell R1-M3 are based on 2024-2025 legislative funding.</i> If the funding does not continue in future years, the additional \$8500 per cell will revert to BASE. *update 5/2/24						

White Pine Charter School: 2024-2025

Certified - Salary

Level	Salary
R1	\$ 48,000
R2	\$ 49,000
R3	\$ 50,000
P1	\$ 51,100
P2	\$ 52,800
P3	\$ 54,600
P4	\$ 56,400
P5	\$ 58,200
A1	\$ 61,700
A2	\$ 63,700
A3	\$ 65,700
A4	\$ 67,700
A5	\$ 69,700

Educational Stipend

BA +24	\$ 2,000
MA	\$ 4,000
ED/DR	\$ 6,000

Experience Stipend*

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

iSucceed Virtual High School

Instructor Compensation Summary

466 - iSucceed

2024-2025 School Year (to be revised annually or as needed)

***For Internal School Use Only**

INSTRUCTOR COMPENSATION -

Part-Time Instructors

- 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, a flat amount (listed below) will be paid for the term. We try to not assign Part-time Instructors more than 65 students based on numbers captured on Day 1 of the term; *however due to the mobile nature of enrollment, loads may temporarily go up before the non-start process.* Part time instructors also have the potential to receive a **Years of Service increase** as illustrated in the Years of Service Increase Schedule. As of 23-24, Part-time Instructors can qualify for the prorated amount of the state **Education Allocation** if they are **Professional 1 and above** 1000(BA24), 1750(M) annual if achieved by the start of the school year, this is typically paid out in January/June. 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 part-time section*).
- NEW FOR 23-24/beyond - Governor's Increase for part-timers will be to be paid out 2 installments in Jan/June, additional to pay.**

Part-time Instructor Compensation Table

PT caseload table*		Part-time faculty annual increase			
<u>Gen ED Students</u>	<u>24-25 \$ Amt per Q</u>	Yrs of Service with iSucceed			
17 and below	\$2,632	1	3%	6	5%
18-25	\$3,086	3	4%	10+	6%
26-30	\$3,692				
31-36	\$4,141				
37-42	\$4,774	PT PAY PERIODS by Quarter			
43-47	\$5,100	Quarter 1	Quarter 2	Quarter 3	Quarter 4
48-53	\$5,528	9/10, 9/25	11/25	2/10, 2/25	4/25
54-57	\$5,875	10/10, 10/25	12/10, 12/25	3/10, 3/25	5/10, 5/25
58-65*	\$6,324	11/10	1/10, 1/25	4/10	6/10, 6/25

**65 is target, may be assigned above 65 temporarily at start of quarter*

Full-Time Instructors

NEW FOR 24-25 - Governor's Increase from 23-24 is now included in 24-25 base pay listed below

The **starting base contract pay** for full-time instructors is as follows:

- R1 starting - \$48,859 annually - Residential status** (Includes \$1000 over state Career Ladder placement on each rung for regular Instructors, add additional \$500 for **Special Education Instructors**)*
- P1 starting - \$51,859 + annually - Professional status** (Includes \$1000 over state Career Ladder placement on each rung for regular Instructors, add additional \$500 for **Special Education Instructors**)*
- \$62,359 + annually - Advanced Professional** (Career Ladder) IF qualified. (Includes \$1000 over state Career Ladder placement on each rung for regular Instructors, add additional \$500 for **Special Education Instructors**)*
- Not all instructors will qualify for AP 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*).

iSucceed Virtual High School

Instructor Compensation Summary

2024-2025 School Year (to be revised annually or as needed)

Full-Time Counselors

NEW FOR 24-25 - Governor's Increase from 23-24 is now included in base pay listed below

The **starting base contract pay** for full-time Counselors is as follows:

- o **R1 starting - \$50,359 annually - Residential status** (Includes \$2500 over state Career Ladder placement)*
- o **P1 starting - \$53,359 + annually - Professional status** (Includes \$2500 over Career Ladder placement)*
- o **Professional 1 and above** qualifies for additional 2000(BA24), 3500(M) above minimum starting base rung
- o **\$63,859 + annually - Advanced Professional** (Career Ladder) IF qualified. (Includes \$2500 over Career Ladder placement) **Not all Counselors will qualify for AP 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. iSucceed pays over this amount when budget allows - Regular Instructors: \$1000, SpED teachers \$1500 and Counselors \$2500 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 the 20-21 school year. Instructional/Pupil Service have to meet prior years criteria AND be recognized by SDE for this designation.

2. 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.
3. **Education Allocation** - For iSucceed, **Professional 1 and above** qualifies for additional 2000(BA24), 3500(M) above minimum starting base rung if achieved by the start of the school year.
4. Full-time iSucceed staff receive PERSI and other 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** on school website.

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	Title I/II	
Fall Conference training	Included in contract days	\$20 per hour	September	Title I/II	
Department Chair/Head duties	\$2000 per 2 Quarters	\$2000 per 2 Quarters	Jan/June	Leadership	
Student Club Advisor	See Club Schedule below	See Club Schedule below	Jan/June	General	
Instructional Coach for new Teachers + coaching	\$1000 per half year (Paid in Jan/June)	\$1000 per half year (Paid in Jan/June)	Jan/June	Title II	
Title I Work/Supports*	\$500+ Course Support dev per course, \$250 Advisory interventions per quarter	\$500+ Course Support dev per course, \$125 Advisory interventions per quarter	After completion, paid: Jan/June/September	Title I / Title IV	* amounts /tasks are set annually - workload specific
Overload stipend (FT loads over 15+)	\$500: 1-14 students over 140; \$1000: 15-30 students over 140	n/a	Jan/June	General	
Proctoring	\$25/hour	\$25/hour	Pay period after timesheet approval	General	
Travel expenses	As determined by event and funding	As determined by event and funding	After approved reimbursement submission	Multiple funds	Expense guideline varies with event



**Idaho Science and Technology Charter School 468
Compensation 2024-25
Certificated Teachers**

Salary Schedule

	BA	BA + 24	MA
Row 1	\$41,500	\$41,500	\$41,500
Row 2	\$42,500	\$42,500	\$42,500
Row 3	\$43,500	\$43,500	\$43,500
Row 4 Requires Professional Endorsement	\$44,500	\$46,500	\$48,000
Row 5 Requires Professional Endorsement	\$46,250	\$48,250	\$49,750
Row 6 Requires Professional Endorsement	\$48,000	\$50,000	\$51,500
Row 7 Requires Professional Endorsement	\$49,750	\$51, 750	\$53,250
Row 8 Requires Professional Endorsement	\$51,500	\$53,500	\$55,000
Row 9 Requires Advanced Professional Endorsement	\$55,000	\$57,000	\$58,500
Row 10 Requires Advanced Professional Endorsement	\$57,000	\$59,000	\$60,500
Row 11 Requires Advanced Professional Endorsement	\$59,000	\$61,000	\$62,500
Row 12 Requires Advanced Professional Endorsement	\$61,000	\$63,000	\$64,500
Row 13 Requires Advanced Professional Endorsement	\$63,000	65,000	66,500

- Certificated teachers are eligible for bonuses as stated in this document.
- The salary schedule is based on 162 teacher contract days. Salaries will be prorated based on FTE.

Presented to the Board of Directors April 17, 2024

Updated August 22, 2024

From: [Vickie McCullough](#)
To: [Ashley Pietras](#)
Subject: ICON Salary Schedule
Date: Monday, October 14, 2024 12:55:22 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.

Years of Experience	24/25 Salary Schedule
0-4 Years	48,931.02
5-10 Years	66,056.86
11+ Years	73,396.43
Head of School	157,860.5
Director of Operations	90,000.00
Director of Instruction	82,701.40
Director of Special Education	82,701.40
School Counselor	73,396.43

Vickie McCullough
Head of School
Idaho Connects Online School
T | 208-994-2855
F | 208-485-8290



www.iconschool.org
Pronouns: she/her/hers

KOOTENAI BRIDGE ACADEMY

CERTIFIED SALARY SCHEDULE: COUNSELOR, TEACHER, ADMINISTRATOR

2024-25

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	\$ 54,637	\$ 55,103	\$ 55,571	\$ 56,043	\$ 56,546	\$ 57,030	\$ 59,548	\$ 62,190	\$ 123,521
1	\$ 55,103	\$ 55,571	\$ 56,043	\$ 56,546	\$ 57,030	\$ 59,548	\$ 62,190	\$ 64,966	\$ 124,806
2	\$ 55,571	\$ 56,043	\$ 56,546	\$ 57,030	\$ 59,548	\$ 62,190	\$ 64,966	\$ 67,880	\$ 126,091
3	\$ 56,043	\$ 56,546	\$ 57,030	\$ 59,548	\$ 62,190	\$ 64,966	\$ 67,880	\$ 70,940	\$ 127,377
4	\$ 56,546	\$ 57,030	\$ 59,548	\$ 62,190	\$ 64,966	\$ 67,880	\$ 70,940	\$ 74,153	\$ 128,661
5	\$ 57,030	\$ 59,548	\$ 62,190	\$ 64,966	\$ 67,880	\$ 70,940	\$ 74,153	\$ 77,526	\$ 129,947
6	\$ 59,548	\$ 62,190	\$ 64,966	\$ 67,880	\$ 70,940	\$ 74,153	\$ 77,526	\$ 81,068	\$ 131,232
7	\$ 62,190	\$ 64,966	\$ 67,880	\$ 70,940	\$ 74,153	\$ 77,526	\$ 81,068	\$ 84,787	\$ 132,517
8	\$ 64,966	\$ 67,880	\$ 70,940	\$ 74,153	\$ 77,526	\$ 81,068	\$ 84,787	\$ 88,692	\$ 133,803
9	\$ 67,880	\$ 70,940	\$ 74,153	\$ 77,526	\$ 81,068	\$ 84,787	\$ 88,692	\$ 92,793	\$ 135,087
10	\$ 70,940	\$ 74,153	\$ 77,526	\$ 81,068	\$ 84,787	\$ 88,692	\$ 92,793	\$ 97,098	\$ 136,373
11	\$ -	\$ -	\$ 81,068	\$ 84,787	\$ 88,692	\$ 92,793	\$ 97,098	\$ 101,620	\$ -
13+	\$ -	\$ -	\$ -	\$ -	\$ 91,152	\$ -	\$ -	\$ 106,366	\$ -

For initial placement on the salary schedule counselors, teachers and administrators will be given experience for all years in the state of Idaho in their related fields; all out of state experience up to 10 years will be counted for initial placement.

Palouse Prairie Charter School
 Certified Salary Schedule
 2024-2025

Year of Teaching	B.A.	B.A. +24	M.A. B.A +45
1	47,477	47,477	47,477
2	47,477	47,477	47,600
3	48,100	48,450	48,800
4	48,800	49,300	50,100
5	49,600	50,400	51,550
6	50,500	51,600	53,200
7	51,400	53,000	55,100
8	52,300	54,400	57,300
9		55,900	59,800
10+			62,800

State minimum base salary is \$41,500

State minimum professional salary \$44,500

Staff that qualify as advanced professional receive an additional \$2,000

MONTICELLO MONTESSORI CHARTER SCHOOL PROPOSED - 2024-2025 CERTIFIED SALARY SCHEDULE			
CAREER LADDER PLACEMENT	BA	BA +24	MA
R1	\$ 47,859		
R2	\$ 48,859		
R3	\$ 49,859		
P1	\$ 50,859	\$ 52,859	\$ 54,359
P2	\$ 52,609	\$ 54,609	\$ 56,109
P3	\$ 54,359	\$ 56,359	\$ 57,859
P4	\$ 56,109	\$ 58,109	\$ 59,609
P5	\$ 57,859	\$ 59,859	\$ 61,359
AP1	\$ 61,359	\$ 63,359	\$ 64,859
AP2	\$ 63,359	\$ 65,359	\$ 66,859
AP3	\$ 65,359	\$ 67,359	\$ 68,859
AP4	\$ 67,359	\$ 69,359	\$ 70,859
AP5	\$ 69,359	\$ 71,359	\$ 72,859

This includes a continuing salary of \$88,000 for the administrator and \$6,000 for the outgoing business manager for additional training, to help complete the audit, and to help with set up for the new school year.

SAGE INTERNATIONAL NETWORK OF SCHOOLS

Sage International School Boise
Sage International School Middleton

FY25 Certificated Instructional/Pupil Services Salary Schedule

R1	\$47,859
R2	\$48,859
R3	\$49,859
P1	\$50,859
P2	\$52,609
P3	\$54,359
P4	\$56,109
P5	\$57,859
AP1	\$61,359
AP2	\$63,359
AP3	\$65,359
AP4	\$67,359
AP5	\$69,359

*In addition to the salary amounts indicated the Network will pay
additional education allocations 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

*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.*

Certified Career Ladder FY 24-25

R1	\$46,500.00
R2	\$47,500.00
R3	\$48,500.00
P1	\$49,500.00
P2	\$51,250.00
P3	\$53,000.00
P4	\$54,750.00
P5	\$56,500.00
AP1	\$60,000.00
AP2	\$62,000.00
AP3	\$64,000.00
AP4	\$66,000.00
AP5	\$68,000.00

Education Allocation

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

*Educational allocation only applies to instructional staff w/professional endorsement.

Substitute Teacher	\$130/Day
	\$65 for 1/2 Day

Summer School Stipends	
Teacher	\$800/Wk
Paraprofessional	\$300/WK

Blackfoot Charter Community Learning Center Classified Salary Schedule

Years	GR1	GR2	GR3	GR4	GR5	GR6	GR7	GR8
0	\$10.61	\$12.75	\$13.00	\$13.26	\$14.32	\$15.38	\$18.04	\$19.10
1	\$10.82	\$12.94	\$13.20	\$13.58	\$14.64	\$15.70	\$18.35	\$19.63
2	\$11.03	\$13.14	\$13.39	\$13.90	\$14.96	\$16.02	\$18.67	\$20.16
3	\$11.25	\$13.33	\$13.59	\$14.22	\$15.28	\$16.34	\$18.99	\$20.69
4	\$11.46	\$13.53	\$13.80	\$14.53	\$15.60	\$16.66	\$19.31	\$21.22
5	\$11.67	\$13.74	\$14.00	\$14.85	\$15.91	\$16.97	\$19.63	\$21.75
6	\$11.88	\$13.94	\$14.21	\$15.17	\$16.23	\$17.29	\$19.94	\$22.28
7	\$12.09	\$14.15	\$14.43	\$15.49	\$16.55	\$17.61	\$20.26	\$22.81
8	\$12.31	\$14.36	\$14.64	\$15.81	\$16.87	\$17.93	\$20.58	\$23.34
9	\$12.52	\$14.58	\$14.86	\$16.13	\$17.19	\$18.25	\$20.90	\$23.87
10	\$12.73	\$14.80	\$15.09	\$16.44	\$17.50	\$18.57	\$21.22	\$24.40
11	\$12.94	\$15.02	\$15.31	\$16.76	\$17.82	\$18.88	\$21.54	\$24.93
12	\$13.16	\$15.24	\$15.54	\$17.08	\$18.14	\$19.20	\$21.85	\$25.46
13	\$13.37	\$15.47	\$15.78	\$17.40	\$18.46	\$19.52	\$22.18	\$25.99
14	\$13.58	\$15.70	\$16.01	\$17.72	\$18.78	\$19.84	\$22.49	\$26.52
15	\$13.79	\$15.94	\$16.25	\$18.04	\$19.10	\$20.16	\$22.81	\$27.05

GR1	Custodian
GR2	Cook, IDLA Aide, Recess Aide, Library Aide, Lunch Aide
GR3	Paraprofessional, SPED Paraprofessional, Title I Paraprofessional
GR4	School Secretary, Assistant Kitchen Manager
GR5	Kitchen Manager, Custodian Manager
GR6	Administrative Assistant
GR7	Food Service Director, Business Operations Assitant, HR Assistant
GR8	Federal Programs Director, HI Professional

Board Approved: April 10, 2024



From: [Clerk Crow](#)
To: [Ashley Pietras](#)
Cc: [SETH STALLCOP](#)
Subject: Legacy Charter School Salary Schedule 2024-2025
Date: Wednesday, August 28, 2024 8:19:59 AM

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Good Afternoon,

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

Legacy Charter School
Salary Schedule
4-20-23-Board Approved

	<u>2024-2025</u>
1-5 years	\$65,000
6-10 years	\$75,000
11+ years	\$85,000

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, Legacy Charter School

FY 25 Heritage Academy Certificated Staff Salary Schedule

Step	FY24	In Idaho Statute for FY 25		Proposed FY25
Res/Prof 1	48,000	\$	47,859	48,000
Res/Prof 2	48,600	\$	48,859	49,500
Res/Prof 3	49,440	\$	49,859	51,000
Prof 1	51,000	\$	50,859	52,200
Prof 2	52,800	\$	52,609	52,800
Prof 3	54,420	\$	54,359	54,420
Prof 4	56,040	\$	56,109	56,640
Prof 5	58,020	\$	57,859	59,100
Advanced P1	61,980	\$	61,359	61,980
Advanced P2	63,000	\$	63,359	63,504
Advanced P3	64,020	\$	65,359	66,000
Advanced P4	66,000	\$	67,359	68,004
Advanced P5	NA	\$	69,359	70,008
Education Allocation BA + 24	2000		2000	2000
Education Allocation MA	3500		3500	3500
CTE Allocation	3000		3000	3000

Paul D

*Interim Board Chair
Heritage Academy
April 18th, 2024*

From: [Scott Thomson](#)
To: [Ashley Pietras](#)
Subject: Re: Salary Schedules Due
Date: Tuesday, September 24, 2024 2:06:13 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)

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Here you go Ashley. Have a great day!

Year	FY 2024-25	2024-25	
	Career Ladder Placement	Salary Apportionment	
1	R1	\$ 45,000	
2	R2	\$	47,000
3	R3	\$ 48,500	
4	P1	\$ 50,000	
5	P2a	\$ 51,250	
6	P2b	\$ 52,500	
7	P3a	\$ 54,000	
8	P3b	\$ 55,250	
9	P4a	\$ 56,500	
10	P4b	\$ 57,750	
11	P5a	\$ 59,000	
12	P5b	\$	60,250
13	AP1	\$	62,000
14	AP2	\$	63,750

15	AP3	\$	66,000
16	AP4	\$	68,000
17	AP5	\$	69,500
Additional Salary		Not Cumulative	
BA + 24			\$2,000
Masters			\$3,500

May be cumulative

Extra duty(s) \$1,000+

Not Cumulative

STEM 5 years completed \$2,000

STEM 10 years completed \$5,000

STEM 15 years completed \$7,500

STEM 20 Years completed \$10,000

Scott Thomson
Executive Director
STEM Charter Academy
A Free K-12 Public School of Choice

Be optimistic, It costs the same!

On Tue, Sep 24, 2024 at 7:27 AM Ashley Pietras <apietras@sde.idaho.gov> wrote:

Good Morning,

Please note that the submission of your 2024-2025 salary schedule will be due on **Tuesday, October 15, 2024.**

These documents need to be submitted to Ashley Pietras.

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



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

2024-2025 Salary Schedule

Heritage Community Charter School for Instructional Staff and Pupil Services Staff

				Education bonus for MA or ES/DR calculated using Column BA+24		
	BA	BA+12	BA+24	\$1,500.00 MA	\$1,500.00 MA+24	\$1,750.00 ES/DR
STEP 1	\$41,500	\$41,500	\$41,500	\$43,000	\$43,000	\$43,250
STEP 2	\$42,500	\$42,500	\$42,500	\$44,000	\$44,000	\$44,250
STEP 3	\$43,500	\$43,500	\$43,500	\$45,000	\$45,000	\$45,250
Must have a Professional Endorsement^ to advance to Steps 4-13			Education Allocation* is calculated using Column BA+12			
	BA	BA+12	\$2,000.00 BA+24	\$3,500.00 MA	\$3,500.00 MA+24	\$3,900.00 ES/DR
STEP 4	\$44,500	\$44,500	\$46,500	\$48,000	\$48,000	\$48,400
STEP 5	\$45,827	\$45,827	\$47,827	\$49,327	\$49,327	\$49,727
STEP 6	\$47,127	\$47,127	\$49,127	\$50,627	\$50,627	\$51,027
STEP 7	\$48,070	\$48,070	\$50,070	\$51,570	\$51,570	\$51,970
STEP 8	\$49,040	\$49,983	\$51,983	\$53,483	\$53,483	\$53,883
STEP 9	\$49,040	\$50,328	\$52,328	\$53,828	\$53,828	\$54,228
STEP 10	\$49,040	\$52,224	\$54,224	\$55,724	\$55,724	\$56,124
STEP 11	\$49,040	\$52,661	\$54,661	\$56,161	\$56,161	\$56,561
STEP 12	\$49,040	\$54,518	\$56,518	\$58,018	\$58,018	\$58,418
STEP 13	\$49,040	\$55,036	\$57,036	\$58,536	\$58,671	\$58,936
Must have a MA+24 or ES/DR or Advanced Professional Endorsement^ to advance to Steps 14-18			Education Allocation* is calculated using Column BA+12			
	BA	BA+12	\$2,000.00 BA+24	\$3,500.00 MA	\$3,500.00 MA+24	\$3,900.00 ES/DR
STEP 14	\$55,000	\$55,000	\$57,000	\$58,500	\$58,500	\$58,900
STEP 15	\$57,000	\$57,000	\$59,000	\$60,500	\$60,500	\$60,900
STEP 16	\$59,000	\$59,000	\$61,000	\$62,500	\$62,500	\$62,900
STEP 17	\$61,000	\$61,000	\$63,000	\$64,500	\$64,500	\$64,900
STEP 18	\$63,000	\$63,000	\$65,000	\$66,500	\$66,500	\$66,900

The corresponding salary schedule for 2024-2025 year shall be based on 176 contractual days.

***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/Professional-and-Advanced-Professional-Endorsement-Guidance.pdf>.

24-25 Certified Salary Schedule									
CL	AHCS Rungs	CL	Additional Allocation	BA+0	BA+24	MA+0	ED-S		
1	2	4	5	6	7	8	9		
R1	R1	\$41,500.00	\$6,359.00	\$47,859.00	\$49,859.00	\$51,359.00	\$51,359.00		
R2	R2	\$42,500.00	\$6,359.00	\$48,859.00	\$50,859.00	\$52,359.00	\$52,359.00		
R3	R3	\$43,500.00	\$6,359.00	\$49,859.00	\$51,859.00	\$53,359.00	\$53,359.00		
P1	P1	\$44,500.00	\$6,359.00	\$50,859.00	\$52,859.00	\$54,359.00	\$54,359.00		
P2	P2	\$46,250.00	\$6,359.00	\$52,609.00	\$54,609.00	\$56,109.00	\$56,109.00		
P3	P3	\$48,000.00	\$6,359.00	\$54,359.00	\$56,359.00	\$57,859.00	\$57,859.00		
P4	P4	\$49,750.00	\$6,359.00	\$56,109.00	\$58,109.00	\$59,609.00	\$59,609.00		
P5	P5	\$51,500.00	\$6,359.00	\$57,859.00	\$59,859.00	\$61,359.00	\$61,359.00		
AP1	AP1	\$55,000.00	\$6,359.00	\$61,359.00	\$63,359.00	\$64,859.00	\$64,859.00	\$3,500.00	
AP2	AP2	\$57,000.00	\$6,359.00	\$63,359.00	\$65,359.00	\$66,859.00	\$66,859.00		
AP3	AP3	\$59,000.00	\$6,359.00	\$65,359.00	\$67,359.00	\$68,859.00	\$68,859.00		
AP4	AP4	\$61,000.00	\$6,359.00	\$67,359.00	\$69,359.00	\$70,859.00	\$70,859.00		
AP5	AP5	\$63,000.00	\$6,359.00	\$69,359.00	\$71,359.00	\$72,859.00	\$72,859.00		
	AP6	0	0	\$68,587.00	\$70,587.00	\$72,087.00	\$72,087.00		
	AP7	0	0	\$70,450.00	\$72,450.00	\$73,950.00	\$73,950.00		
	AP8	0	0	\$72,157.00	\$74,157.00	\$75,657.00	\$75,657.00		
	J	0	0	\$54,705.00	\$56,705.00	\$58,205.00	\$58,205.00		
	K	0	0	\$56,805.00	\$58,805.00	\$60,305.00	\$60,305.00		
	L	0	0	\$59,010.00	\$61,010.00	\$62,510.00	\$62,510.00		
	M	0	0	\$60,795.00	\$62,795.00	\$64,295.00	\$64,295.00		
	N	0	0	\$62,160.00	\$64,160.00	\$65,660.00	\$65,660.00		
	O	0	0	\$63,945.00	\$65,945.00	\$67,445.00	\$67,445.00		
	P	0	0	\$65,520.00	\$67,520.00	\$69,020.00	\$69,020.00		
	Q	0	0	\$67,485.00	\$69,485.00	\$70,985.00	\$70,985.00		\$9,626.00
Admin	Admin	90989.67	0	\$90,989.67	\$90,989.67	\$90,989.67	98896.48		
					BA+0	\$0.00			
					BA+24	\$2,000.00			
					MA+0	\$3,500.00			
					ED-S	\$0.00			

Chief Tahgee Elementary Academey

2023-2024 CTEA Career Ladder

Rung		BA	BA+24	MA
1	Residency 1	\$ 47,477.04	\$ 49,477.04	\$ 50,477.04
2	Residency 2	\$ 48,347.04	\$ 50,347.04	\$ 51,347.04
3	Residency 3	\$ 49,219.20	\$ 51,219.20	\$ 52,219.20
4	Professional 1	\$ 50,349.12	\$ 52,349.12	\$ 53,349.12
5	Professional 2	\$ 51,205.06	\$ 53,205.06	\$ 54,205.06
6	Professional 3	\$ 52,075.54	\$ 54,075.54	\$ 55,075.54
7	Professional 4	\$ 52,960.83	\$ 54,960.83	\$ 55,960.83
8	Professional 5	\$ 53,861.16	\$ 55,861.16	\$ 56,861.16
9	Adv Prof 1	\$ 54,776.80	\$ 56,776.80	\$ 57,776.80
10	Adv Prof 2	\$ 55,708.00	\$ 57,708.00	\$ 58,708.00
11	Adv Prof 3	\$ 57,165.00	\$ 59,165.00	\$ 60,165.00
12	Adv Prof 4	\$ 58,613.00	\$ 60,613.00	\$ 61,613.00
13	2024-2025			
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

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 Endorsments 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 Doman 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.

2024-2025 CTEA Career Ladder

Rung		BA	BA+24	MA
1	Residency 1	\$ 47,477.04	\$ 49,477.04	\$ 50,477.04
2	Residency 2	\$ 48,347.04	\$ 50,347.04	\$ 51,347.04
3	Residency 3	\$ 49,219.20	\$ 51,219.20	\$ 52,219.20
4	Professional 1	\$ 50,349.12	\$ 52,349.12	\$ 53,349.12
5	Professional 2	\$ 51,205.06	\$ 53,205.06	\$ 54,205.06
6	Professional 3	\$ 52,075.54	\$ 54,075.54	\$ 55,075.54
7	Professional 4	\$ 52,960.83	\$ 54,960.83	\$ 55,960.83
8	Professional 5	\$ 53,861.16	\$ 55,861.16	\$ 56,861.16
9	Adv Prof 1	\$ 54,776.80	\$ 56,776.80	\$ 57,776.80
10	Adv Prof 2	\$ 55,708.00	\$ 57,708.00	\$ 58,708.00
11	Adv Prof 3	\$ 57,165.00	\$ 59,165.00	\$ 60,165.00
12	Adv Prof 4	\$ 58,613.00	\$ 60,613.00	\$ 61,613.00
13	Adv Prof 5	\$59,758	61,825	62,845
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

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 Doman 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 SALARY SCHEDULE

SALARY SCHEDULE APPROVED

6/19/2024

FY 2024-2025		2024-2025
Career Ladder Placement		Salary Apportionment
R1		\$ 41,500
R2		\$ 42,500
R3		\$ 43,500
P1		\$ 44,500
P2		\$ 46,250
P3		\$ 48,000
P4		\$ 49,750
P5		\$ 51,500
AP1		\$ 55,000
AP2		\$ 57,000
AP3		\$ 59,000
AP4		\$ 61,000
AP5		\$ 63,000

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

2024-2025 FBCS Salary Matrix

487 - Sandpoint Charter

Career Ladder Placement	Salary Apportionment
R1	\$ 47,859
R2	\$ 48,859
R3	\$ 49,859
P1	\$ 50,859
P2	\$ 52,609
P3	\$ 54,359
P4	\$ 56,109
P5	\$ 57,859
AP1	\$ 61,359
AP2	\$ 63,359
AP3	\$ 65,359
AP4	\$ 67,359
AP5	\$ 69,359

Syringa Mountain School District Salary Schedule 2023-2024**State School District Salary Schedule**

Education – If State qualified

\$2,000 for BA + 24 credits

\$3,500 for MA

\$1,500 for Waldorf Accredited Certified CU

w/\$6359	1	2	3	4	5
Residency	\$47,477	\$48,347	\$49,219		
Professional	\$50,259	\$52,132	\$53,914	\$55,696	\$57,478
Adv Prof	\$60,592	\$62,064	\$63,524	\$64,972	

5%

w/\$6359	1	2	3	4	5
Residency	\$2,374	\$2,417	\$2,461		
Professional	\$2,513	\$2,607	\$2,696	\$2,785	\$2,874
Adv Prof	\$3,030	\$3,103	\$3,176	\$3,249	

Approved PAY SCALE 2024-2025**APPROVED**

5% of 23-24	1	2	3	4	5
Residency	\$49,851	\$50,764	\$51,680		
Professional	\$52,772	\$54,739	\$56,610	\$58,481	\$60,352
Adv Prof	\$63,622	\$65,167	\$66,700	\$68,221	

2024-25 Certified Payscale

Years of Service	BA	BA+12	BA+24	MA BA+36	MA+12 BA+48	MA+24 BA+60	MA+36 ES/DR
0	\$ 47,778	\$ 48,256	\$ 48,738	\$ 49,226	\$ 49,718	\$ 50,215	\$ 50,843
1	\$ 48,256	\$ 48,738	\$ 49,226	\$ 49,718	\$ 50,215	\$ 50,717	\$ 51,478
2	\$ 48,738	\$ 49,226	\$ 49,718	\$ 50,215	\$ 50,717	\$ 51,224	\$ 52,122
3	\$ 49,226	\$ 49,718	\$ 50,215	\$ 50,717	\$ 51,224	\$ 51,737	\$ 52,773
4	\$ 49,718	\$ 50,215	\$ 50,717	\$ 51,224	\$ 51,737	\$ 52,254	\$ 53,433
5	\$ 50,339	\$ 50,843	\$ 51,351	\$ 51,993	\$ 52,513	\$ 53,038	\$ 54,235
6	\$ 50,969	\$ 51,478	\$ 51,993	\$ 52,773	\$ 53,300	\$ 53,833	\$ 55,048
7	\$ 51,606	\$ 52,122	\$ 52,643	\$ 53,564	\$ 54,100	\$ 54,641	\$ 55,874
8	\$ 52,251	\$ 52,773	\$ 53,301	\$ 54,368	\$ 54,911	\$ 55,461	\$ 56,712
9	\$ 52,904	\$ 53,433	\$ 53,967	\$ 55,183	\$ 55,735	\$ 56,293	\$ 57,563
10	\$ 53,830	\$ 54,368	\$ 54,912	\$ 56,149	\$ 56,711	\$ 57,278	\$ 58,570
11	\$ 54,772	\$ 55,320	\$ 55,873	\$ 57,132	\$ 57,703	\$ 58,280	\$ 59,595
12	\$ 55,730	\$ 56,288	\$ 56,851	\$ 58,131	\$ 58,713	\$ 59,300	\$ 60,638
13	\$ 56,706	\$ 57,273	\$ 57,845	\$ 59,149	\$ 59,740	\$ 60,338	\$ 61,699
14	\$ 57,698	\$ 58,275	\$ 58,858	\$ 60,184	\$ 60,786	\$ 61,394	\$ 62,779
15	\$ 58,563	\$ 59,149	\$ 59,741	\$ 61,087	\$ 61,849	\$ 62,468	\$ 63,877
16	\$ 59,442	\$ 60,036	\$ 60,637	\$ 62,003	\$ 62,777	\$ 63,405	\$ 64,835
17	\$ 60,334	\$ 60,937	\$ 61,546	\$ 62,933	\$ 63,719	\$ 64,356	\$ 65,808
18	\$ 61,239	\$ 61,851	\$ 62,469	\$ 63,877	\$ 64,675	\$ 65,321	\$ 66,795
19	\$ 62,157	\$ 62,779	\$ 63,406	\$ 64,835	\$ 65,645	\$ 66,301	\$ 67,797
20	\$ 62,934	\$ 63,563	\$ 64,199	\$ 65,808	\$ 66,629	\$ 67,296	\$ 68,814
21	\$ 63,721	\$ 64,358	\$ 65,002	\$ 66,795	\$ 67,629	\$ 68,305	\$ 69,846
22	\$ 64,517	\$ 65,162	\$ 65,814	\$ 67,797	\$ 68,643	\$ 69,330	\$ 70,894
23	\$ 65,324	\$ 65,977	\$ 66,637	\$ 68,814	\$ 69,673	\$ 70,370	\$ 71,957
24	\$ 66,140	\$ 66,802	\$ 67,470	\$ 69,846	\$ 70,718	\$ 71,425	\$ 73,037
25+	\$ 66,802	\$ 67,470	\$ 68,144	\$ 70,544	\$ 71,425	\$ 72,139	\$ 73,950

Stipends:

	Year 1	Year 2	Year 3+	Year 4+
Lead Teacher	2,000	3,000	4,000	
Counselor	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	12,000
BA + 24 credits & Professional Endorsement	2,000			
Masters & Professional Endorsement	3,500			

adopted 5.21.24

Certified Salaries

Residency 1	50,252
Residency 2	51,302
Residency 3	52,353
Professional 1	53,527
Professional 2	55,427
Professional 3	57,327
Professional 4	59,210
Professional 5	61,082
Advanced Professional 1	64,655
Advanced Professional 2	66,729
Advanced Professional 3	68,806
Advanced Professional 4	70,884
Advanced Professional 5	72,964
Charter Master	77,429

Classified Hourly Index

Grade	Class 1	Class 2	Class 3
0	17.34	18.42	23.83
1	17.69	18.80	24.32
2	18.06	19.18	24.81
3	18.42	19.57	25.32
4	18.80	19.97	25.84
5	19.18	20.38	26.36
6	19.58	20.80	26.90
7	19.98	21.22	27.45
8	20.38	21.65	28.01
9	20.80	22.10	28.58
10	21.22	22.55	29.17
11	21.66	23.01	29.76
12	22.10	23.48	30.37
13	22.55	23.96	30.99

Anser Charter School FY25 - Salary Schedule

Year	BA	BA+12	BA+24	BA+36/MA	MA+12	MA+24	MA+36/ES
-	45,500	45,728	46,642	47,575	47,575	47,575	47,575
1	45,500	45,728	46,642	47,575	47,575	47,575	47,575
2	45,955	46,185	47,108	48,051	48,051	48,051	48,051
3	46,415	46,647	47,580	48,531	48,531	48,531	48,531
4	48,503	48,979	49,959	51,443	51,443	51,686	51,928
5	49,473	50,448	51,457	52,986	52,986	53,236	53,486
6	49,473	50,448	53,001	54,576	54,576	54,833	55,091
7	49,473	50,448	54,591	56,213	56,213	56,478	56,743
8	49,473	50,448	55,683	57,900	57,900	58,173	58,446
9	49,473	50,448	56,797	59,637	59,637	59,918	60,199
10	49,473	50,448	57,932	61,426	61,426	61,715	62,005
11	49,473	50,448	57,932	63,268	63,268	63,567	63,865
12	49,473	50,448	57,932	65,166	65,166	65,474	65,781
13	49,473	50,448	57,932	66,470	66,470	66,783	67,097
14	49,473	50,448	57,932	67,799	67,799	68,119	68,439
15	49,473	50,448	57,932	69,155	69,155	69,481	69,808
16	49,473	50,448	57,932	69,847	69,847	70,176	71,204

North Star CL Payscale 2024-2025

Yrs of Certified Service		Base Salary	BA+24*	MA*
13-14	Residency 1	\$45,650		
	Residency 2	\$47,019		
	Residency 3	\$48,430		
	Professional 1	\$49,882	\$51,882	\$53,382
	Professional 2	\$51,379	\$53,379	\$54,879
	Professional 3	\$52,920	\$54,920	\$56,420
	Professional 4	\$54,509	\$56,509	\$58,009
	Professional 5	\$56,144	\$58,144	\$59,644
	Advanced Professional 1	\$57,828	\$59,828	\$61,328
	Advanced Professional 2	\$59,562	\$61,562	\$63,062
	Advanced Professional 3	\$61,350	\$63,350	\$64,850
	Advanced Professional 4	\$63,190	\$65,190	\$66,690
	Legacy 1 (AP5)	\$64,454	\$66,454	\$67,954
	Legacy 2	\$65,743	\$67,743	\$69,243
15-16	Legacy 3	\$67,058	\$69,058	\$70,558
17-18	Legacy 4	\$68,399	\$70,399	\$71,899
21-22	Legacy 5	\$69,767	\$71,767	\$73,267
23-24	Legacy 6	\$71,162	\$73,162	\$74,662
25-26	Legacy 7	\$72,586	\$74,586	\$76,086

*must have professional endorsement (includes education allocation)

Placement on the pay scale is dependent on teacher placement in ISEE.

Legacy rung criteria:

1). Must have completed Advanced Prof 4 in ISEE to advance to Legacy rungs

2). Continue to meet SDE expectations for AP (leadership role, 75% students achievement, no unsatisfactory or basic, distinguished in Domains 2 or 3).

Each Legacy rung is 2 years of certified teaching experience.

Out of district but in the state of ID, they will be placed on the pay scale according to their placement on ISEE.

Outside of Idaho, the HR department and admin will review their documents in accordance with the state guidelines for applying for placement in ISEE and a contract will be written accordingly.

2024-2025 Instructional and Pupil Service Staff

Residency	
	Salary
R1	47,859
R2	48,859
R3	49,859

	Professional		
	BA Only	BA + 24	MA+
P1	\$ 50,859	\$ 52,859	\$ 54,359
P2	\$ 52,609	\$ 54,609	\$ 56,109
P3	\$ 54,359	\$ 56,359	\$ 57,859
P4	\$ 56,109	\$ 58,109	\$ 59,609
P5	\$ 57,859	\$ 59,859	\$ 61,359
P6	\$ 61,359	\$ 63,359	\$ 64,859
P7	\$ 63,359	\$ 65,359	\$ 66,859
P8	\$ 65,359	\$ 67,359	\$ 68,859
P9	\$ 67,359	\$ 69,359	\$ 70,859
P10	\$ 69,359	\$ 71,359	\$ 74,060
Teaching Experience 5 years			\$1,050
Teaching Experience 10 years			\$2,100

FUTURE PUBLIC SCHOOL SALARY SCHEDULE				
2024-2025				
Based on 188 contract days (2 floating in summer)				
CAREER LADDER LEVEL	BASE LEVEL (BACHELORS)	BACHELORS + 24 CREDITS	MASTERS / ED SPECIALIST / DOCTORATE	
RESIDENCY RUNG (R)				
R1	\$ 44,179	\$ 46,179	\$ 47,679	
R2	\$ 45,545	\$ 47,605	\$ 49,150	
R3	\$ 46,004	\$ 48,664	\$ 50,209	
PROFESSIONAL RUNG (P)				
P1	\$ 47,564	\$ 49,624	\$ 51,169	
P2	\$ 48,789	\$ 50,849	\$ 52,394	
P3	\$ 50,730	\$ 52,790	\$ 54,335	
P4	\$ 52,714	\$ 54,774	\$ 56,512	
P5	\$ 54,699	\$ 56,759	\$ 58,594	
ADVANCED PROFESSIONAL RUNG (AP)				
AP1	\$ 56,684	\$ 58,744	\$ 60,289	
AP2	\$ 60,044	\$ 62,104	\$ 63,646	
AP3	\$ 61,782	\$ 63,842	\$ 65,387	
AP4	\$ 63,366	\$ 65,426	\$ 66,971	
AP5	\$ 64,935	\$ 66,995	\$ 68,590	

CAREER LADDER LAW 2024-2025				
Ladder Level	Base	BA+24	MA/DR/ES	
R1	\$ 47,859	\$ 47,859	\$ 47,859	
R2	\$ 48,859	\$ 48,859	\$ 48,859	
R3	\$ 49,859	\$ 49,859	\$ 49,859	
P1	\$ 50,859	\$ 52,859	\$ 54,359	
P2	\$ 52,609	\$ 54,609	\$ 56,109	
P3	\$ 54,359	\$ 56,359	\$ 57,859	
P4	\$ 56,109	\$ 58,109	\$ 59,609	
P5	\$ 57,859	\$ 59,859	\$ 61,359	
AP1	\$ 61,359	\$ 63,359	\$ 64,859	
AP2	\$ 63,359	\$ 65,359	\$ 66,859	
AP3	\$ 65,359	\$ 67,359	\$ 68,859	
AP4	\$ 67,359	\$ 69,359	\$ 70,859	
AP5	\$ 69,359	\$ 71,359	\$ 72,859	

Under current law, Residency Rungs do not qualify for the \$2000 BA+24 increase or the \$3,500 Masters+ increase

Ladder Level	Base	BA+24	MA/DR/ES	
R1	\$ 47,477	\$ 47,477	\$ 47,477	
R2	\$ 48,347	\$ 48,347	\$ 48,347	
R3	\$ 49,219	\$ 49,219	\$ 49,219	
P1	\$ 50,349	\$ 52,349	\$ 53,849	
P2	\$ 52,132	\$ 54,132	\$ 55,632	
P3	\$ 53,934	\$ 55,934	\$ 57,434	
P4	\$ 55,696	\$ 57,696	\$ 59,196	
P5	\$ 57,478	\$ 59,478	\$ 60,978	
AP1	\$ 60,592	\$ 62,592	\$ 64,092	
AP2	\$ 62,064	\$ 64,064	\$ 65,564	
AP3	\$ 63,524	\$ 65,524	\$ 67,024	
AP4	\$ 64,972	\$ 66,972	\$ 68,472	
AP5	\$ -	\$ -	\$ -	

DIFFERENCE BETWEEN YOUR SALARY SCHEDULE AND THE CAREER LADDER 2024-2025			
2024-2025 Base	2024-2025 BA+24	2024-2025 MA/DR/ES	
n/a	n/a	n/a	
\$ (3,314)	\$ (1,254)	\$ 291	
\$ (3,255)	\$ (1,195)	\$ 350	

\$ (3,295)	\$ (3,235)	\$ (3,190)	
\$ (3,820)	\$ (3,760)	\$ (3,715)	
\$ (3,629)	\$ (3,569)	\$ (3,524)	
\$ (3,395)	\$ (3,335)	\$ (3,290)	
\$ (3,160)	\$ (3,100)	\$ (3,055)	
\$ (4,675)	\$ (4,615)	\$ (4,570)	
\$ (3,318)	\$ (3,258)	\$ (3,213)	
\$ (3,577)	\$ (3,517)	\$ (3,472)	
\$ (3,993)	\$ (3,933)	\$ (3,888)	
\$ (4,424)	\$ (4,364)	\$ (4,319)	

Increase from Going Up Ladder					
2025 Dollars	2025 \$	2025 Dollars	2025 %	2025 Dollars	2025 %
n/a	n/a	n/a	n/a	n/a	n/a
\$ 1,382	\$ 1,382	2.9%	1,382	2.9%	
\$ 1,512	\$ 1,512	3.1%	1,512	3.1%	
\$ 1,640	\$ 1,640	7.4%	5,140	10.4%	
\$ 2,260	\$ 2,260	4.3%	2,260	4.2%	
\$ 2,227	\$ 2,227	4.1%	2,227	4.0%	
\$ 2,195	\$ 2,195	3.9%	2,195	3.8%	
\$ 2,163	\$ 2,163	3.7%	2,163	3.7%	
\$ 3,881	\$ 3,881	6.5%	3,881	6.4%	
\$ 2,767	\$ 2,767	4.4%	2,767	4.3%	
\$ 3,295	\$ 3,295	5.1%	3,295	5.0%	
\$ 3,835	\$ 3,835	5.9%	3,835	5.7%	
\$ 4,387	\$ 4,387	6.6%	4,387	6.4%	

FUTURE PUBLIC SCHOOL CUSTOM SALARY SCHEDULE (IF APPLICABLE) 2023-2024			
2023-2024 Base	203-2024 BA+24	2023-2024 MA/DR/ES	
\$ 44,218	\$ 46,218	\$ 47,718	
\$ 45,247	\$ 47,247	\$ 48,747	
\$ 46,179	\$ 48,179	\$ 49,679	
\$ 47,368	\$ 49,368	\$ 50,868	
\$ 48,252	\$ 50,252	\$ 52,752	
\$ 51,179	\$ 53,179	\$ 54,679	
\$ 53,106	\$ 55,106	\$ 56,606	
\$ 53,033	\$ 55,033	\$ 58,533	
\$ 58,292	\$ 60,292	\$ 61,792	
\$ 59,983	\$ 61,983	\$ 63,483	
\$ 63,520	\$ 65,520	\$ 69,020	
\$ 65,044	\$ 67,044	\$ 69,544	
n/a	n/a	n/a	

Increase if you Don't Move Up the Ladder					
2025 Dollars	2025 %	2025 Dollars	2025 %	2025 Dollars	2025 %
\$ 382	0.8%	\$ 382	0.8%	\$ 382	0.8%
\$ 512	1.1%	\$ 512	1.1%	\$ 512	1.1%
\$ 640	1.3%	\$ 640	1.3%	\$ 640	1.3%
\$ 510	1.0%	\$ 510	1.0%	\$ 510	0.9%
\$ 477	0.9%	\$ 477	0.9%	\$ 477	0.9%
\$ 445	0.8%	\$ 445	0.8%	\$ 445	0.8%
\$ 413	0.7%	\$ 413	0.7%	\$ 413	0.7%
\$ 381	0.7%	\$ 381	0.6%	\$ 381	0.6%
\$ 767	1.3%	\$ 767	1.2%	\$ 767	1.2%
\$ 1,295	2.1%	\$ 1,295	2.0%	\$ 1,295	2.0%
\$ 1,835	2.9%	\$ 1,835	2.8%	\$ 1,835	2.7%
\$ 2,387	3.7%	\$ 2,387	3.6%	\$ 2,387	3.5%
n/a	n/a	n/a	n/a	n/a	n/a

2023-2024		2024-2025				KEEP 24-25 LADDER (% on top of Idaho ladder)				Notes
	Comp	Level	Comp	Level	Difference	% Increase	Comp	Difference	% Increase	
Heidi Grant	\$ 65,020.00	AP3	\$ 66,971.00	AP4	\$ 1,951.00	3.00%	\$ 66,544.00	\$ 1,524.00	2.34%	
Christa Newcum	\$ 60,292.00	AP1	\$ 62,101.00	AP2	0	0.00%	\$ 61,983.00	\$ 1,691.00	2.80%	Has not gotten AP1 status, might be stuck
Carolyn Muhlenkamp	\$ 51,252.00	P2	\$ 52,790.00	P3	\$ 1,538.00	3.00%	\$ 53,179.00	\$ 1,927.00	3.76%	
Kate Bauer	\$ 54,679.00	P3	\$ 56,319.00	P4	\$ 1,640.00	3.00%	\$ 56,606.00	\$ 1,927.00	3.52%	
Kimberly Ramirez	\$ 47,718.00	R1	\$ 49,150.00	R2	\$ 1,432.00	3.00%	\$ 48,747.00	\$ 1,029.00	2.16%	masters extra stipend paid by FFS
Katie Clauer	\$ 63,483.00	AP2	\$ 49,150.00	R2	\$ (14,333.00)	-22.58%	\$ 65,020.00	\$ 1,537.00	2.42%	
Jami Wheeler	\$ 58,533.00	P5	\$ 60,289.00	AP1	\$ 1,756.00	3.00%	\$ 61,792.00	\$ 3,259.00	5.57%	
DO NOT FILL	\$ 61,983.00	AP2	\$ -	R2	0	0.00%	\$ 48,747.00	\$ -	0.00%	Not accurate - new teacher 24-25
Myron Mitchell	\$ 48,747.00	R2	\$ 50,209.00	R3	\$ 1,462.00	3.00%	\$ 49,679.00	\$ 932.00	1.91%	masters extra stipend paid by FFS
Natasha Sylva	\$ 52,752.00	P2	\$ 54,335.00	P3	0	0.00%	\$ -	\$ -	0.00%	
Paige Norman	\$ 49,252.00	P2	\$ 50,730.00	P3	\$ 1,478.00	3.00%	\$ 51,179.00	\$ 1,927.00	3.91%	
Allyson Maynard	\$ 69,770.00	AP3	\$ 66,971.00	AP4	0	0.00%	\$ 66,544.00	\$ -	0.00%	Tech stipend still TBD - if added, will make up difference
Brandon McGurkin	\$ 21,400.00	R2	\$ 45,545.00	R2	0	0.00%	\$ 45,247.00	\$ -	0.00%	Not accurate - new teacher 24-25
0	0	0	0	0	0	0.00%	\$ -	\$ -	0.00%	
Megan Elliott	\$ 47,909.00	R1	\$ 44,178.65	R1	0	0.00%	\$ 44,218.00	\$ -	0.00%	Not accurate - new teacher 24-25
Ana Lee	\$ 44,218.00	R1	\$ 45,545.00	R2	\$ 1,327.00	3.00%	\$ 45,247.00	\$ 1,029.00	2.33%	
Kim Connor	\$ 52,752.00	P2	\$ 54,335.00	P3	\$ 1,583.00	3.00%	\$ 54,679.00	\$ 1,927.00	3.65%	
		#####		\$ 4,367.00		#####		\$ 23,465.00		average, minus exceptions in orange
				0.96%						

LAUREN THOUGHTS

- Our career ladder strategy spreads the SDE funds (\$6,350 per career ladder cell) and spreads it across the entire ladder for a more equity - if we still like the ladder we can just add a % increase (standard is 3%)
- Possible challenge is recruiting new teachers - Boise starting salary was \$46k in 23-24 TBD in 24-25
- We have 2 teachers (KR, RM) that we're honoring the masters additional pay in R1-R3 which Boise and some districts do but the SDE does not
- See AE259 in Master Budget Sheet - shows what the SDE gives us for our 100-coded admin, teachers, pupil services, and noncert staff compared to what we're spending to see the difference. According to this the majority of our excess spending comes from admin and teaching staff
- Key question - do we continue to use the salary apportionment from the SDE for teachers to 1) offset costs of our overspending or 2) flow through to teachers?

Gem Prep Schools
24-25 Instructional and Pupil Services Staff
Salary Schedule
182 Day Calendar

	Lane 1	Lane 2	Lane 3	Lane 4
	BA	BA + 24	MA BA + 36	MA + 24 BA + 60
Alt Auth	\$49,359 *		\$56,359 **	
0	\$51,380	\$60,546	\$61,056	\$61,056
1	\$51,870	\$61,140	\$61,655	\$61,655
2	\$51,870	\$61,140	\$61,655	\$61,655
3	\$52,323	\$61,686	\$62,206	\$62,206
4	\$52,781	\$62,237	\$62,762	\$66,887
5	\$53,243	\$62,794	\$63,325	\$67,491
6	\$53,710	\$63,356	\$63,892	\$68,709
7	\$54,182	\$63,924	\$64,466	\$69,331
8		\$64,498	\$65,045	\$69,959
9		\$65,078	\$65,630	\$70,593
10		\$65,663	\$66,221	\$71,233
11		\$66,254	\$66,817	\$71,880
12		\$66,851	\$67,420	\$72,533
13			\$68,029	\$73,193
14			\$68,643	\$73,860
15			\$69,264	\$74,533
16				\$75,213
17				\$75,899
18				\$76,593
19				\$77,293
20				\$78,001

1-4 years beyond step	\$1,000
5-10 years beyond step	\$1,500
10+ years beyond step	\$2,000

**2024-2025 Pathways in Education at Nampa, Idaho
Salary Schedule**

497 - Pathways Nampa

Title	Salary Schedule Range	Annual Performance Review
Senior Teacher	\$55,000 - \$72,000	1-6yrs: \$1,000; \$1,500, \$2,000 7-10yrs: \$1,500; \$2,000; \$2,500
Post-Secondary & Student Services Counselor	\$44,000 - \$67,000	1-6yrs: \$1,000; \$1,500, \$2,000 7-10yrs: \$1,500; \$2,000; \$2,500
Special Education Teacher	Residency: \$48,000 - \$54,000 Professional: \$54,000 - \$59,000 Advance Professional: \$59,000 - \$68,000	1-6yrs: \$1,000; \$1,500, \$2,000 7-10yrs: \$1,500; \$2,000; \$2,500
Small Group Instructor - Math	Residency: \$49,000 - \$55,000 Professional: \$51,000 - \$65,000 Advance Professional: \$65,000 - \$71,000	1-6yrs: \$1,000; \$1,500, \$2,000 7-10yrs: \$1,500; \$2,000; \$2,500
Small Group Instructor - Science	Residency: \$49,000 - \$55,000 Professional: \$51,000 - \$65,000 Advance Professional: \$65,000 - \$71,000	1-6yrs: \$1,000; \$1,500, \$2,000 7-10yrs: \$1,500; \$2,000; \$2,500
Teacher	Residency: \$45,000 - \$47,000 Professional: \$47,000 - \$57,000 Advance Professional: \$57,000 - \$63,000	1-6yrs: \$1,000; \$1,500, \$2,000 7-10yrs: \$1,500; \$2,000; \$2,500
Small Group Instructor - ELA	Residency: \$45,000 - \$47,000 Professional: \$47,000 - \$57,000 Advance Professional: \$57,000 - \$63,000	1-6yrs: \$1,000; \$1,500, \$2,000 7-10yrs: \$1,500; \$2,000; \$2,500
Teacher - PCST (Public Charter School-Specific Teacher Certificate)	Residency: \$43,000 - \$45,000 Professional: \$45,000 - \$55,000 Advance Professional: \$55,000 - \$61,000	1-6yrs: \$1,000; \$1,500, \$2,000 7-10yrs: \$1,500; \$2,000; \$2,500
Intervention Teacher	\$42,000 - \$58,500	1-6yrs: \$1,000; \$1,500, \$2,000 7-10yrs: \$1,500; \$2,000; \$2,500
School Psychologist (TOC)	\$29.00 - \$42.000	\$0.25; \$0.50; \$1.00
Area Teacher	\$16.00 - \$21.00	\$0.25; \$0.50; \$1.00
Substitute Teacher	\$16.00	\$0.25; \$0.50; \$1.00
SPED Paraprofessional	\$15.00 - \$19.00	\$0.25; \$0.50; \$1.00
Compliance & Data Systems Coordinator	\$20.00 - \$24.50	\$0.25; \$0.50; \$1.00
Center Coordinator	\$17.00 - \$20.00	\$0.25; \$0.50; \$1.00
Tutor	\$14.00 - \$16.00	\$0.25; \$0.50; \$1.00

*Pathways in Education - Nampa staff members receive annual performance reviews; and review increases in lieu of a standard step & scale salary schedule

Last updated: 09/30/2024

Gem Prep Schools
24-25 Instructional and Pupil Services Staff
Salary Schedule
182 Day Calendar

	Lane 1	Lane 2	Lane 3	Lane 4
	BA	BA + 24	MA BA + 36	MA + 24 BA + 60
Alt Auth	\$49,359 *		\$56,359 **	
0	\$51,380	\$60,546	\$61,056	\$61,056
1	\$51,870	\$61,140	\$61,655	\$61,655
2	\$51,870	\$61,140	\$61,655	\$61,655
3	\$52,323	\$61,686	\$62,206	\$62,206
4	\$52,781	\$62,237	\$62,762	\$66,887
5	\$53,243	\$62,794	\$63,325	\$67,491
6	\$53,710	\$63,356	\$63,892	\$68,709
7	\$54,182	\$63,924	\$64,466	\$69,331
8		\$64,498	\$65,045	\$69,959
9		\$65,078	\$65,630	\$70,593
10		\$65,663	\$66,221	\$71,233
11		\$66,254	\$66,817	\$71,880
12		\$66,851	\$67,420	\$72,533
13			\$68,029	\$73,193
14			\$68,643	\$73,860
15			\$69,264	\$74,533
16				\$75,213
17				\$75,899
18				\$76,593
19				\$77,293
20				\$78,001

1-4 years beyond step	\$1,000
5-10 years beyond step	\$1,500
10+ years beyond step	\$2,000

FUTURE PUBLIC SCHOOL SALARY SCHEDULE				
2024-2025 Based on 188 contract days (2 floating in summer)				
CAREER LADDER LEVEL	BASE LEVEL (BACHELORS)	BACHELORS + 24 CREDITS	MASTERS / ED SPECIALIST / DOCTORATE	
RESIDENCY RUNG (R)				
R1	\$ 44,179	\$ 46,179	\$ 47,679	
R2	\$ 45,545	\$ 47,605	\$ 49,150	
R3	\$ 46,004	\$ 48,664	\$ 50,209	
PROFESSIONAL RUNG (P)				
P1	\$ 47,564	\$ 49,624	\$ 51,169	
P2	\$ 48,789	\$ 50,849	\$ 52,394	
P3	\$ 50,730	\$ 52,790	\$ 54,335	
P4	\$ 52,714	\$ 54,774	\$ 56,152	
P5	\$ 54,693	\$ 56,753	\$ 58,304	
ADVANCED PROFESSIONAL RUNG (AP)				
AP1	\$ 56,684	\$ 58,744	\$ 60,289	
AP2	\$ 60,044	\$ 62,104	\$ 63,646	
AP3	\$ 61,782	\$ 63,842	\$ 65,387	
AP4	\$ 63,366	\$ 65,426	\$ 66,971	
AP5	\$ 64,935	\$ 66,995	\$ 68,540	

CAREER LADDER LAW 2024-2025				
Ladder Level	Base	BA+24	MA/DR/ES	
R1	\$ 47,859	\$ 47,859	\$ 47,859	
R2	\$ 48,859	\$ 48,859	\$ 48,859	
R3	\$ 49,859	\$ 49,859	\$ 49,859	
P1	\$ 50,859	\$ 52,859	\$ 54,359	
P2	\$ 52,609	\$ 54,609	\$ 56,109	
P3	\$ 54,359	\$ 56,359	\$ 57,859	
P4	\$ 56,109	\$ 58,109	\$ 59,609	
P5	\$ 57,859	\$ 59,859	\$ 61,359	
AP1	\$ 61,359	\$ 63,359	\$ 64,859	
AP2	\$ 63,359	\$ 65,359	\$ 66,859	
AP3	\$ 65,359	\$ 67,359	\$ 68,859	
AP4	\$ 67,359	\$ 69,359	\$ 70,859	
AP5	\$ 69,359	\$ 71,359	\$ 72,859	
Under current law, Residency Rungs do not qualify for the \$2000 BA+24 increase or the \$3,500 Masters+ increase				

Ladder Level	Base	BA+24	MA/DR/ES	
R1	\$ 47,477	\$ 47,477	\$ 47,477	
R2	\$ 48,347	\$ 48,347	\$ 48,347	
R3	\$ 49,219	\$ 49,219	\$ 49,219	
P1	\$ 50,349	\$ 52,349	\$ 53,849	
P2	\$ 52,132	\$ 54,132	\$ 55,632	
P3	\$ 53,934	\$ 55,934	\$ 57,434	
P4	\$ 55,696	\$ 57,696	\$ 59,196	
P5	\$ 57,478	\$ 59,478	\$ 60,978	
AP1	\$ 60,592	\$ 62,592	\$ 64,092	
AP2	\$ 62,064	\$ 64,064	\$ 65,564	
AP3	\$ 63,524	\$ 65,524	\$ 67,024	
AP4	\$ 64,972	\$ 66,972	\$ 68,472	
AP5	\$ -	\$ -	\$ -	

DIFFERENCE BETWEEN YOUR SALARY SCHEDULE AND THE CAREER LADDER 2024-2025			
2024-2025 Base	2024-2025 BA+24	2024-2025 MA/DR/ES	
n/a	n/a	n/a	
\$ (3,314)	\$ (1,254)	\$ 291	
\$ (3,255)	\$ (1,195)	\$ 350	

\$ (3,295)	\$ (3,235)	\$ (3,190)	
\$ (3,820)	\$ (3,760)	\$ (3,715)	
\$ (3,629)	\$ (3,569)	\$ (3,524)	
\$ (3,395)	\$ (3,335)	\$ (3,290)	
\$ (3,160)	\$ (3,100)	\$ (3,055)	
\$ (4,675)	\$ (4,615)	\$ (4,570)	
\$ (3,318)	\$ (3,258)	\$ (3,213)	
\$ (3,577)	\$ (3,517)	\$ (3,472)	
\$ (3,993)	\$ (3,933)	\$ (3,888)	
\$ (4,424)	\$ (4,364)	\$ (4,319)	

Increase from Going Up Ladder					
2025 Dollars	2025 \$	2025 Dollars	2025 %	2025 Dollars	2025 %
n/a	n/a	n/a	n/a	n/a	n/a
\$ 1,382	\$ 1,382	2.9%	1,382	2.9%	
\$ 1,512	\$ 1,512	3.1%	1,512	3.1%	
\$ 1,640	\$ 1,640	7.4%	5,140	10.4%	
\$ 2,260	\$ 2,260	4.3%	2,260	4.2%	
\$ 2,227	\$ 2,227	4.1%	2,227	4.0%	
\$ 2,195	\$ 2,195	3.9%	2,195	3.8%	
\$ 2,163	\$ 2,163	3.7%	2,163	3.7%	
\$ 3,881	\$ 3,881	6.5%	3,881	6.4%	
\$ 2,767	\$ 2,767	4.4%	2,767	4.3%	
\$ 3,295	\$ 3,295	5.1%	3,295	5.0%	
\$ 3,835	\$ 3,835	5.9%	3,835	5.7%	
\$ 4,387	\$ 4,387	6.6%	4,387	6.4%	

FUTURE PUBLIC SCHOOL CUSTOM SALARY SCHEDULE (IF APPLICABLE) 2023-2024			
2023-2024 Base	203-2024 BA+24	2023-2024 MA/DR/ES	
\$ 44,218	\$ 46,218	\$ 47,718	
\$ 45,247	\$ 47,247	\$ 48,747	
\$ 46,179	\$ 48,179	\$ 49,679	
\$ 47,368	\$ 49,368	\$ 50,868	
\$ 48,252	\$ 50,252	\$ 52,752	
\$ 51,179	\$ 53,179	\$ 54,679	
\$ 53,106	\$ 55,106	\$ 56,606	
\$ 53,033	\$ 55,033	\$ 58,533	
\$ 58,292	\$ 60,292	\$ 61,792	
\$ 59,983	\$ 61,983	\$ 63,483	
\$ 63,520	\$ 65,520	\$ 69,020	
\$ 63,044	\$ 65,044	\$ 66,544	
n/a	n/a	n/a	

Increase if you Don't Move Up the Ladder					
2025 Dollars	2025 %	2025 Dollars	2025 %	2025 Dollars	2025 %
\$ 382	0.8%	\$ 382	0.8%	\$ 382	0.8%
\$ 512	1.1%	\$ 512	1.1%	\$ 512	1.1%
\$ 640	1.3%	\$ 640	1.3%	\$ 640	1.3%
\$ 510	1.0%	\$ 510	1.0%	\$ 510	0.9%
\$ 477	0.9%	\$ 477	0.9%	\$ 477	0.9%
\$ 445	0.8%	\$ 445	0.8%	\$ 445	0.8%
\$ 413	0.7%	\$ 413	0.7%	\$ 413	0.7%
\$ 381	0.7%	\$ 381	0.6%	\$ 381	0.6%
\$ 767	1.3%	\$ 767	1.2%	\$ 767	1.2%
\$ 1,295	2.1%	\$ 1,295	2.0%	\$ 1,295	2.0%
\$ 1,835	2.9%	\$ 1,835	2.8%	\$ 1,835	2.7%
\$ 2,387	3.7%	\$ 2,387	3.6%	\$ 2,387	3.5%
n/a	n/a	n/a	n/a	n/a	n/a

2023-2024		2024-2025				KEEP 24-25 LADDER (% on top of Idaho ladder)				Notes
	Comp	Level	Comp	Level	Difference	% Increase	Comp	Difference	% Increase	
Heidi Grant	\$ 65,020.00	AP3	\$ 66,971.00	AP4	\$ 1,951.00	3.00%	\$ 66,544.00	\$ 1,524.00	2.34%	
Christa Newcum	\$ 60,292.00	AP1	\$ 62,101.00	AP2	0	0.00%	\$ 61,983.00	\$ 1,691.00	2.80%	Has not gotten AP1 status, might be stuck
Carolyn Muhlenkamp	\$ 51,252.00	P2	\$ 52,790.00	P3	\$ 1,538.00	3.00%	\$ 53,179.00	\$ 1,927.00	3.76%	
Kate Bauer	\$ 54,679.00	P3	\$ 56,319.00	P4	\$ 1,640.00	3.00%	\$ 56,606.00	\$ 1,927.00	3.52%	
Kimberly Ramirez	\$ 47,718.00	R1	\$ 49,150.00	R2	\$ 1,432.00	3.00%	\$ 48,747.00	\$ 1,029.00	2.16%	masters extra stipend paid by FFS
Katie Clauer	\$ 63,483.00	AP2	\$ 49,150.00	R2	\$ (14,333.00)	-22.58%	\$ 65,020.00	\$ 1,537.00	2.42%	
Jami Wheeler	\$ 58,533.00	P5	\$ 60,289.00	AP1	\$ 1,756.00	3.00%	\$ 61,792.00	\$ 3,259.00	5.57%	
DO NOT FILL	\$ 61,983.00	AP2	\$ -	R2	0	0.00%	\$ 48,747.00	\$ -	0.00%	Not accurate - new teacher 24-25
Nhyen Mitchell	\$ 48,747.00	R2	\$ 50,209.00	R3	\$ 1,462.00	3.00%	\$ 49,679.00	\$ 932.00	1.91%	masters extra stipend paid by FFS
Natasha Sylva	\$ 52,752.00	P2	\$ 54,335.00	P3	0	0.00%	\$ -	\$ -	0.00%	
Paige Norman	\$ 49,252.00	P2	\$ 50,730.00	P3	\$ 1,478.00	3.00%	\$ 51,179.00	\$ 1,927.00	3.91%	
Allyson Maynard	\$ 69,770.00	AP3	\$ 66,971.00	AP4	0	0.00%	\$ 66,544.00	\$ -	0.00%	Tech stipend still TBD - if added, will make up difference
Brandon McGurkin	\$ 21,400.00	R2	\$ 45,545.00	R2	0	0.00%	\$ 45,247.00	\$ -	0.00%	Not accurate - new teacher 24-25
0	0	0	0	0	0	0.00%	\$ -	\$ -	0.00%	
Megan Elliott	\$ 47,909.00	R1	\$ 44,178.65	R1	0	0.00%	\$ 44,218.00	\$ -	0.00%	Not accurate - new teacher 24-25
Ana Lee	\$ 44,218.00	R1	\$ 45,545.00	R2	\$ 1,327.00	3.00%	\$ 45,247.00	\$ 1,029.00	2.33%	
Kim Connor	\$ 52,752.00	P2	\$ 54,335.00	P3	\$ 1,583.00	3.00%	\$ 54,679.00	\$ 1,927.00	3.65%	
		#####		\$ 4,367.00		#####		\$ 23,465.00		average, minus exceptions in orange
				0.96%						

LAUREN THOUGHTS

- Our career ladder strategy spreads the SDE funds (\$6,350 per career ladder cell) and spreads it across the entire ladder for a more equity - if we still like the ladder we can just add a % increase (standard is 3%)
- Possible challenge is recruiting new teachers - Boise starting salary was \$46k in 23-24 TBD in 24-25
- We have 2 teachers (KR, RM) that we're honoring the masters additional pay in R1-R3 which Boise and some districts do but the SDE does not
- See **AE259 in Master Budget Sheet** - shows what the SDE gives us for our 100-coded admin, teachers, pupil services, and noncert staff compared to what we're spending to see the difference. According to this the majority of our excess spending comes from admin and teaching staff
- Key question - do we continue to use the salary apportionment from the SDE for teachers to 1) offset costs of our overspending or 2) flow through to teachers?

508 - Hayden Canyon Charter

CERTIFIED 2024-2025	BA	BA+12	BA+24	BA+36	BA+48	BA+60	BA + 72			
Year 1	\$47,477.00	\$47,977.00	\$48,477.00	\$48,977.00	\$49,477.00	\$49,977.00	\$50,477.00	R1	Professional Endorsement	
2	\$48,777.00	\$49,277.00	\$49,777.00	\$50,277.00	\$50,777.00	\$51,277.00	\$51,777.00	R2	\$1,500.00	
3	\$50,077.00	\$50,577.00	\$51,077.00	\$51,577.00	\$52,077.00	\$52,577.00	\$53,077.00	R3	Master in Education-\$1,500.00	
4	\$51,377.00	\$51,877.00	\$52,377.00	\$52,877.00	\$53,377.00	\$53,877.00	\$54,377.00	P1	PHD-\$3,000.00	
5	\$52,677.00	\$53,177.00	\$53,677.00	\$54,177.00	\$54,677.00	\$55,177.00	\$55,677.00			
6	\$52,677.00	\$54,477.00	\$54,977.00	\$55,477.00	\$55,977.00	\$56,477.00	\$56,977.00	P2	Pupil Services Year 1=Year 4	
7	\$52,677.00	\$55,777.00	\$56,277.00	\$56,777.00	\$57,277.00	\$57,777.00	\$58,277.00			
8	\$52,677.00	\$57,077.00	\$57,577.00	\$58,077.00	\$58,577.00	\$59,077.00	\$59,577.00	P3	\$500.00 credits across	
9	\$52,677.00	\$58,377.00	\$58,877.00	\$59,377.00	\$59,877.00	\$60,377.00	\$60,877.00		\$1,300.00 yearly down	
10	\$52,677.00	\$58,377.00	\$60,177.00	\$60,677.00	\$61,177.00	\$61,677.00	\$62,177.00	P4		
11	\$52,677.00	\$58,377.00	\$61,477.00	\$61,977.00	\$62,477.00	\$62,977.00	\$63,477.00		Hard to fill	SLP \$2,500.00
12	\$52,677.00	\$58,377.00	\$62,777.00	\$63,277.00	\$63,777.00	\$64,277.00	\$64,777.00	P5		Psy \$2,500.00
13	\$52,677.00	\$58,377.00	\$64,077.00	\$64,577.00	\$65,077.00	\$65,577.00	\$66,077.00			
14	\$52,677.00	\$58,377.00	\$65,377.00	\$65,877.00	\$66,377.00	\$66,877.00	\$67,377.00			
15	\$52,677.00	\$58,377.00	\$65,377.00	\$67,177.00	\$67,677.00	\$68,177.00	\$68,677.00			
16	\$52,677.00	\$58,377.00	\$65,377.00	\$68,477.00	\$68,977.00	\$69,477.00	\$69,977.00		Teachers	180 Days
17	\$52,677.00	\$58,377.00	\$65,377.00	\$69,777.00	\$70,277.00	\$70,777.00	\$71,277.00		Sped Teacher	185 Days
18	\$52,677.00	\$58,377.00	\$65,377.00	\$71,077.00	\$71,577.00	\$72,077.00	\$72,577.00			
19	\$52,677.00	\$58,377.00	\$65,377.00	\$72,377.00	\$72,877.00	\$73,377.00	\$73,877.00			
20	\$52,677.00	\$58,377.00	\$65,377.00	\$ 72,377.00	\$74,177.00	\$74,677.00	\$75,177.00			
21-23	\$52,677.00	\$58,377.00	\$65,377.00	\$ 72,377.00	\$75,477.00	\$75,977.00	\$76,477.00			
24-26	\$52,677.00	\$58,377.00	\$65,377.00	\$ 72,377.00	\$76,777.00	\$77,277.00	\$77,777.00			
27-28	\$52,677.00	\$58,377.00	\$65,377.00	\$ 72,377.00	\$78,077.00	\$78,577.00	\$79,077.00			
Only semester credits earned after the intitial credential will be counted. Quarter credits will be calculated as .667 of 1 semester credit.										
Certified staff are eligible for up to 12 continuing education credits per year.										

Peace Valley Charter School 511		
Certified Wage Schedule - School Year 2024-2025		
Career Ladder Placement	Salary Apportionment (w/ SB1205)	FY20 Salary Based Apportionment Charter Template
R1	\$47,477	\$47,859
R2	\$48,347	\$48,859
R3	\$49,219	\$49,859
P1	\$50,349	\$50,859
P2	\$52,132	\$52,609
P3	\$53,914	\$54,359
P4	\$55,696	\$56,109
P5	\$57,478	\$57,859
AP1	\$60,592	\$61,359
AP2	\$62,064	\$63,359
AP3	\$63,524	\$65,359
AP4	\$64,972	\$67,359
AP5	\$69,359	\$69,359
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	\$1,000	
5-6.9	\$2,000	
7-9.9	\$3,000	
10-14.9	\$5,000	
15+	\$7,500	
*Years of consecutive experience in the district is determined on August 1st		
0	\$0	
1	\$0	

2	\$0	
3	\$1,000	
4	\$1,000	
5	\$2,000	
6	\$2,000	
7	\$3,000	
8	\$3,000	
9	\$3,000	
10	\$5,000	
11	\$5,000	
12	\$5,000	
13	\$5,000	
14	\$5,000	
15	\$7,500	

2024-2025 INSTRUCTIONAL AND PUPIL PERSONNEL CAREER LADDER			
CAREER RUNGS	BA	BA+24	MA
R1	\$47,859	\$47,859	\$47,859
R2	\$48,816	\$48,816	\$48,816
R3	\$49,793	\$49,793	\$49,793
P1	\$50,859	\$52,859	\$54,359
P2	\$52,385	\$54,385	\$55,885
P3	\$53,956	\$55,956	\$57,456
P4	\$55,575	\$57,575	\$59,075
P5	\$57,242	\$59,242	\$60,742
AP1	\$61,359	\$63,359	\$64,859
AP2	\$63,200	\$65,200	\$66,700
AP3	\$65,096	\$67,096	\$68,596
AP4	\$67,049	\$69,049	\$70,549
AP5	\$69,060	\$71,060	\$72,560



CALDWELL

2024-2025 SALARY SCHEDULE

RP1	\$	57,195
RP2	\$	57,974
RP3	\$	58,752
P1	\$	65,154
P2	\$	67,598
P3	\$	70,043
P4	\$	72,487
P5	\$	75,513
AP1	\$	79,231
AP2	\$	80,542
AP3	\$	81,828
AP4	\$	83,116
AP5	\$	84,366

SAGE INTERNATIONAL NETWORK OF SCHOOLS

Sage International School Boise
Sage International School Middleton

FY25 Certificated Instructional/Pupil Services Salary Schedule

R1	\$47,859
R2	\$48,859
R3	\$49,859
P1	\$50,859
P2	\$52,609
P3	\$54,359
P4	\$56,109
P5	\$57,859
AP1	\$61,359
AP2	\$63,359
AP3	\$65,359
AP4	\$67,359
AP5	\$69,359

*In addition to the salary amounts indicated the Network will pay
additional education allocations 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

*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

2024-2025 Career Ladder (Base Yr 1)	2023-2024 Base Salary Yr 1	
RP1	\$47,859	
RP2	\$48,859	
RP3	\$49,859	
P1	\$50,859	
P2	\$52,609	
P3	\$54,359	
P4	\$56,109	
P5	\$57,859	
AP1	\$61,359	
AP2	\$63,359	
AP3	\$67,359	
AP4	\$69,359	

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.

TVCA
SALARY SCHEDULE - 2024-2025
(Career Ladder with R1-R3 Exceptions)

Career Ladder Level	2024-2025 Base	2024-2025 BA+24	2024-2025 MA/DR/ES
R1	\$ 47,859	\$ 49,859	\$ 51,359
R2	\$ 48,859	\$ 50,859	\$ 52,359
R3	\$ 49,859	\$ 51,859	\$ 53,359
P1	\$ 50,859	\$ 52,859	\$ 54,359
P2	\$ 52,609	\$ 54,609	\$ 56,109
P3	\$ 54,359	\$ 56,359	\$ 57,859
P4	\$ 56,109	\$ 58,109	\$ 59,609
P5	\$ 57,859	\$ 59,859	\$ 61,359
AP1	\$ 61,359	\$ 63,359	\$ 64,859
AP2	\$ 63,359	\$ 65,359	\$ 66,859
AP3	\$ 65,359	\$ 67,359	\$ 68,859
AP4	\$ 67,359	\$ 69,359	\$ 70,859
AP5	\$ 69,359	\$ 71,359	\$ 72,859

Under current law, Residency Rungs do not qualify for the \$2000 BA+24 increase or the \$3,500 Masters+ increase

Career Ladder Level	2023-2024 Base	203-2024 BA+24	2023-2024 MA/DR/ES
R1	\$ 47,477	\$ 47,477	\$ 47,477
R2	\$ 48,347	\$ 48,347	\$ 48,347
R3	\$ 49,219	\$ 49,219	\$ 49,219
P1	\$ 50,349	\$ 52,349	\$ 53,849
P2	\$ 52,132	\$ 54,132	\$ 55,632
P3	\$ 53,914	\$ 55,914	\$ 57,414
P4	\$ 55,696	\$ 57,696	\$ 59,196
P5	\$ 57,478	\$ 59,478	\$ 60,978
AP1	\$ 60,592	\$ 62,592	\$ 64,092
AP2	\$ 62,064	\$ 64,064	\$ 65,564
AP3	\$ 63,524	\$ 65,524	\$ 67,024
AP4	\$ 64,972	\$ 66,972	\$ 68,472
AP5	\$ -	\$ -	\$ -

Increase From Going Up Ladder

Dollars	%	Dollars	%	Dollars	%
2024-2025 Base		2024-2025 BA+24		2024-2025 MA/DR/ES	
n/a	n/a	n/a	n/a	n/a	n/a
\$ 1,382	2.9%	\$ 3,382	7.1%	\$ 4,882	10.3%
\$ 1,512	3.1%	\$ 3,512	7.3%	\$ 5,012	10.4%
\$ 1,640	3.3%	\$ 3,640	7.4%	\$ 5,140	10.4%
\$ 2,260	4.5%	\$ 2,260	4.3%	\$ 2,260	4.2%
\$ 2,227	4.3%	\$ 2,227	4.1%	\$ 2,227	4.0%
\$ 2,195	4.1%	\$ 2,195	3.9%	\$ 2,195	3.8%
\$ 2,163	3.9%	\$ 2,163	3.7%	\$ 2,163	3.7%
\$ 3,881	6.8%	\$ 3,881	6.5%	\$ 3,881	6.4%
\$ 2,767	4.6%	\$ 2,767	4.4%	\$ 2,767	4.3%
\$ 3,295	5.3%	\$ 3,295	5.1%	\$ 3,295	5.0%
\$ 3,835	6.0%	\$ 3,835	5.9%	\$ 3,835	5.7%
\$ 4,387	6.8%	\$ 4,387	6.6%	\$ 4,387	6.4%

Increase if you Don't Move Up the Ladder

Dollars	%	Dollars	%	Dollars	%
2024-2025 Base		2024-2025 BA+24		2024-2025 MA/DR/ES	
\$ 382	0.8%	\$ 2,382	5.0%	\$ 3,882	8.2%
\$ 512	1.1%	\$ 2,512	5.2%	\$ 4,012	8.3%
\$ 640	1.3%	\$ 2,640	5.4%	\$ 4,140	8.4%
\$ 510	1.0%	\$ 510	1.0%	\$ 510	0.9%
\$ 477	0.9%	\$ 477	0.9%	\$ 477	0.9%
\$ 445	0.8%	\$ 445	0.8%	\$ 445	0.8%
\$ 413	0.7%	\$ 413	0.7%	\$ 413	0.7%
\$ 381	0.7%	\$ 381	0.6%	\$ 381	0.6%
\$ 767	1.3%	\$ 767	1.2%	\$ 767	1.2%
\$ 1,295	2.1%	\$ 1,295	2.0%	\$ 1,295	2.0%
\$ 1,835	2.9%	\$ 1,835	2.8%	\$ 1,835	2.7%
\$ 2,387	3.7%	\$ 2,387	3.6%	\$ 2,387	3.5%
n/a	n/a	n/a	n/a	n/a	n/a

Gem Prep Schools
24-25 Instructional and Pupil Services Staff
Salary Schedule
182 Day Calendar

	Lane 1	Lane 2	Lane 3	Lane 4
	BA	BA + 24	MA BA + 36	MA + 24 BA + 60
Alt Auth	\$49,359 *		\$56,359 **	
0	\$51,380	\$60,546	\$61,056	\$61,056
1	\$51,870	\$61,140	\$61,655	\$61,655
2	\$51,870	\$61,140	\$61,655	\$61,655
3	\$52,323	\$61,686	\$62,206	\$62,206
4	\$52,781	\$62,237	\$62,762	\$66,887
5	\$53,243	\$62,794	\$63,325	\$67,491
6	\$53,710	\$63,356	\$63,892	\$68,709
7	\$54,182	\$63,924	\$64,466	\$69,331
8		\$64,498	\$65,045	\$69,959
9		\$65,078	\$65,630	\$70,593
10		\$65,663	\$66,221	\$71,233
11		\$66,254	\$66,817	\$71,880
12		\$66,851	\$67,420	\$72,533
13			\$68,029	\$73,193
14			\$68,643	\$73,860
15			\$69,264	\$74,533
16				\$75,213
17				\$75,899
18				\$76,593
19				\$77,293
20				\$78,001

1-4 years beyond step	\$1,000
5-10 years beyond step	\$1,500
10+ years beyond step	\$2,000

2024-2025 - Certified Salary Schedule

Year	BA	BA+24	MA+
1	\$47,859.00	\$48,477.00	\$50,477.00
2	\$48,859.00	\$49,777.00	\$51,777.00
3	\$49,859.00	\$51,077.00	\$53,077.00
4	\$50,859.00	\$52,377.00	\$54,377.00
5	\$52,677.00	\$53,677.00	\$55,677.00
6	\$52,677.00	\$54,977.00	\$56,977.00
7	\$52,677.00	\$56,277.00	\$58,277.00
8	\$52,677.00	\$57,577.00	\$59,577.00
9	\$52,677.00	\$58,877.00	\$60,877.00
10	\$52,677.00	\$60,177.00	\$62,177.00
11	\$52,677.00	\$61,477.00	\$63,477.00
12	\$52,677.00	\$62,777.00	\$64,777.00
13	\$52,677.00	\$64,077.00	\$66,077.00
14	\$52,677.00	\$65,377.00	\$67,377.00
15	\$52,677.00	\$65,377.00	\$68,677.00
16	\$52,677.00	\$65,377.00	\$69,977.00
17			\$71,277.00
18			\$72,577.00
19			\$73,877.00
20			\$75,177.00

Island Park Salary Schedule 2024-2025			
Career Ladder Level	Base	BA/BS+24	BA+60/ MA/ED/DR
	Salary BA	Salary BA+24	Salary Master and Above
R1	\$47,859	\$47,859	\$47,859
R2	\$48,859	\$48,859	\$48,859
R3	\$49,859	\$49,859	\$49,859
P1	\$50,859	\$52,859	\$54,359
P2	\$52,609	\$54,609	\$56,109
P3	\$54,359	\$56,359	\$57,859
P4	\$56,109	\$58,109	\$59,609
P5	\$57,859	\$59,859	\$61,359
AP1	\$61,359	\$63,359	\$74,492
AP2	\$63,359	\$65,359	\$74,492
AP3	\$65,359	\$67,359	\$74,492
AP4	\$67,359	\$69,359	\$74,492
AP5	\$69,359	\$71,359	\$74,492

MOSAICS 2024-2025 SALARY SCHEDULE			
Career Ladder Level	Base	BA/BS+24	BA+60/ MA/ED/DR
	Salary BA	Salary BA+24	Salary Master and Above
R1	\$48,176	\$50,176	\$51,676
R2	\$49,595	\$51,595	\$53,095
R3	\$50,645	\$52,645	\$54,145
P1	\$51,433	\$53,433	\$54,933
P2	\$52,747	\$54,747	\$56,247
P3	\$54,060	\$56,060	\$57,560
P4	\$55,636	\$57,636	\$59,136
P5	\$57,737	\$59,737	\$61,237
P5+1	\$58,794	\$60,794	\$62,294
AP1	\$60,101	\$62,101	\$63,601
AP2	\$61,940	\$63,940	\$65,440
AP3	\$63,515	\$65,515	\$67,015
AP4	\$65,092	\$67,092	\$68,592
AP5	\$66,682	\$68,682	\$70,182

Gem Prep Schools**24-25 Instructional and Pupil Services Staff****Salary Schedule****182 Day Calendar**

	Lane 1	Lane 2	Lane 3	Lane 4
	BA	BA + 24	MA BA + 36	MA + 24 BA + 60
Alt Auth	\$49,359 *		\$56,359 **	
0	\$51,380	\$60,546	\$61,056	\$61,056
1	\$51,870	\$61,140	\$61,655	\$61,655
2	\$51,870	\$61,140	\$61,655	\$61,655
3	\$52,323	\$61,686	\$62,206	\$62,206
4	\$52,781	\$62,237	\$62,762	\$66,887
5	\$53,243	\$62,794	\$63,325	\$67,491
6	\$53,710	\$63,356	\$63,892	\$68,709
7	\$54,182	\$63,924	\$64,466	\$69,331
8		\$64,498	\$65,045	\$69,959
9		\$65,078	\$65,630	\$70,593
10		\$65,663	\$66,221	\$71,233
11		\$66,254	\$66,817	\$71,880
12		\$66,851	\$67,420	\$72,533
13			\$68,029	\$73,193
14			\$68,643	\$73,860
15			\$69,264	\$74,533
16				\$75,213
17				\$75,899
18				\$76,593
19				\$77,293
20				\$78,001

1-4 years beyond step	\$1,000
5-10 years beyond step	\$1,500
10+ years beyond step	\$2,000



Doral Academy of Idaho

Pursuant to Idaho Code 33-1004E(1) and (5), please see the 2024-25 Salary Schedule for instructional and pupil service staff.

2024-25 Career Ladder	
R1	\$47,859
R2	\$48,859
R3	\$49,859
P1	\$50,859
P2	\$52,609
P3	\$54,359
P4	\$56,109
P5	\$57,859
AP1	\$61,359
AP2	\$63,359
AP3	\$65,359
AP4	\$67,359
AP5	\$69,359
ADDITIONAL MONIES	
*can't be added until an employee qualifies for P1 and beyond	
BA + 24	Add \$2000
MA	Add \$3500



Pinecrest Academy of Idaho

Pursuant to Idaho Code 33-1004E(1) and (5), please see the 2024-25 Salary Schedule for instructional and pupil service staff.

2024-25 Career Ladder	
R1	\$47,859
R2	\$48,859
R3	\$49,859
P1	\$50,859
P2	\$52,609
P3	\$54,359
P4	\$56,109
P5	\$57,859
AP1	\$61,359
AP2	\$63,359
AP3	\$65,359
AP4	\$67,359
AP5	\$69,359
ADDITIONAL MONIES *can't be added until an employee qualifies for P1 and beyond	
BA + 24	Add \$2000
MA	Add \$3500

**Canyon-Owyhee School Service Agency
Career Ladder
2024-2025**

2024-2025 Career Ladder Placement	2024-2025 Career Ladder Allocation
Res 1	\$41,500
Res 2	\$42,500
Res 3	\$43,500
Prof 1	\$44,500
Prof 2	\$46,250
Prof 3	\$48,000
Prof 4	\$49,750
Prof 5	\$51,500
AP 1	\$55,000
AP 2	\$57,000
AP 3	\$59,000
AP4	\$61,000
Ap5	\$63,000
State Allocation – All Certified staff will receive an additional \$5,200 to their base pay for the 2024-2025 school year.	\$5,200

**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. Extra pay for duties or extended contract will be determined by the Director and the Board of Trustees.
3. The school district provides \$850.00 per month toward the following fringe benefits: Health, Dental, Employee Assistance Program and Life Insurance (\$20,000).
4. Extra pay for duties or extended contract will be determined by the Director and the Board of Trustees.
5. 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.
6. An annual non-property right stipend will be given to individuals holding an 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.

Thomas Jefferson Charter School
2024-2025 Board Approved Salary Schedule

Instructional and Pupil Services Staff Based on 169-Day Contract

Completed Yrs of Exp	SDE Career Ladder Placement	BA	BA+60/MA+24	MA+36
0	R1	\$47,859	\$47,859	\$47,859
1	R2	\$47,859	\$47,859	\$47,859
2	R3	\$47,859	\$47,859	\$47,859
3	R3	\$47,859	\$47,859	\$47,859
3	P1	\$51,859	\$51,859	\$51,859
4	P2	\$51,859	\$51,859	\$51,859
5		\$57,359	\$57,359	\$57,359
6		\$57,359	\$57,359	\$57,359
7		\$57,359	\$57,359	\$57,359
8		\$57,359	\$57,359	\$57,359
9		\$57,359	\$57,359	\$57,359
10		\$68,320	\$68,320	\$68,320
11		\$68,320	\$68,320	\$73,920
12		\$68,320	\$73,920	\$73,920
13		\$68,320	\$73,920	\$76,720
Up		\$68,320	\$73,920	\$76,720

Certified Supplemental

Full period extra classes are 1/8 of the \$57,359 salary schedule step \$7,170/class

Half period extra classes are 1/16 of the \$57,359 salary schedule step \$3,585/class

Health will be 1/8 of the \$57,359 salary schedule step, minus salary of EA monitoring the class

Certified staff completing a master's degree with **nine (9)** or less years of experience will earn an additional \$1,400.

Classified

Years with TJCS	Hourly Rate
0-5	\$ 18.40
6-10	\$ 21.20
11+	\$ 23.90
EA Subbing for Teacher	\$ 23.90
*Classified staff with teaching certificate in an instructional or EA position	\$ 27.00

Substitutes

Full day substitute for teacher - \$167

Half day substitute for teacher - \$83.50

TJCS employee substitute for teacher - \$23.90/hour

TJCS employee substitute for teacher after 10 consecutive full days - \$200/day retroactive to 1st day assignment



ALTURAS
PREPARATORY ACADEMY

EDUCATION | SERVICE | COMMUNITY

2300 E 17TH ST, IDAHO FALLS, ID 83404

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CAREER LADDER LAW 2024-2025

Career Ladder Level	2024-2025 Base	2024-2025 BA+24	2024-2025 MA/DR/ES
R1	\$ 47,859	\$ 49,859	\$ 51,359
R2	\$ 48,859	\$ 50,859	\$ 52,359
R3	\$ 49,859	\$ 51,859	\$ 53,359
P1	\$ 50,859	\$ 52,859	\$ 54,359
P2	\$ 52,609	\$ 54,609	\$ 56,109
P3	\$ 54,359	\$ 56,359	\$ 57,859
P4	\$ 56,109	\$ 58,109	\$ 59,609
P5	\$ 57,859	\$ 59,859	\$ 61,359
AP1	\$ 61,359	\$ 63,359	\$ 64,859
AP2	\$ 63,359	\$ 65,359	\$ 66,859
AP3	\$ 65,359	\$ 67,359	\$ 68,859
AP4	\$ 67,359	\$ 69,359	\$ 70,859
AP5	\$ 69,359	\$ 71,359	\$ 72,859

Under current law, Residency Rungs do not qualify for the \$2000 BA+24 increase or the \$3,500 Masters+ increase, but the school has chosen to pay these amounts to the teachers in recognition of their additional education.

562 - RISE Charter

RISE CHARTER SCHOOL CUSTOM SALARY SCHEDULE 2024-2025		
If you want to increase last year's by a fixed percentage - enter it here:		0%
There is a formula in each cell, you can overwrite it		

DIFFERENCE BETWEEN YOUR SALARY SCHEDULE AND THE CAREER LADDER 2024-2025		
A positive number means your custom schedule is higher than the career ladder		

Career	2024-2025		2024-2025		2024-2025		2024-2025		2024-2025
R1	\$ 47,859		\$ 47,859		\$ 47,859		\$ -		\$ -
R2	\$ 48,859	3.60%	\$ 48,859	3.60%	\$ 48,859	3.60%	\$ -		\$ -
R3	\$ 49,859	4.04%	\$ 49,859	4.04%	\$ 49,859	4.04%	\$ -		\$ -
P1	\$ 50,859	4.46%	\$ 52,859	8.08%	\$ 54,359	10.61%	\$ -		\$ -
P2	\$ 52,609	5.25%	\$ 54,609	5.06%	\$ 56,109	4.92%	\$ -		\$ -
P3	\$ 54,359	4.96%	\$ 56,359	4.79%	\$ 57,859	4.66%	\$ -		\$ -
P4	\$ 56,109	4.69%	\$ 58,109	4.53%	\$ 59,609	4.42%	\$ -		\$ -
P5	\$ 57,859	4.44%	\$ 59,859	4.29%	\$ 61,359	4.19%	\$ -		\$ -
AP1	\$ 61,359	6.94%	\$ 63,359	6.72%	\$ 64,859	6.56%	\$ -		\$ -
AP2	\$ 63,359	5.56%	\$ 65,359	5.39%	\$ 66,859	5.27%	\$ -		\$ -
AP3	\$ 65,359	6.97%	\$ 67,359	6.77%	\$ 68,859	6.62%	\$ -		\$ -
AP4	\$ 67,359	8.33%	\$ 69,359	8.09%	\$ 70,859	7.92%	\$ -		\$ -
AP5	\$ 69,359	6.33%	\$ 71,359	6.15%	\$ 72,859	6.02%	\$ -		\$ -

CAREER LADDER LAW 2024-2025			
Ladder Level	Base	BA+24	MA/DR/ES
R1	\$ 47,859	\$ 47,859	\$ 47,859
R2	\$ 48,859	\$ 48,859	\$ 48,859
R3	\$ 49,859	\$ 49,859	\$ 49,859
P1	\$ 50,859	\$ 52,859	\$ 54,359
P2	\$ 52,609	\$ 54,609	\$ 56,109
P3	\$ 54,359	\$ 56,359	\$ 57,859
P4	\$ 56,109	\$ 58,109	\$ 59,609
P5	\$ 57,859	\$ 59,859	\$ 61,359
AP1	\$ 61,359	\$ 63,359	\$ 64,859
AP2	\$ 63,359	\$ 65,359	\$ 66,859
AP3	\$ 65,359	\$ 67,359	\$ 68,859
AP4	\$ 67,359	\$ 69,359	\$ 70,859
AP5	\$ 69,359	\$ 71,359	\$ 72,859

Increase From Going Up Ladder					
Dollars	%	Dollars	%	Dollars	%
Base		BA+24		MA/DR/ES	
n/a	n/a	n/a	n/a	n/a	n/a
\$ 1,382	2.9%	\$ 1,382	2.9%	\$ 1,382	2.9%
\$ 1,512	3.1%	\$ 1,512	3.1%	\$ 1,512	3.1%
\$ 1,640	3.3%	\$ 3,640	7.4%	\$ 5,140	10.4%
\$ 2,260	4.5%	\$ 2,260	4.3%	\$ 2,260	4.2%
\$ 2,227	4.3%	\$ 2,227	4.1%	\$ 2,227	4.0%
\$ 2,195	4.1%	\$ 2,195	3.9%	\$ 2,195	3.8%
\$ 2,163	3.9%	\$ 2,163	3.7%	\$ 2,163	3.7%
\$ 3,881	6.8%	\$ 3,881	6.5%	\$ 3,881	6.4%
\$ 2,767	4.6%	\$ 2,767	4.4%	\$ 2,767	4.3%
\$ 3,295	5.3%	\$ 3,295	5.1%	\$ 3,295	5.0%
\$ 3,835	6.0%	\$ 3,835	5.9%	\$ 3,835	5.7%
\$ 4,387	6.8%	\$ 4,387	6.6%	\$ 4,387	6.4%

Under current law, Residency Rungs do not qualify for the \$2000 BA+24 increase or the \$3,500 Masters+ increase

Ladder Level	Base	BA+24	MA/DR/ES
R1	\$ 47,477	\$ 47,477	\$ 47,477
R2	\$ 48,347	\$ 48,347	\$ 48,347
R3	\$ 49,219	\$ 49,219	\$ 49,219
P1	\$ 50,349	\$ 52,349	\$ 53,849
P2	\$ 52,132	\$ 54,132	\$ 55,632
P3	\$ 53,914	\$ 55,914	\$ 57,414
P4	\$ 55,696	\$ 57,696	\$ 59,196
P5	\$ 57,478	\$ 59,478	\$ 60,978
AP1	\$ 60,592	\$ 62,592	\$ 64,092
AP2	\$ 62,064	\$ 64,064	\$ 65,564
AP3	\$ 63,524	\$ 65,524	\$ 67,024
AP4	\$ 64,972	\$ 66,972	\$ 68,472
AP5	\$ -	\$ -	\$ -

CARDINAL ACADEMY (YEAR-ROUND ALTERNATIVE SCHOOL) 2024-2025 SALARY SCHEDULE			
Career Ladder Level	Base	BA/BS+24	BA+60/ MA/ED/DR
	Salary BA	Salary BA+24	Salary Master and Above
R1	\$47,859	\$47,859	\$47,859
R2	\$50,700	\$52,700	\$54,200
R3	\$51,700	\$53,700	\$55,200
P1	\$52,700	\$54,700	\$56,200
P2	\$53,200	\$55,200	\$56,700
P3	\$65,700	\$67,700	\$69,200
P4	\$66,700	\$68,700	\$70,200
P5	\$67,200	\$69,200	\$70,700
AP1	\$68,200	\$70,200	\$71,700
AP2	\$70,200	\$72,200	\$73,700
AP3	\$71,200	\$73,200	\$74,700
AP4	\$72,200	\$74,200	\$75,700
AP5	\$73,200	\$75,200	\$76,700

Gem Prep Schools
24-25 Instructional and Pupil Services Staff
Salary Schedule
182 Day Calendar

	Lane 1	Lane 2	Lane 3	Lane 4
	BA	BA + 24	MA BA + 36	MA + 24 BA + 60
Alt Auth	\$49,359 *		\$56,359 **	
0	\$51,380	\$60,546	\$61,056	\$61,056
1	\$51,870	\$61,140	\$61,655	\$61,655
2	\$51,870	\$61,140	\$61,655	\$61,655
3	\$52,323	\$61,686	\$62,206	\$62,206
4	\$52,781	\$62,237	\$62,762	\$66,887
5	\$53,243	\$62,794	\$63,325	\$67,491
6	\$53,710	\$63,356	\$63,892	\$68,709
7	\$54,182	\$63,924	\$64,466	\$69,331
8		\$64,498	\$65,045	\$69,959
9		\$65,078	\$65,630	\$70,593
10		\$65,663	\$66,221	\$71,233
11		\$66,254	\$66,817	\$71,880
12		\$66,851	\$67,420	\$72,533
13			\$68,029	\$73,193
14			\$68,643	\$73,860
15			\$69,264	\$74,533
16				\$75,213
17				\$75,899
18				\$76,593
19				\$77,293
20				\$78,001

1-4 years beyond step	\$1,000
5-10 years beyond step	\$1,500
10+ years beyond step	\$2,000



NORTH

2024-2025 SALARY SCHEDULE

RP1	\$	56,084
RP2	\$	56,848
RP3	\$	57,611
P1	\$	63,889
P2	\$	66,285
P3	\$	68,683
P4	\$	71,080
P5	\$	74,047
AP1	\$	77,692
AP2	\$	78,978
AP3	\$	80,239
AP4	\$	81,502
AP5	\$	82,752



NAMPA

2024-2025 SALARY SCHEDULE

RP1	\$	57,195
RP2	\$	57,974
RP3	\$	58,752
P1	\$	65,154
P2	\$	67,598
P3	\$	70,043
P4	\$	72,487
P5	\$	75,513
AP1	\$	79,231
AP2	\$	80,542
AP3	\$	81,828
AP4	\$	83,116
AP5	\$	84,366

Gem Prep Schools
24-25 Instructional and Pupil Services Staff
Salary Schedule
182 Day Calendar

	Lane 1	Lane 2	Lane 3	Lane 4
	BA	BA + 24	MA BA + 36	MA + 24 BA + 60
Alt Auth	\$49,359 *		\$56,359 **	
0	\$51,380	\$60,546	\$61,056	\$61,056
1	\$51,870	\$61,140	\$61,655	\$61,655
2	\$51,870	\$61,140	\$61,655	\$61,655
3	\$52,323	\$61,686	\$62,206	\$62,206
4	\$52,781	\$62,237	\$62,762	\$66,887
5	\$53,243	\$62,794	\$63,325	\$67,491
6	\$53,710	\$63,356	\$63,892	\$68,709
7	\$54,182	\$63,924	\$64,466	\$69,331
8		\$64,498	\$65,045	\$69,959
9		\$65,078	\$65,630	\$70,593
10		\$65,663	\$66,221	\$71,233
11		\$66,254	\$66,817	\$71,880
12		\$66,851	\$67,420	\$72,533
13			\$68,029	\$73,193
14			\$68,643	\$73,860
15			\$69,264	\$74,533
16				\$75,213
17				\$75,899
18				\$76,593
19				\$77,293
20				\$78,001

1-4 years beyond step	\$1,000
5-10 years beyond step	\$1,500
10+ years beyond step	\$2,000

FY 2024-2025

Career Ladder Placement	Salary Apportionment w/Additional \$6,359
R1	\$47,859
R2	\$48,859
R3	\$49,859
P1	\$50,859
P2	\$52,609
P3	\$54,359
P4	\$56,109
P5	\$57,859
AP1	\$61,359
AP2	\$63,359
AP3	\$65,359
AP4	\$67,359
AP5	\$69,359

Advanced Degree**Allocations***

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

*** applies only to instructional staff w/
professional endorsement**



Pinecrest Academy of Lewiston

Pursuant to Idaho Code 33-1004E(1) and (5), please see the 2024-25 Salary Schedule for instructional and pupil service staff.

2024-25 Career Ladder	
R1	\$47,859
R2	\$48,859
R3	\$49,859
P1	\$50,859
P2	\$52,609
P3	\$54,359
P4	\$56,109
P5	\$57,859
AP1	\$61,359
AP2	\$63,359
AP3	\$65,359
AP4	\$67,359
AP5	\$69,359
ADDITIONAL MONIES	
*can't be added until an employee qualifies for P1 and beyond	
BA + 24	Add \$2000
MA	Add \$3500

CERTIFIED TEACHER ASSUMPTIONS

	3.00%		
	2024-2025		
	FTE	Salary	BA+24 MA
R1		\$ 61,060	\$ 63,060 \$ 62,560
R2	1.00	\$ 62,179	\$ 64,179 \$ 63,679
R3		\$ 63,301	\$ 65,301 \$ 64,801
P1	1.00	\$ 64,754	\$ 66,754 \$ 66,254
P2		\$ 67,048	\$ 69,048 \$ 68,548
P3		\$ 69,340	\$ 71,340 \$ 70,840
P4		\$ 71,631	\$ 73,631 \$ 73,131
P5	1.00	\$ 73,923	\$ 75,923 \$ 75,423
AP1		\$ 77,928	\$ 79,928 \$ 79,428
AP2		\$ 79,821	\$ 81,821 \$ 81,321
AP3		\$ 81,699	\$ 83,699 \$ 83,199
AP4		\$ 83,561	\$ 85,561 \$ 85,061
Total FTE	3.00		

# of Teachers w/ BA + 24	0.00	\$ -
# of Teachers w/ MA	0.00	\$ -
# of Occupational Specialists	0.00	\$ -

Total Certified	3.00	\$ 200,856		
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PUPIL SERVICES ASSUMPTIONS

	3.00%		
	2024-2025		
	FTE	Salary	BA+24 MA
R1		\$ 61,060	\$ 63,060 \$ 62,560
R2		\$ 62,179	\$ 64,179 \$ 63,679
R3		\$ 63,301	\$ 65,301 \$ 64,801
P1		\$ 64,754	\$ 66,754 \$ 66,254
P2		\$ 67,048	\$ 69,048 \$ 68,548
P3		\$ 69,340	\$ 71,340 \$ 70,840

P4		\$ 71,631	\$ 73,631	\$ 73,131
P5	1.00	\$ 73,923	\$ 75,923	\$ 75,423
AP1				
		\$ 77,928	\$ 79,928	\$ 79,428
AP2		\$ 79,821	\$ 81,821	\$ 81,321
AP3		\$ 81,699	\$ 83,699	\$ 83,199
AP4		\$ 83,561	\$ 85,561	\$ 85,061
Total FTE	1.00			

# of Pupil Serv w/ BA + 24	
# of Pupil Serv w/ MA	

Total Pupil Services	1.00	\$ 73,923		
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ADMINISTRATIVE ASSUMPTIONS

	2024-2025			
	FTE	Salary		
Charter Administrator	1.00	\$ 92,000		
Principal				
Administrator #3				
Administrator #4				
Administrator #5				

Total Administrative	1.00	\$ 92,000		
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NON CERTIFIED "CLASSIFIED" ASSUMPTIONS - Enter Total Salary per Group

	2024-2025			
	FTE	Salary		
Paraprofessionals - General				
Paraprofessionals - Sped	0.00			
SRO				
Business Manager				



EAST IDAHO

2024-2025 SALARY SCHEDULE

RP1	\$	55,529
RP2	\$	56,285
RP3	\$	57,041
P1	\$	63,256
P2	\$	65,629
P3	\$	68,003
P4	\$	70,376
P5	\$	73,314
AP1	\$	76,923
AP2	\$	78,196
AP3	\$	79,445
AP4	\$	80,695
AP5	\$	81,945

SALARY SCHEDULE 2024-2025 Corrected

Career Ladder Level	Base	BA/BS+24	MA/ED/DR	LADDER (SHORTFALL) / SURPLUS		
				Base	BA/BS+24 (+\$2,000)	MA/ED/DR (+\$3,500)
	Salary-BA	Salary-BA+24	Salary-MA			
R1	\$47,859	\$49,859	\$51,359	-\$382	-\$2,382	-\$3,882
R2	\$48,859	\$50,859	\$52,359	-\$512	-\$2,512	-\$4,012
R3	\$49,859	\$51,859	\$53,359	-\$640	-\$2,640	-\$4,140
P1	\$50,859	\$52,859	\$54,359	-\$510	-\$510	-\$510
P2	\$52,609	\$54,609	\$56,109	-\$477	-\$477	-\$477
P3	\$54,359	\$56,359	\$57,859	-\$445	-\$445	-\$445
P4	\$56,109	\$58,109	\$59,609	-\$413	-\$413	-\$413
P5	\$57,859	\$59,859	\$61,359	-\$381	-\$381	-\$381
AP1	\$61,359	\$63,359	\$64,859	-\$767	-\$767	-\$767
AP2	\$63,359	\$65,359	\$66,859	-\$1,295	-\$1,295	-\$1,295
AP3	\$65,359	\$67,359	\$68,859	-\$1,835	-\$1,835	-\$1,835
AP4	\$67,359	\$69,359	\$70,859	-\$2,387	-\$2,387	-\$2,387
AP5	69359	69359	72859			
2024-2025 Career Ladder Funding Amounts						
	Base	BA/BS+24	MA/ED/DR			
	Old Law	Old Law	Old Law			
R1	\$41,500	\$41,500	\$41,500			
R2	\$42,500	\$42,500	\$42,500			
R3	\$43,500	\$43,500	\$43,500			
P1	\$44,500	\$44,500	\$44,500			
P2	\$46,250	\$46,250	\$46,250			
P3	\$48,000	\$48,000	\$48,000			
P4	\$49,750	\$49,750	\$49,750			
P5	\$51,500	\$51,500	\$51,500			
AP1	\$55,000	\$55,000	\$55,000			
AP2	\$57,000	\$57,000	\$57,000			
AP3	\$59,000	\$59,000	\$59,000			
AP4	\$61,000	\$61,000	\$61,000			
	\$63,000	\$63,000	\$63,000			

**2024-2025 Pathways in Education at West Ada, Idaho
Salary Schedule**

642 - Pathways West Ada

Title	Salary Schedule Range	Annual Performance Review
Senior Teacher	\$55,000 - \$72,000	1-6yrs: \$1,000; \$1,500, \$2,000 7-10yrs: \$1,500; \$2,000; \$2,500
Post-Secondary & Student Services Counselor	\$44,000 - \$67,000	1-6yrs: \$1,000; \$1,500, \$2,000 7-10yrs: \$1,500; \$2,000; \$2,500
Special Education Teacher	Residency: \$48,000 - \$54,000 Professional: \$54,000 - \$59,000 Advance Professional: \$59,000 - \$68,000	1-6yrs: \$1,000; \$1,500, \$2,000 7-10yrs: \$1,500; \$2,000; \$2,500
Small Group Instructor - Math	Residency: \$49,000 - \$55,000 Professional: \$51,000 - \$65,000 Advance Professional: \$65,000 - \$71,000	1-6yrs: \$1,000; \$1,500, \$2,000 7-10yrs: \$1,500; \$2,000; \$2,500
Small Group Instructor - Science	Residency: \$49,000 - \$55,000 Professional: \$51,000 - \$65,000 Advance Professional: \$65,000 - \$71,000	1-6yrs: \$1,000; \$1,500, \$2,000 7-10yrs: \$1,500; \$2,000; \$2,500
Teacher	Residency: \$45,000 - \$47,000 Professional: \$47,000 - \$57,000 Advance Professional: \$57,000 - \$63,000	1-6yrs: \$1,000; \$1,500, \$2,000 7-10yrs: \$1,500; \$2,000; \$2,500
Small Group Instructor - ELA	Residency: \$45,000 - \$47,000 Professional: \$47,000 - \$57,000 Advance Professional: \$57,000 - \$63,000	1-6yrs: \$1,000; \$1,500, \$2,000 7-10yrs: \$1,500; \$2,000; \$2,500
Teacher - PCST (Public Charter School-Specific Teacher Certificate)	Residency: \$43,000 - \$45,000 Professional: \$45,000 - \$55,000 Advance Professional: \$55,000 - \$61,000	1-6yrs: \$1,000; \$1,500, \$2,000 7-10yrs: \$1,500; \$2,000; \$2,500
Intervention Teacher	\$42,000 - \$58,500	1-6yrs: \$1,000; \$1,500, \$2,000 7-10yrs: \$1,500; \$2,000; \$2,500
School Psychologist (TOC)	\$29.00 - \$42.000	\$0.25; \$0.50; \$1.00
Area Teacher	\$16.00 - \$21.00	\$0.25; \$0.50; \$1.00
Substitute Teacher	\$16.00	\$0.25; \$0.50; \$1.00
SPED Paraprofessional	\$15.00 - \$19.00	\$0.25; \$0.50; \$1.00
Compliance & Data Systems Coordinator	\$20.00 - \$24.50	\$0.25; \$0.50; \$1.00
Center Coordinator	\$17.00 - \$20.00	\$0.25; \$0.50; \$1.00
Tutor	\$14.00 - \$16.00	\$0.25; \$0.50; \$1.00

*Pathways in Education - We staff members receive annual performance reviews; and review increases in lieu of a standard step & scale salary schedule

Last updated: 09/30/2024

Idaho Home Learning Academy (IHLA)

2024 – 2025

Full-time Teacher Salary Schedule

Category	Salary
Res 1	\$47,418
Res 2	\$48,288
Res 3	\$49,160
Prof 1	\$50,290
Prof 2	\$52,073
Prof 3	\$53,855
Prof 4	\$55,637
Prof 5	\$57,419
Prof 6*	\$58,300
AP1	\$60,533
AP2	\$62,005
AP3	\$63,465
AP4	\$64,913

*This schedule does not include education allocations.

2024-2025 Certified Salary Schedule

	BA	BA +24	MA
R1	\$ 47,859	\$ 49,859	\$ 51,359
R2	\$ 48,859	\$ 50,859	\$ 52,359
R3	\$ 49,859	\$ 51,859	\$ 53,359
P1	\$ 50,859	52859	\$ 54,359
P2	\$ 51,414	\$ 53,414	\$ 54,914
P3	\$ 52,710	\$ 54,710	\$ 56,210
P4	\$ 54,042	\$ 56,042	\$ 57,542
P5	\$ 55,412	\$ 57,412	\$ 58,912
P6	\$ 56,819	\$ 58,819	\$ 60,319
P7	\$ 58,267	\$ 60,267	\$ 61,767
P8	\$ 59,755	\$ 61,755	\$ 63,255
P9	\$ 61,285	\$ 63,285	\$ 64,785
P10	\$ 62,857	\$ 64,857	\$ 66,357
L1	\$ 64,617	\$ 66,617	\$ 68,117
L2	\$ 66,699	\$ 68,699	\$ 70,199
L3	\$ 68,854	\$ 70,854	\$ 72,354
L4	\$ 71,085	\$ 73,085	\$ 74,585
L5	\$ 73,393	\$ 75,393	\$ 76,893
L6	\$ 75,783	\$ 77,783	\$ 79,283
L7	\$ 78,609	\$ 80,609	\$ 82,109

All Certified Staff with a year of experience during the 2023-24 school year will advance one rung on the salary schedule for the 2024-25 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

Meridian Medical Arts Charter High School

FY25 Certified Salary Schedule	step	BA	BA +24	MA	SB1205 +631
Residency	1	47859	49859	51359	631
Residency	2	48859	50859	52359	631
Residency	3	49859	51859	53359	631
Professional	1	50859	52859	54359	631
Professional	2	51414	53414	54914	631
Professional	3	52710	54710	56210	631
Professional	4	54042	56042	57542	631
Professional	5	55412	57412	58912	631
Professional	6	56819	58819	60319	631
Professional	7	58267	60267	61767	631
Professional	8	59755	61755	63255	631
Professional	9	61285	63285	64785	631
Professional	10	62857	64857	66357	631
Legacy	1	64617	66617	68117	631
Legacy	2	66699	68699	70199	631
Legacy	3	68854	70854	72354	631
Legacy	4	71085	73085	74585	631
Legacy	5	73393	75393	76893	631
Legacy	6	75783	77783	79283	631
	7	78609	80609	82109	631

SB 1205 required districts and charters to include a certain amount of allocated funds into their salary schedule, the \$631 is the difference between what WASD put into the negotiated salary and what MMACHS needs to add.

From: [Patrick Goff](#)
To: [Ashley Pietras](#)
Subject: Re: Salary Schedules Due
Date: Tuesday, September 24, 2024 10:31:43 AM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)

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 run the same salary schedule as Emmett School District as we have the last 10-12 years I believe.

Patrick B. Goff
Superintendent/Principal
PR2TA

On Tue, Sep 24, 2024 at 8:27 AM Ashley Pietras <apietras@sde.idaho.gov> wrote:

Idaho Arts Charter School

Certificated Salary Schedule

2024-25

BA	BA+24	MA	MA+24/Ed/PhD
Min: \$47,500	\$49,000	\$50,500	\$52,000
↓	↓	↓	↓
Max: \$65,000	\$70,000	\$75,000	\$80,000

*Credits/Degree Movement: \$1,500 Lane Advancement

Gem Prep Schools
24-25 Instructional and Pupil Services Staff
Salary Schedule
182 Day Calendar

	Lane 1	Lane 2	Lane 3	Lane 4
	BA	BA + 24	MA BA + 36	MA + 24 BA + 60
Alt Auth	\$49,359 *		\$56,359 **	
0	\$51,380	\$60,546	\$61,056	\$61,056
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3	\$52,323	\$61,686	\$62,206	\$62,206
4	\$52,781	\$62,237	\$62,762	\$66,887
5	\$53,243	\$62,794	\$63,325	\$67,491
6	\$53,710	\$63,356	\$63,892	\$68,709
7	\$54,182	\$63,924	\$64,466	\$69,331
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12		\$66,851	\$67,420	\$72,533
13			\$68,029	\$73,193
14			\$68,643	\$73,860
15			\$69,264	\$74,533
16				\$75,213
17				\$75,899
18				\$76,593
19				\$77,293
20				\$78,001

1-4 years beyond step	\$1,000
5-10 years beyond step	\$1,500
10+ years beyond step	\$2,000

Moscow Charter School Employee Contact List

813 - Moscow Charter

CL Level	Postiion/Rate	FTE
AP1	Kindergarten Salary 61,392.00	1
AP5+M	1st Grade Teacher Salary 72,892.00	1
AP5+M	2nd Grade Teacher Salary 72,892.00	1
P2	3rd Grade Teacher Salary 52,642.00	1
R1	4th Grade Teacher Salary 47,892.00	1
P1	5th Grade Teacher Salary 50,892.00	1
P5	6/7/8 Language Arts Teacher Sal 57,892.00	1
AP1+M	6/7/8 Math Teacher Salary 64,892.00	1
AP4+M	6/7/8 Science Teacher Salary 70,892.00	1
P3	Middle School Electives Teacher 54,392.00	1
R3	K-8 Music/Theater Teacher 11,974.00	0.24
FY23P1+M	K-5 Key/Robo/PE Teacher 12,812.00	0.24
P5	K-5 Art Teacher 6,947.00	0.12
P5+M	Special Ed Salary (Title VI-B) 61,392.00	1
FY23P1+M	School Psychologist 9,075.00	0.17
R3	School Counselor 49,892.00	1
	Principal Salary 100,710.00	1