

## 2023 - 2024 Salary Schedules

### Number School District/Charter School Name

001	Boise Independent School District
002	West Ada Joint School District
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
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

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



**Number School District/Charter School Name**

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

**Number School District/Charter School Name**

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

**Number School District/Charter School Name**

451	Victory Charter School, Inc.
452	Idaho Virtual Academy, Inc.
453	Richard McKenna Charter School
454	Rolling Hills Public Charter School, Inc.
455	Compass Public Charter School, Inc.
456	Falcon Ridge Public Charter School, Inc.
457	Inspire Connections 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	ICON (Idaho Virtual Education Partners, Inc.)
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	Bingham (Idaho STEM Academy, Inc.)
486	Upper Carmen Public Charter School, Inc.
487	Forrest M. Bird Charter School (Sandpoint Charter School, Inc.)
488	Syringa Mountain School, Inc.
489	Idaho Technical Career Academy (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.

**Number School District/Charter School Name**

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 International School of Middleton, 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
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 189 DAYS (includes 2 CLC days)  
2023-2024  
TEACHER - COUNSELOR - NURSE - SLP - SOCIAL WORKER**

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	46,811	47,156	47,499	47,844	48,187	48,876	49,564	50,294
B	47,156	47,499	47,844	48,187	48,876	49,564	50,294	52,810
C	47,499	47,844	48,187	48,876	49,564	50,294	52,810	55,450
D	47,844	48,187	48,876	49,564	50,294	52,810	55,450	58,223
E	48,187	48,876	49,564	50,294	52,810	55,450	58,223	61,133
F	48,876	49,564	50,294	52,810	55,450	58,223	61,133	64,190
G	48,876	49,564	52,810	55,450	58,223	61,133	64,190	67,400
H	48,876	49,564	55,450	58,223	61,133	64,190	67,400	69,085
I	48,876	49,564	55,450	61,133	64,190	67,400	69,085	70,812
J	48,876	49,564	55,450	61,133	67,400	69,085	70,812	72,582
K	48,876	49,564	55,450	61,133	69,085	70,812	72,582	74,396
L	48,876	49,564	55,450	61,133	70,812	72,582	74,396	76,256
M	48,876	49,564	55,450	61,133	72,582	74,396	76,256	78,163
N	48,876	49,564	55,450	61,133	74,396	76,256	78,163	80,117
O	48,876	49,564	55,450	61,133	76,256	78,163	80,117	82,120
P	48,876	49,564	55,450	61,133	78,163	80,117	82,120	84,173
Q	48,876	49,564	55,450	61,133	78,163	80,117	82,120	86,278

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 \$80,117.

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

Transcripts received for Salary Advancement: Professional employees completing academic requirements for advancement on the salary schedule must submit official transcripts no later than October 1, 2023. Transcripts must be date stamped in the Human Resources Office by October 1, 2023 to receive retro pay, effective to the beginning of the school year. Transcripts received after October 1, 2023 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 2023-2024 school year. Any reference to future lane or step increases is advisory only and subject to further approval by the Board of Trustees.

## 2023-2024 Certified Salary Schedule

		BA	BA +24	MA
Residency	1	45,707		
Residency	2	46,685		
Residency	3	47,645	49,645	51,145
Professional	1	48,565	50,565	52,065
Professional	2	49,786	51,786	53,286
Professional	3	51,041	53,041	54,541
Professional	4	52,331	54,331	55,831
Professional	5	53,657	55,657	57,157
Professional	6	55,020	57,020	58,520
Professional	7	56,422	58,422	59,922
Professional	8	57,863	59,863	61,363
Professional	9	59,344	61,344	62,844
Professional	10	60,867	62,867	64,367
Legacy	1	62,571	64,571	66,071
Legacy	2	64,587	66,587	68,087
Legacy	3	66,674	68,674	70,174
Legacy	4	68,834	70,834	72,334
Legacy	5	71,069	73,069	74,569
Legacy	6	73,383	75,383	76,883
Legacy	7	76,120	78,120	79,620

year	BA+0 BA+12	BA+24 BA+36	BA+48 BA+60	MA	MA+12 MA+24	MA+36
0	41,118	41,118	41,118	41,118	41,118	41,118
1	44,292	44,292	44,292	44,699	45,111	45,527
2	44,292	44,292	44,292	44,699	45,111	45,527
3	46,519	46,519	46,519	46,949	47,383	47,821
4	47,029	47,029	47,104	47,464	47,903	48,346
5	48,883	50,597	50,672	51,067	51,543	52,023
6	48,933	50,697	50,772	51,167	51,643	52,123
7	50,810	52,524	52,599	53,014	53,508	54,008
8	50,860	52,624	52,699	53,114	53,608	54,108
9	50,933	52,724	52,799	53,214	53,708	54,208
10	50,933	52,824	52,912	53,228	53,725	56,061
11	50,933	52,924	53,899	54,402	54,911	56,497
12	50,983	53,024	55,673	56,194	56,721	58,411
13	51,033	53,972	57,527	58,066	58,611	60,470
14	51,994	55,745	59,577	59,777	60,901	62,531
15	52,960	57,599	61,577	61,777	62,739	64,743
16	52,960	58,880	63,577	63,777	64,882	66,962
17	52,960	58,880	64,077	64,277	67,105	69,263



MEADOWS VALLEY SCHOOL DIST  
2023-2024

Certified Salary Schedule

**ARTICLE I - Salary Schedule**

<u>STEP</u>	
RP1	47,387.00
RP2	47,525.00
RP3	48,050.00
P1	49,625.00
P2	50,015.00
P3	50,404.00
P4	50,794.00
P5	52,283.00
P6	53,819.00
P7	55,405.00
P8	57,044.00
P9	58,735.00
P10A	60,481.00
P10B	62,285.00
P10C	64,143.00
P10D	66,064.00

011 Meadows Valley School District

**Items in Relation to Salary Schedule**

1. This schedule reflects the current salary increments.
2. Teachers will find their RP or P number and move horizontally.
3. In addition, proof of approved credits must be turned into the District Business Office no later than September 15<sup>th</sup> of each year.
4. Instructional staff previously placed within a cohort shall continue to move (1) cell on the applicable rung with their cohort unless they have failed to meet the compensation rung performance criteria for the previous three (3) years. "Professional compensation rung performance criteria" means: (a) An overall rating of proficient and no components rated as

**Alexandra McCann**

---

**From:** Mindy Ivey <mivey@csd13.org>  
**Sent:** Tuesday, October 17, 2023 2:56 PM  
**To:** Alexandra McCann  
**Subject:** Salary Schedule

**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.**

---

Salary schedule for Council School District

**XIV. Salary Schedule**

2023-2024 Career Ladder Rung	2023-2024 Salary Amount
AP4	\$65,060
AP3	\$63,453
AP2	\$61,833
AP1	\$60,199
P5	\$56,742
P4	\$54,764
P3	\$52,786
P2	\$50,808
P1	\$48,829
R3	\$47,575
R2	\$46,607
R1	\$45,641

--

*Sincerely,*

*Mindy Ivey*

Business Manager/Board Clerk

Council School District No. 13

(208)-253-4217

Marsh Valley School District 2023 - 2024 Insturctional/Pupil Service Salary Schedule			
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

025 Pocatello School District

POCATELLO CHUBBUCK SD #25 SALARY SCHEDULE FOR INSTRUCTIONAL AND PUPIL SERVICE STAFF 2023-2024

STEP	BA	BA24+	MA+
R1	47500	49500	51000
R2	48500	51600	53325
R3	49500	53700	55650
P1	50500	55800	57975
P2	51500	57900	60300
P3	52500	60000	62625
P4	53500	62100	64950
P5	54500	64200	67275
P6	55500	66300	69600
P7	56500	68400	71925
P8	57500	70500	74250
P9	58500	72600	76575
P10	59500	74700	78900

**Bear Lake School District #33**  
**Certified Salary Schedule**  
**2023-2024**

	<b>BA</b>	<b>BA+24</b>	<b>MA</b>
<b>RP1</b>	<b>\$47,477</b>	<b>\$49,477</b>	<b>\$50,977</b>
<b>RP2</b>	<b>\$48,347</b>	<b>\$50,347</b>	<b>\$51,847</b>
<b>RP3</b>	<b>\$49,219</b>	<b>\$51,219</b>	<b>\$52,719</b>
<b>P1</b>	<b>\$50,349</b>	<b>\$52,349</b>	<b>\$53,849</b>
<b>P2</b>	<b>\$52,132</b>	<b>\$54,132</b>	<b>\$55,632</b>
<b>P3</b>	<b>\$53,914</b>	<b>\$55,914</b>	<b>\$57,414</b>
<b>P4</b>	<b>\$55,696</b>	<b>\$57,696</b>	<b>\$59,196</b>
<b>P5</b>	<b>\$57,478</b>	<b>\$59,478</b>	<b>\$60,978</b>
<b>AP1</b>	<b>\$60,592</b>	<b>\$62,592</b>	<b>\$64,092</b>
<b>AP2</b>	<b>\$62,064</b>	<b>\$64,064</b>	<b>\$65,564</b>
<b>AP3</b>	<b>\$63,524</b>	<b>\$65,524</b>	<b>\$57,024</b>
<b>AP4</b>	<b>\$64,972</b>	<b>\$66,972</b>	<b>\$68,472</b>

**St. Maries Joint School District #41  
 Certified Salary Schedule  
 2023-2024**

041 St. Maries Joint  
 School District

New Hire Yrs Exp		BA	BA+24	MA	MA+24
0	R1	47,000			
1	R2	47,186			
2	R3	48,186			
3	P1	50,311	52,311	53,811	55,311
4-5	P2	51,811	53,811	55,311	56,811
6-7	P3	53,311	55,311	56,811	58,311
8-9	P4	54,811	56,811	58,311	59,811
10-11	P5	56,311	58,311	59,811	61,311
12	P6	57,811	59,811	61,311	62,811
13	P7	59,311	61,311	62,811	64,311
14	P8	60,811	62,811	64,311	65,811
15	P9	62,311	64,311	65,811	67,311
16-17	P10	63,811	65,811	67,311	68,811
18-19	P11	65,311	67,311	68,811	70,311
20	P12	66,811	68,811	70,311	71,811
	GFL	70,216	72,216	73,716	75,216

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 and 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.

044 Plummer-Worley Joint  
School District

Plummer Worley Jt School District #44  
2023-2024 Career Ladder Salary Schedule  
Instructional and Pupil Services Staff

		BA+24 \$ 2,000.00	MA \$ 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  
ARTICLE IX.**

052 Snake River School  
District

**TEACHERS SALARY SCHEDULE  
2023-2024**

<b>Step</b>	<b>BA</b>	<b>BA+24</b>	<b>MA</b>
<b>1 (R1)</b>	<b>45,800</b>	<b>46,100</b>	<b>46,400</b>
<b>2 (R2)</b>	<b>46,400</b>	<b>47,333</b>	<b>47,642</b>
<b>3 (R3)</b>	<b>47,400</b>	<b>48,603</b>	<b>48,921</b>
<b>4 (P1)</b>	<b>48,500</b>	<b>50,500</b>	<b>52,000</b>
<b>Step 5</b>	<b>49,805</b>	<b>51,865</b>	<b>53,410</b>
<b>Step 6</b>	<b>51,149</b>	<b>53,271</b>	<b>54,862</b>
<b>Step 7</b>	<b>52,533</b>	<b>54,719</b>	<b>56,358</b>
<b>Step 8</b>	<b>53,959</b>	<b>56,211</b>	<b>57,899</b>
<b>Step 9</b>	<b>55,428</b>	<b>57,747</b>	<b>59,486</b>
<b>Step 10</b>	<b>56,941</b>	<b>59,329</b>	<b>61,121</b>
<b>Step 11</b>	<b>58,499</b>	<b>60,959</b>	<b>62,805</b>
<b>Step 12</b>		<b>62,638</b>	<b>64,539</b>
<b>Step 13</b>		<b>64,367</b>	<b>66,325</b>
<b>Step 14 (Longevity Stipend)</b>		<b>67,500</b>	<b>70,000</b>

**\*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 \$67,500 for teachers residing in the BA+24 column. Teachers residing in the MA column will receive a contract in the amount of \$70,000.**

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



**BLACKFOOT SCHOOL DISTRICT NO. 55  
PROFESSIONAL COMPENSATION  
INSTRUCTIONAL AND PUPIL SERVICE STAFF  
SALARY SCHEDULE 2023-24**

<b>Exp</b>	<b>BA</b>	<b>BA + 24</b>	<b>MA</b>
<b>R1</b>	<b>\$47,477</b>		
<b>R2</b>	<b>\$47,647</b>		
<b>R3</b>	<b>\$48,519</b>		
<b>P1</b>	<b>\$48,749</b>	<b>\$50,749</b>	<b>\$52,249</b>
<b>P2</b>	<b>\$50,132</b>	<b>\$52,132</b>	<b>\$53,632</b>
<b>P3</b>	<b>\$51,914</b>	<b>\$53,914</b>	<b>\$55,414</b>
<b>P4</b>	<b>\$53,696</b>	<b>\$55,696</b>	<b>\$57,196</b>
<b>P5</b>	<b>\$55,478</b>	<b>\$57,478</b>	<b>\$58,978</b>
<b>AP1</b>	<b>\$58,592</b>	<b>\$60,592</b>	<b>\$62,092</b>
<b>AP2</b>	<b>\$60,064</b>	<b>\$62,064</b>	<b>\$63,564</b>
<b>AP3</b>	<b>\$61,524</b>	<b>\$63,524</b>	<b>\$65,024</b>
<b>AP4</b>	<b>\$62,972</b>	<b>\$64,972</b>	<b>\$66,472</b>

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

SICK LEAVE: 12 days

PERSONAL LEAVE: 5 days

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

BENEFITS: Employee Health Insurance  
Life Insurance

Board Approved June 7, 2023

## ABERDEEN SCHOOL DISTRICT #58

4/26/2023

## 2023-2024

LEVEL				
1	Resident	\$ 45,580.00	\$ 45,580.00	\$ 45,580.00
2	Resident	\$ 46,450.00	\$ 46,450.00	\$ 46,450.00
3	Resident	\$ 47,322.00	\$ 47,322.00	\$ 47,322.00
4	Professional (1)	\$ 48,452.00	\$ 50,452.00	\$ 51,952.00
5	Professional (2)	\$ 50,235.00	\$ 52,235.00	\$ 53,735.00
6	Professional (3)	\$ 52,017.00	\$ 54,017.00	\$ 55,517.00
7	Professional (4)	\$ 53,799.00	\$ 55,799.00	\$ 57,299.00
8	Professional (5)	\$ 55,581.00	\$ 57,581.00	\$ 59,081.00
9	Professional (6)	\$ 55,581.00	\$ 58,462.00	\$ 60,462.00
10	Professional (7)	\$ 55,581.00	\$ 60,462.00	\$ 62,462.00
11	Professional (8)	\$ 55,581.00	\$ 62,462.00	\$ 64,462.00
12	Professional (9)	\$ 55,581.00	\$ 63,462.00	\$ 65,462.00
13	Professional (10)	\$ 55,581.00	\$ 63,962.00	\$ 65,962.00
14	Professional (11)	\$ 55,581.00	\$ 64,462.00	\$ 66,462.00
15	Professional (12)	\$ 55,581.00	\$ 64,962.00	\$ 66,962.00
1	Advanced Placement	\$ 58,695.00	\$ 60,695.00	\$ 62,195.00
2	Advanced Placement	\$ 60,167.00	\$ 62,167.00	\$ 63,667.00
3	Advanced Placement	\$ 61,627.00	\$ 63,627.00	\$ 65,127.00
4	Advanced Placement	\$ 63,075.00	\$ 65,075.00	\$ 66,575.00

\* **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.



# Firth School District 59

1. Certified teachers will be paid according to the career ladder salary schedule for the 2023-24 according to their career ladder placement, including "State of Idaho" \$6,359 added funds for the contract year.
2. The district agrees to pay the increased cost of employee only health insurance for the 2023–2024 contract year.
3. Certified teachers will receive \$ 400.00 to purchase to items to be used in their classrooms during the 2023–2024 contract year.
4. Certified teachers will be reimbursed for college credits during the 2023 –2024 contract year up to \$ 375.00 and may include the cost of recertification.
5. **Lunch only** benefit for the 2023–2024 contract year.

Casey Park

Mr. Casey Park  
Chair – Firth School Board of Trustees

8/2/23

Date

Basil Morris

Mr. Basil Morris  
Superintendent – Firth School District

May 16 2023

Date

Eva Ochoa

Ms. Eva Ochoa  
President – Firth Education Association

May 16, 2023

Date

## 2023-2024 CERTIFIED SALARY SCHEDULE

Years	Residency	PROFESSIONAL			ADVANCED PROFESSIONAL			GRANDFATHERED A		GRANDFATHERED B
		PROFESSIONAL	PROF BA+24	PROF MASTERS	ADV PROF	ADV PROF BA+24	ADV PROF MASTERS	BA+24	MASTER	MASTER
1	41,118	43,990	45,990	47,490	54,733	56,733	58,233			
2	41,988	45,773	47,773	49,273	56,205	58,205	59,705			
3	42,860	47,555	49,555	51,055	57,665	59,665	61,165	62,669		
4		49,837	51,837	53,337	59,113	61,113	62,613	63,962	65,286	69,481
5		51,619	53,619	55,119						

**APE +**

15 Years	1,500
20 Years	2,000
25 Years	2,500
30 Years	3,000

BLAINE COUNTY SCHOOL DISTRICT No. 61  
**2023-2024 CERTIFIED SALARY SCHEDULE**

	<b>BA+0</b>	<b>BA+9</b>	<b>BA+18</b>	<b>BA+27</b>	<b>BA+36</b>	<b>MA+0</b> <b>BA+45</b>	<b>MA+9</b>
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 2023-2024**

- A. The above salary schedule has been adopted for the 2023-2024 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.

- B. Contingency Language - If the actual support units, as determined by The State Department of Education on the first Friday of November, are three (3) or more over the budgeted support units, the total value will be calculated (while subtracting any new positions not accounted for) and distributed as a one-time payment, to be included (to all staff) in the December paycheck which will be proportionate to assigned FTE.
- C. Initial placement of certified professional employees will be at BA + 0, on the salary schedule until employment verification(s) are received and verified showing 120 or more days during one (1) school year of full-time experience or two (2) years (120 days each year) of half-time experience in a public school recognized by a State, an accredited private or accredited parochial school, or an accredited college or accredited university.
- D. Speech Language Pathologist, Occupational Therapist, School Social Worker, School Nurse and School Psychologist shall be given an additional 5 years of experience on the Certified Salary Schedule beyond experience accepted by the State of Idaho.
- E. Career technical education instructional staff holding an occupational specialist certificate shall be given half a year of experience as accepted by the State of Idaho for each year of industry experience in a field closely related to the subject they seek to teach, up to 8 years of industry experience may be brought in.
- F. Original transcripts verifying education and letters verifying experience must be on file in the District Office on or before the last Friday in September for individuals hired before the first day of school, and within 30 business days if hired after the first day of school of the current contract year in order to be considered for placement. While initial placement on the Certified Salary Schedule is based on years of experience, after the initial placement, movement on the salary schedule therefore has no basis in experience, and the steps are strictly placement and not a basis in years of experience.
- G. Advancement: 120 or more days during one (1) year of full-time experience or two (2) years (120 days each year) of half-time experience in the District shall be used for the purpose of advancement on the salary schedule.

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

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

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

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

Administrator or designee will provide Additional Hours Link through email on a daily or weekly basis. The District Additional Hours Link will be filled out by the certified employee, verified by the administrator or designee, and share with HR/Finance monthly.

# Garden Valley Certified Salary Schedule

*Based on rules outlined in Idaho Code 33-1004B*

Aligned with certified staff allocation

071 Garden Valley School  
District

<b>2023-2024</b>		<b>Base Salary + Education Allocation</b>		
		<i>Education Allocation contingent on funding</i>		
Placement	Base Salary	\$ 2,000.00 BA+24	\$ 3,500.00 MA	\$ 3,900.00 ES/DR
R1	\$41,118	<i>Does not qualify for Education Allocation.</i>		
R2	\$41,988			
R3	\$42,860			
<i>Must have Professional Endorsement to move to Professional Rungs.</i>				
P1	\$43,990	\$45,990	\$47,490	\$47,890
P2	\$45,773	\$47,773	\$49,273	\$49,673
P3	\$47,555	\$49,555	\$51,055	\$51,455
P4	\$49,337	\$51,337	\$52,837	\$53,237
P5	\$51,119	\$53,119	\$54,619	\$55,019
<i>Must have Advanced Professional Endorsement to move to Advanced Professional Rungs.</i>				
AP1	\$54,233	\$56,233	\$57,733	\$58,133
AP2	\$55,705	\$57,705	\$59,205	\$59,605
AP3	\$57,165	\$59,165	\$60,665	\$61,065
AP4	\$58,613	\$60,613	\$62,113	\$62,513

**NOTES:**

- Staff members who become eligible for the education allocation must submit all of the documentation prior to September 1st of the contract year in order to validated placement on the salary schedule.
- All certified staff need to meet the criteria listed in Idaho Code 33-1004B in order to advance along the salary schedule.
- Certified staff who did not meet criteria for movement will remain in the cohort year pursuant to Idaho Code 33-1004B Career Ladder, which may be out of the current cohort. Out-of-state experience may be taken into consideration for placement if the criteria is met.
- Certified staff new to teaching in Idaho who hold a certificate from a state other than Idaho and who are approved to teach in Idaho shall be placed in a cohort pursuant to Idaho Code 33-1004B Career Ladder, which may be out of the current cohort. Out-of-state experience may be taken into consideration for placement if the criteria is met.
- Leadership premiums may also be available, depending on funding, and district priorities, for certified staff as outlined in our GVSD policy, 5480.

Last update: 3/1/21

Based on current Idaho Education Laws and Rules

**Basin School District 72**  
**2023-2024 Certified Salary Schedule**

Career Ladder Placement	Salary Apportionment	*Additional Pay	BA + 24	BA + 36	MA
		\$5,298	\$2,000	\$2,750	\$3,500
R1	\$41,118	\$46,416	-	-	-
R2	\$41,988	\$47,286	-	-	-
R3	\$42,860	\$48,158	-	-	-
P1	\$43,990	\$49,288	\$51,288	\$52,038	\$52,788
P2	\$45,773	\$51,071	\$53,071	\$53,821	\$54,571
P3	\$47,555	\$52,853	\$54,853	\$55,603	\$56,353
P4	\$49,337	\$54,635	\$56,635	\$57,385	\$58,135
P5	\$51,119	\$56,417	\$58,417	\$59,167	\$59,917
AP1	\$54,233	\$59,531	\$61,531	\$62,281	\$63,031
AP2	\$55,705	\$61,003	\$63,003	\$63,753	\$64,503
AP3	\$57,165	\$62,463	\$64,463	\$65,213	\$65,963
AP4	\$58,613	\$63,911	\$65,911	\$66,661	\$67,411

Career Ladder based on Idaho Code 33-1004B

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

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

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

AP1-AP3: (4) Instructional staff and pupil service staff in their first year of holding an advanced professional endorsement shall be placed in the first cell of the advanced professional compensation rung.

(5) Instructional staff and pupil service staff on the advanced professional compensation rung who met the performance criteria for the advanced professional rung in the previous year shall move one (1) cell on the advanced professional compensation rung. Allocations for instructional staff and pupil service staff who do not meet the advanced professional compensation rung performance criteria shall remain at the previous fiscal year allocation level.

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

\*Additional pay was allocated this year from the Governor's. 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 2023-24 school year only shall be as follows:

<b>RUNGS</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
<b>Residency</b>	45,641	46,607	47,575		
<b>Professional</b>	48,829	50,764	52,786	54,764	56,742
<b>Advanced Professional</b>	60,199	61,833	63,453	65,060	

- 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.

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

Minimum Salary = \$40,742  
 P1 Minimum Salary = \$43,488

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

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

**LONGEVITY STIPENDS\***

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

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

**ADVANCED PROFESSIONAL RUNG\*\***

AP1 \$2,000

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

**Lake Pend Oreille School District #84  
2023-24 Certified Salary Schedule**

<b>Contract Step</b>	<b>Salary Schedule</b>
1	47,477
2	48,670
3	50,130
4	51,634
5	53,183
6	54,778
7	56,421
8	58,114
9	59,857
10	61,653
11	63,503
12	65,408
13	67,370
14	69,391
15	73,555
16	77,968
17	82,646
25	85,125

**NOTES:**

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

IDAHO FALLS DISTRICT #91 CERTIFIED/PUPIL SERVICE District

SALARY SCHEDULE 2023-2024

	Bachelors	Bachelors +24	Masters	AP Bachelors	AP Bachelors+24	AP Masters
R1	\$47,477	\$49,477	\$50,977			
R2	\$48,347	\$50,347	\$51,847			
R3	\$49,219	\$51,219	\$52,719			
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				\$65,174	\$67,174	\$68,674
AP5				\$67,038	\$69,038	\$70,538
AP6				\$68,587	\$70,587	\$72,087
AP7				\$70,450	\$72,450	\$73,950
AP8				\$72,157	\$74,157	\$75,657

Step	BA - 0	BA - 24	MA - 0
J	\$54,705	\$56,805	\$58,380
K	\$56,805	\$58,905	\$60,480
L	\$59,010	\$61,110	\$62,685
M	\$60,795	\$62,895	\$64,470
N	\$62,160	\$64,260	\$65,835
O	\$63,945	\$66,045	\$67,620
P	\$65,520	\$67,620	\$69,195

**2023-2024 Certified Salary Schedule for  
Swan Valley School District #92**

Career Ladder Placement	Salary Apportionment
RP1	\$46,118
RP2	\$46,988
RP3	\$47,860
P1	\$48,990
P2	\$50,773
P3	\$52,555
P4	\$54,337
P5	\$56,119
AP1	\$59,233
AP2	\$60,708
AP3	\$62,165
AP4	\$63,613

Effective July 1, 2023, the education allocation for full time instructional staff and pupil service staff holding a professional endorsement, a baccalaureate degree and twenty-four (24) or more credits is \$2,000. Full time instructional staff and pupil service staff holding a professional endorsement and a master’s degree is \$3,500. (I.C. 33-1004B)

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

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

## APPENDIX A 2023-2024 Salary Schedule

Bonneville Joint School District No. 93

FY23	FY24	BA	BA+24	MA
	R1	\$46,994	\$46,994	\$47,494
R1	R2	\$47,864	\$47,864	\$48,864
R2	R3	\$48,736	\$48,736	\$50,736
R3	P1	\$49,866	\$51,866	\$53,366
P1	P2	\$51,649	\$53,649	\$55,149
P2	P3	\$53,431	\$55,431	\$56,931
P3	P4	\$55,213	\$57,213	\$58,713
P4	P5	\$56,995	\$58,995	\$60,495
P5	P5	\$56,995	\$58,995	\$60,495
P5 (15)	P5 (15)	\$58,135	\$60,135	\$61,635
	AP1	\$60,109	\$62,109	\$63,609
AP1	AP2	\$61,581	\$63,581	\$65,081
AP2	AP3	\$63,041	\$65,041	\$66,541
AP3	AP4	\$64,489	\$66,489	\$67,989
P5 (20)	P5 (20)	\$59,275	\$61,275	\$62,775
P5 (20)	AP1 (20)	\$62,514	\$64,514	\$66,014
AP1 (20)	AP2 (20)	\$64,044	\$66,044	\$67,544
AP2 (20)	AP3 (20)	\$65,563	\$67,563	\$69,063
AP3 (20)	AP4 (20)	\$67,069	\$69,069	\$70,569
P5 (25)	P5 (25)	\$61,555	\$63,555	\$65,055
P5 (25)	AP1 (25)	\$64,918	\$66,918	\$68,418
AP1 (25)	AP2 (25)	\$66,508	\$68,508	\$70,008
AP2 (25)	AP3 (25)	\$68,085	\$70,085	\$71,585
AP3 (25)	AP4 (25)	\$69,648	\$71,648	\$73,148
P5 (30)	P5 (30)	\$63,835	\$65,835	\$67,335
P5 (30)	AP1 (30)	\$67,322	\$69,322	\$70,822
AP1 (30)	AP2 (30)	\$68,971	\$70,971	\$72,471

FY23	FY24	BA	BA+24	MA
AP2 (30)	AP3 (30)	\$70,606	\$72,606	\$74,106
AP3 (30)	AP4 (30)	\$72,228	\$74,228	\$75,728
GR	GR	\$66,114	\$68,114	\$69,614
GR	AP1 (GR)	\$69,727	\$71,727	\$73,227
AP1 (GR)	AP2 (GR)	\$71,434	\$73,434	\$74,934
AP2 (GR)	AP3 (GR)	\$73,128	\$75,128	\$76,628
AP3 (GR)	AP4 (GR)	\$74,808	\$76,808	\$78,308

**A. Salary Schedule Placement:**

1. Teachers will initially be placed on the Salary Schedule pursuant to Idaho Code section §33-1004B.
2. All full-time teachers placed on the Bonneville School District 93 Salary Schedule will not be paid less than \$41,118 pursuant to Idaho Code sections §33-1004B and §33-1004E.
3. Full-time teachers who have successfully attained a Professional Endorsement on their certificate will be placed on the professional compensation rungs of the Career Ladder and will not be paid less than \$43,990 pursuant to Idaho Code section §33-1004B and §33-1004E.
4. Full-time teachers who have attained an Advanced Professional Endorsement on their certificate will be placed on the Advanced Professional Compensation rungs of the Career Ladder.
5. For current Bonneville School District 93 teachers, in the event that the placement results in a reduction from their salary, placement will be adjusted to the first rung that does not result in a salary decrease.
6. Teachers who are new to teaching in Bonneville Joint School District 93 will initially be placed pursuant to Idaho Code §33-1004B and will then receive an adjustment to their placement if a higher placement more closely aligns with existing District teachers with an equivalent average experience level as shown in Exhibit A.

**B. Salary Schedule Advancement**

1. Teachers will advance on the adopted Salary Schedule pursuant to Idaho Code section §33-1004B.
2. Teachers will advance on the Residential Rungs each year they are employed by the District.

**Appendix A – Salary Schedule - FY 2024**

101 Boundary County  
School District

<b>Contract Rung</b>	<b>\$</b>
1	47,039
2	48,215
3	49,421
4	50,903
5	52,430
6	54,003
7	56,163
8	58,410
9	64,251
10	65,857
11	67,504
12	69,191

1. Teachers with a Master’s degree and an Idaho Professional Endorsement shall receive a stipend of \$2,500 in addition to their regular salary.
2. Teachers with a Master’s degree without an Idaho Professional Endorsement shall receive a stipend of \$2,500 in addition to their regular salary.
3. Teachers with a BA +24 credits and an Idaho Professional Endorsement shall receive a stipend of \$1,200 in addition to their regular salary.
4. Movement on the salary schedule is limited to one contract rung per year. Advancement to rung 14 requires an Idaho Advanced Professional Endorsement (ID§ 33-1201A).
5. Teachers who obtain National Board Certification will receive any State stipends paid for holding this certification.
6. Teachers and Professional personnel paid by funds other than the general funds will be paid according to the above salary schedule as long as funding continues.
7. New BCSD 101 personnel will be placed according to their 2014-15 SDE index; all employees will be placed on contract rung 0 until all hiring documentation is provided to the district office.
8. The salary schedule is based on a 163 day contract to include student instructional days, in-services, and district approved paid holidays. Instructional and Pupil Service Staff covered under this agreement who are required to spend more than 163 days at their assignment shall have their contract amount of each additional day or portion thereof beyond the 163 adjusted for each day. Principals will be required to submit to the superintendent additional time documentation before payroll payment will be processed or released.
9. If our support units drop below the 97% protected support units and/or the district’s general fund balance drops below 15% in reserves, then furlough days may be instituted.



**Alexandra McCann**

**From:** Sharese Maynard <maynshar@butteschools.org>  
**Sent:** Monday, October 16, 2023 6:57 PM  
**To:** Alexandra McCann  
**Cc:** Tania Goretoy  
**Subject:** RE: 2023-2024 Salary Schedule Collection for Instructional and Pupil Services Staff - Due 10/13/2023  
**Attachments:** Salary Schedule Classified 2023-2024.xlsx.pdf

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

Hello we are using the State Salary schedule with the additional \$6359.00 per SB 1025 for instructional and Pupil Staff. I've also attached my salary schedule for classified staff.

FY 2023-2024		2023-2024
Career Ladder Placement		Salary Apportionment Additional \$6,359 allocation per SB 1205 Section 6
R1		\$ 47,477
R2		\$ 48,347
R3		\$ 49,219
P1		\$ 50,349
P2		\$ 52,132
P3		\$ 53,914
P4		\$ 55,696
P5		\$ 57,478
AP1		\$ 60,592
AP2		\$ 62,064
AP3		\$ 63,524
AP4		\$ 64,972

Sorry this is late!!!! Please let me know if you need anything further.  
 Thanks



**Sharese Maynard**  
 Business Manager  
 Butte County School District #111  
 P.O. Box 89  
 Arco, ID 83213  
 208-690-3422

**From:** Alexandra McCann [mailto:[amccann@sde.idaho.gov](mailto:amccann@sde.idaho.gov)]  
**Sent:** Monday, October 16, 2023 10:45 AM  
**Subject:** FW: 2023-2024 Salary Schedule Collection for Instructional and Pupil Services Staff - Due 10/13/2023  
**Importance:** High

**Certificated Salary Schedule**  
**Camas County School District #121**  
**2023-2024**

<b>Career Ladder</b>	<b>Salary</b>	<b>Education Allocation BA+24 \$2,000</b>	<b>Education Allocation MS ES/DR \$3,500</b>
<b>R1</b>	\$41,118		
<b>R2</b>	\$41,988		
<b>R3</b>	\$42,860		
<b>P1</b>	\$43,990	\$45,990	\$47,490
<b>P2</b>	\$45,773	\$47,773	\$49,273
<b>P3</b>	\$47,555	\$49,555	\$51,055
<b>P4</b>	\$49,337	\$51,337	\$52,837
<b>P5</b>	\$51,119	\$53,119	\$54,619
<b>AP1</b>	\$54,233	\$56,233	\$57,733
<b>AP2</b>	\$55,705	\$57,705	\$59,205
<b>AP3</b>	\$57,165	\$59,165	\$60,665
<b>AP4</b>	\$58,613	\$60,613	\$62,113

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.

	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	44318	44318	44318	44318	44318	44318
1	45188	45188	45188	45188	45188	45188
2	46060	46060	46060	46060	46060	46060
3	47190	48845	48952	49060	49166	49273
4	48838	48945	49052	49160	49266	49537
5	48838	48945	49052	49160	49266	51180
6	48838	48945	49052	49160	50959	52919
7	48838	48945	49052	50737	52687	54721
8	48838	48945	50519	52459	54481	56591
9	48838	50275	52206	54217	56317	58504
10	48838	50275	53981	56070	58248	60519
11	48838	50275	53981	57992	60250	62607
12	48838	50275	53981	57992	62331	64774
13	48838	50275	53981	57992	64486	69353

Pupil Services Salary Schedule

				EdS	EdS + 12	
	MA	MA + 12	MA + 24	MA + 36	MA + 48	PHD
STEP	1	2	3	4	5	6
0	44318	46121	47946	49847	51830	53896
1	44886	47731	49623	51595	53653	55797
2	47518	49401	51364	53411	55545	57769
3	49178	51133	53170	55294	57507	59815
4	50978	53004	55120	57323	59620	62013
5	52767	54870	57064	59351	61733	64217
6	54622	56805	59080	61451	63925	66502
7	56548	58813	61174	63634	66198	68873
8	58546	60895	63344	65896	68559	71334
9	60619	63056	65597	68244	71007	73885
10	62769	65298	67934	70682	73547	76534
11	65001	67624	70359	73209	76181	79279
12	67315	69725	72874	75833	78915	82129
13	71271	74093	77145	80105	83305	86640

## ARTICLE III - PROFESSIONAL COMPENSATION

### 2023-2024 CPE Salary Schedule

2023-2024			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			
			\$2,000	\$3,500	\$3,500	\$3,900
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
<b>Professional Endorsement Required to Advance to Steps 4-13</b>						
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
Must have MA+24 or ES/DR to Advance to Step 14-18					↓	↓
14			Grandfather		63,625	64,025
15			62,625	64,125	65,703	66,103
16			64,703	66,203	66,629	67,029
17			65,629	67,129	69,954	70,354
18			68,954	70,454	73,467	73,867

*The corresponding salary schedule for the 2023-2024 school year shall be based on 183 contractual days.*

1. CPEs in their first year of holding a certificate shall be placed on STEP 1.
2. CPEs placed on STEP 1 of the 2022-2023 CSD CPE Salary Schedule shall advance to STEP 2 on the 2023-2024 CSD CPE Salary Schedule.
3. CPEs placed on STEP 2 of the 2022-2023 CSD CPE Salary Schedule shall advance to STEP 3 on the 2023-2024 CSD CPE Salary Schedule.
4. CPEs placed on STEP 3 of the 2022-2023 CSD CPE Salary Schedule shall advance to STEP 4 of the 2023-2024 CPE Salary Schedule if they have obtained the Professional Endorsement. If they do not have the Professional Endorsement, they shall remain on STEP 3.
5. CPEs with the Professional Endorsement placed on STEP 4 through STEP 12 of the 2022-2023 CPE Salary Schedule shall advance one (1) step on the 2023-2024 CPE Salary Schedule, if they have met the compensation rung performance criteria in school year 2022-2023.

5. To receive reimbursement payment the Employee must obtain pre-approval from the District Superintendent prior to enrollment and, upon completion of the course, provide copies of the class description, proof of successful completion and receipts showing the expenses incurred. Throughout the year, requests for reimbursement must be submitted within ninety (90) days from the date of course completion. Courses completed in May of 2024 must have reimbursement requests submitted on or before June 15, 2024

If an Employee uses the Scholarship Program after July 1, 2023, during the summer term, and does not return to the District for the 2023-2024 school year, he/she must refund the District the amount of scholarship that the Employee received from the District during the Summer of 20223.

## II. COMPENSATION

### A. SALARY SCHEDULE

#### 1. SALARY SCHEDULE

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

\*\* Current District Mandated Minimum \$ shall be the same as the State's Mandated Minimum as determined annually (23/24 \$41,118)

#### CAREER LADDER

For Certificated Teachers not placed on the Legacy Schedule the following Career Ladder Schedule shall apply for compensation for the 2023-2024 school year. Certificated Teachers shall be placed consistent with their Career Ladder reimbursement placement by the state.

		2023-2024 Allocation	Legislative Increase \$1205	TOTAL
R-1		\$41,118	\$4,112	\$45,230
R-2		\$41,988	\$4,199	\$46,187
R-3		\$42,860	\$4,286	\$47,146
P-1		\$43,990	\$4,399	\$48,389
P-2		\$45,773	\$4,577	\$50,350
P-3		\$47,555	\$4,755	\$52,310

P-4		\$49,337	\$4,933	\$54,270
P-5		\$51,119	\$5,112	\$56,231
P-5A		\$51,119	\$3,162	\$59,000
AP1		\$54,233	\$5,423	\$59,656
AP2		\$55,705	\$5,571	\$61,276
AP3		\$57,165	\$5,717	\$62,882
AP4		\$58,613	\$5,861	\$64,474

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 2023-2024 school year.

	BA	BA +24	MA	S1205
L9	\$60,455	\$2,000	\$3,500	\$6046

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 2023-2024 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 <sup>th</sup> year of employment with the District through an employee in their 10 <sup>th</sup> year of employment.	\$2,000.00
An employee commencing their 11 <sup>th</sup> year of employment with the District through an employee in their 15 <sup>th</sup> year of employment.	\$4,000.00
An employee commencing their 16 <sup>th</sup> year of employment with the District through an employee in their 20 <sup>th</sup> year of employment.	\$6,000.00

2023-2024 Career Ladder Salary Schedule				
Step	BA	BA+24	MA/BA+48	MA+24/GF
R1	48,479			
R2	49,357			
R3	50,235			
P1	51,542	52,239	53,464	54,722
P2	52,239	53,464	54,722	56,014
P3	53,464	54,722	56,014	57,339
P4	53,464	56,014	57,339	58,699
P5	53,464	57,339	58,699	60,098
P6	53,464	58,699	60,098	61,532
P7	53,464	60,098	61,532	63,004
P8	53,464	61,532	63,004	64,517
P9	53,464	63,004	64,517	66,069
P10	53,464	63,004	66,069	67,664
M1	53,464	63,004	66,069	69,301
M2	53,464	63,004	66,069	70,981
M3	53,464	63,004	66,069	74,286
M4				76,536



# 135 Notus School District

<b>Notus School District 135 Certified Salary Schedule</b>				
Salary Schedule Placement	Salary	Salary BA+24	Salary MA	2 MA, PhD, or Ed.S.
RP1	\$46,600.00	\$48,600.00	\$50,100.00	\$51,300.00
RP2	\$47,778.48	\$49,778.48	\$51,278.48	\$52,478.48
RP3	\$48,990.54	\$50,990.54	\$52,490.54	\$53,690.54
P1	\$50,237.14	\$52,237.14	\$53,737.14	\$54,937.14
P2	\$51,519.28	\$53,519.28	\$55,019.28	\$56,219.28
P3	\$52,837.95	\$54,837.95	\$56,337.95	\$57,537.95
P4	\$54,194.21	\$56,194.21	\$57,694.21	\$58,894.21
PS	\$55,589.12	\$57,589.12	\$59,089.12	\$60,289.12
P6	\$57,023.78	\$59,023.78	\$60,523.78	\$61,723.78
P7	\$58,499.33	\$60,499.33	\$61,999.33	\$63,199.33
PS	\$60,016.94	\$62,016.94	\$63,516.94	\$64,716.94
P9	\$61,577.80	\$63,577.80	\$65,077.80	\$66,277.80
P10	\$63,183.14	\$65,183.14	\$66,683.14	\$67,883.14

Certified Salary Schedule From Master Agreement Ratified August 24, 2023

## Melba School District #136 Certificated & Pupil Services Salary Schedule

# 136 Melba Joint School District

### 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 <sup>(6)</sup>	Residency <sup>(5)</sup>			Professional <sup>(5)</sup>					Advanced Professional <sup>(3) (5)</sup>				
	R1 <sup>(4)</sup>	R2	R3	P1	P2	P3	P4	P5	AP1	AP2	AP3	AP4	AP5
2019 - 2020 <sup>(1)</sup>	38500	39000	39500	42500	44375	46250	48125	50000					
2020 - 2021 <sup>(1)</sup>	40000	40500	41000	42500	44375	46250	48125	50000	52000				
2021 - 2022 <sup>(2)</sup>	40369	40990	41611	42991	44836	46681	48526	50370	52734	53207			
2022 - 2023 <sup>(2)</sup>	40742	41486	42231	43488	45302	47116	48930	50743	53478	54442	55389		
2023 - 2024 <sup>(3)</sup>	46706	47576	48448	49578	51361	53143	54925	56707	59821	61293	62753	64201	

### 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 <sup>(7)</sup>
53000
53000
53000
53000
53000

<sup>(1)</sup> Previous year(s) Melba School Board approved Cohort funding

<sup>(2)</sup> Approved Melba School Board June 13, 2023

<sup>(3)</sup> To be determined based on future State Legislation

<sup>(4)</sup> 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.

<sup>(5)</sup> 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.**

<sup>(6)</sup> 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.

<sup>(7)</sup> 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.

**Parma School District # 137 2023 - 2024 Certified Salary Schedule For Instructional and Pupil Services Staff.**

<b>2023-2024 Career Ladder Placement</b>	<b>2023-2024 Certified Salary Schedule</b>	<b>2023-2024 Salary BA + 24</b>	<b>2023-2024 Salary MA</b>
<b>R1</b>	\$ 41,118.00	\$ 41,118.00	\$ 44,618.00
<b>RP2</b>	\$ 41,988.00	\$ 41,988.00	\$ 45,488.00
<b>RP3</b>	\$ 42,860.00	\$ 42,860.00	\$ 46,360.00
<b>P1</b>	\$ 43,990.00	\$ 45,990.00	\$ 47,490.00
<b>P2</b>	\$ 45,773.00	\$ 47,773.00	\$ 49,273.00
<b>P3</b>	\$ 47,555.00	\$ 49,555.00	\$ 51,055.00
<b>P4</b>	\$ 49,337.00	\$ 51,337.00	\$ 52,837.00
<b>P5</b>	\$ 51,119.00	\$ 53,119.00	\$ 54,619.00
<b>AP1</b>	\$ 54,233.00	\$ 56,233.00	\$ 57,733.00
<b>AP2</b>	\$ 55,705.00	\$ 57,705.00	\$ 59,205.00
<b>AP3</b>	\$ 57,165.00	\$ 59,165.00	\$ 60,665.00
<b>AP4</b>	\$ 58,613.00	\$ 60,613.00	\$ 62,113.00
	FY24	In addition to each cell	\$5,200

# VALLIVUE SCHOOL DISTRICT 139

## 2023 - 2024 CERTIFICATED SALARY SCHEDULE

(SEE PAGE 2 & 3 FOR PLACEMENT & GUIDELINES)

STEP	1		2		3		4		5		6	
		BS	BS + 15	BS + 30	M	BS + 45	M + 15	BS + 60	M + 30 or BA+75 & MA EDS/DR			
			0.00%	0.50%	0.50%	0.50%	0.50%	0.50%	0.50%			
1		\$ 43,318.00	\$ 43,318.00	\$ 43,535.00	\$ 43,753.00	\$ 43,972.00	\$ 44,192.00	\$ 44,413.00	\$ 44,634.00			
2	0.50%	\$ 43,535.00	\$ 43,535.00	\$ 43,753.00	\$ 43,972.00	\$ 44,192.00	\$ 44,413.00	\$ 44,634.00	\$ 44,857.00			
3	1.00%	\$ 43,970.00	\$ 43,970.00	\$ 44,191.00	\$ 44,412.00	\$ 44,634.00	\$ 44,857.00	\$ 45,080.00	\$ 45,303.00			
			1.75%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%			
4	2.00%	\$ 44,849.00	\$ 45,634.00	\$ 46,547.00	\$ 47,478.00	\$ 48,428.00	\$ 49,397.00	\$ 50,385.00	\$ 51,393.00			
5	2.00%	\$ 45,746.00	\$ 46,547.00	\$ 47,478.00	\$ 48,428.00	\$ 49,397.00	\$ 50,385.00	\$ 51,393.00	\$ 52,421.00			
6	2.00%	\$ 45,746.00	\$ 47,478.00	\$ 48,428.00	\$ 49,397.00	\$ 50,385.00	\$ 51,393.00	\$ 52,421.00	\$ 53,469.00			
7	2.00%	\$ 45,746.00	\$ 48,428.00	\$ 49,397.00	\$ 50,385.00	\$ 51,393.00	\$ 52,421.00	\$ 53,469.00	\$ 54,511.00			
8	+ 2.00%	\$ 45,746.00	\$ 49,397.00	\$ 50,385.00	\$ 51,743.00	\$ 53,221.00	\$ 54,710.00	\$ 56,210.00	\$ 57,721.00			
9	2.00%	\$ 45,746.00	\$ 49,397.00	\$ 51,393.00	\$ 53,128.00	\$ 55,085.00	\$ 57,166.00	\$ 59,274.00	\$ 61,409.00			
10	2.00%	\$ 45,746.00	\$ 49,397.00	\$ 52,421.00	\$ 54,541.00	\$ 56,987.00	\$ 59,668.00	\$ 62,489.00	\$ 65,320.00			
11	2.00%	\$ 45,746.00	\$ 49,397.00	\$ 53,469.00	\$ 55,982.00	\$ 58,927.00	\$ 62,114.00	\$ 65,342.00	\$ 68,663.00			
12	2.00%	\$ 45,746.00	\$ 49,397.00	\$ 53,469.00	\$ 57,452.00	\$ 60,906.00	\$ 64,427.00	\$ 68,000.00	\$ 71,721.00			
13	2.00%	\$ 45,746.00	\$ 49,397.00	\$ 53,469.00	\$ 58,951.00	\$ 62,924.00	\$ 67,024.00	\$ 71,159.00	\$ 75,342.00			
14	2.00%	\$ 45,746.00	\$ 49,397.00	\$ 53,469.00	\$ 58,951.00	\$ 64,982.00	\$ 71,159.00	\$ 75,342.00	\$ 79,663.00			
15	4.00%								\$ 71,355.00			

148 Grace Joint  
School District

**Grace Jt. School District 148**  
**Salary Schedule 2023-2024**

<b>Cohort</b>	<b>Amount</b>
RP1	\$47,477.00
RP2	\$48,347.00
RP3	\$49,219.00
P1	\$53,373.00
P2	\$55,309.00
P3	\$57,237.00
P4	\$59,091.00
P5	\$61,891.00
AP1	\$63,911.00
AP2	\$64,394.00
AP3	\$65,500.00
AP4	\$67,315.00

	2023-24
R1	\$46,022.38
R2	\$46,892.38
R3	\$47,764.38
P1	\$48,894.38
P2	\$50,677.38
P3	\$52,459.38
P4	\$54,241.38
P5	\$56,023.38
AP1	\$59,137.38
AP2	\$60,609.38
AP3	\$62,069.38
AP4	\$63,517.38

Soda Springs Jt. School District #150  
2023-2024 Salary Schedule

	<b>BA+00</b>	<b>BA+24</b>	<b>MA</b>
Residency 1	\$46,907	\$48,907	\$50,407
Residency 2	\$47,847	\$49,847	\$51,347
Residency 3	\$48,789	\$50,789	\$52,289
Professional 1	\$50,009	\$52,009	\$53,509
Professional 2	\$51,935	\$53,935	\$55,435
Professional 3	\$53,859	\$55,859	\$57,359
Professional 4	\$55,784	\$57,784	\$59,284
Professional 5	\$57,709	\$59,709	\$61,209
ADV Professional 1	\$61,072	\$63,072	\$64,572
ADV Professional 2	\$62,661	\$64,661	\$66,161
ADV Professional 3	\$64,238	\$66,238	\$67,738
ADV Professional 4	\$65,802	\$67,802	\$69,302

**2022-23 CJSD CAREER LADDER**

RUNG		BA	BA+24	MA+	22-23 MOVEMENT
1	Residency 1	\$ 40,742	\$ 40,742	\$ 41,242	Move to R2
2	Residency 2	\$ 41,486	\$ 41,486	\$ 42,236	Move to R3
3	Residency 3	\$ 42,231	\$ 42,231	\$ 43,231	Move to P1 if eligible
4	Professional 1	\$ 43,488	\$ 45,488	\$ 46,988	Move to P2
5	Professional 2	\$ 45,302	\$ 47,302	\$ 48,802	Move to P3
6	Professional 3	\$ 47,116	\$ 49,116	\$ 50,616	Move to P4
7	Professional 4	\$ 48,930	\$ 50,930	\$ 52,430	Move to P5
8	Professional 5	\$ 50,743	\$ 52,743	\$ 54,243	P5 or (AP1 if eligible)
9	Adv. Prof 1	\$ 53,478	\$ 55,478	\$ 56,978	Move AP2 if eligible
10	Adv. Prof 2	\$ 54,442	\$ 56,442	\$ 57,942	Move AP3 if eligible
11	Adv. Prof 3	\$ 55,389	\$ 57,389	\$ 58,889	Move AP4 if eligible
12	Adv. Prof 4		<b>2023-24</b>		
13	Adv. Prof 5		<b>2024-25</b>		
14	GF2 (Base \$55,349)		\$ 57,349	\$ 58,849	Move to GF3
15	GF3 (Base \$57,846)		\$ 59,846	\$ 61,346	Stay GF3 or move GF4
16	GF4 (Base \$60,135)			\$ 63,635	Stay

*\*GF2-4 Grandfathered rungs (placed prior to 9-2021)*

**Professional Endorsement Requirements**

Has held a certificate for at least 3 years OR has completed an approved interim certificate of 3 years or more. Has met performance criteria for 2 of the 3 previous years or the 3rd year.

Criteria:

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

**Advanced Professional Endorsement Requirements**

Has held a Professional Endorsement for 5 years or more. Has held a renewable certificate for at least 8 years, OR has completed an approved interim certificate of 3+ years and held a renewable certificate for 5+ years. Has met professional compensation rung performance criteria for 4 of the 5 previous years OR the 3rd, 4th, and 5th year.

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

Criteria:

- Overall rating of proficient or higher, no components rated as unsatisfactory or basic, and rated as distinguished overall in Domain II or 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.

**2023-24 CJSD CAREER LADDER**

RUNG		BA	BA+24	MA+
1	Residency 1	\$ 47,143	\$ 47,143	\$ 47,643
2	Residency 2	\$ 48,013	\$ 48,013	\$ 48,763
3	Residency 3	\$ 48,885	\$ 48,885	\$ 49,885
4	Professional 1	\$ 50,015	\$ 52,015	\$ 53,515
5	Professional 2	\$ 51,798	\$ 53,798	\$ 55,298
6	Professional 3	\$ 53,580	\$ 55,580	\$ 57,080
7	Professional 4	\$ 55,362	\$ 57,362	\$ 58,862
8	Professional 5	\$ 57,144	\$ 59,144	\$ 60,644
9	Adv. Prof 1	\$ 60,258	\$ 62,258	\$ 63,758
10	Adv. Prof 2	\$ 61,730	\$ 63,730	\$ 65,230
11	Adv. Prof 3	\$ 63,190	\$ 65,190	\$ 66,690
12	Adv. Prof 4	\$ 64,638	\$ 66,638	\$ 68,138
13	Adv. Prof 5		<b>2024-25</b>	
14	GF3 (Base \$63,871)		\$ 65,871	\$ 67,371
15	GF4 (Base \$66,160)			\$ 69,660

*\*GF3-4 Grandfathered rungs (placed prior to 9-2021)*

**Professional Endorsement Requirements**

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

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

Criteria:

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

**Advanced Professional Endorsement Requirements**

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

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

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

Criteria:

- Overall rating of proficient or higher, no components rated as unsatisfactory or basic, and rated as distinguished overall in Domain II or 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.

151 Cassia  
County Joint  
School District



## Schedule A: 2023-2024 Salary Schedule

	Base	SB 1205 Allotment	Total
R1	\$40,742	\$3,519	\$44,261
R2	\$41,486	\$3,519	\$45,005
R3	\$42,231	\$3,519	\$45,750
P1	\$43,488	\$3,519	\$47,007
P2	\$45,302	\$3,519	\$48,821
P3	\$47,116	\$3,519	\$50,635
P4	\$48,930	\$3,519	\$52,449
P5	\$50,743	\$3,519	\$54,262
AP1	\$53,478	\$3,519	\$56,997
AP2	\$54,078	\$3,519	\$57,597
AP3	\$54,678	\$3,519	\$58,197
AP4	\$55,278	\$3,519	\$58,797

Additional Stipends	
BA + 24 credits	+ \$1,800
Master's Degree	+ \$3,300
Grandfathered Level*	+ \$2,500

\*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.

<b>Joint School District No 171</b>					
<b>2023-2024 Certified Salary Schedule</b>					
<b>JSD 171 Cohort</b>	<b>SDE Career Ladder</b>	<b>Base</b>	<b>BA + 24</b>	<b>MA</b>	<b>BA + 72 MA + 24</b>
			<i>2,000</i>	<i>3,500</i>	<i>6,000</i>
R1	R1	\$44,568	\$44,568	\$44,568	\$44,568
R2	R2	\$45,369	\$45,369	\$45,369	\$45,369
R3	R3	\$46,169	\$46,169	\$46,169	\$46,169
P1	P1	\$48,982	\$50,982	\$52,482	\$54,982
P2	P2	\$49,263	\$51,263	\$52,763	\$55,263
P3	P3a	\$49,924	\$51,924	\$53,424	\$55,924
P4	P3b	\$51,723	\$53,723	\$55,223	\$57,723
P5	P4a	\$53,421	\$55,421	\$56,921	\$59,421
P6	P4b	\$55,119	\$57,119	\$58,619	\$61,119
P7	P5a	\$56,818	\$58,818	\$60,318	\$62,818
P8	P5b	\$59,082	\$61,082	\$62,582	\$65,082
P9	P5c	\$61,346	\$63,346	\$64,846	\$67,346
P10	P5d	\$63,610	\$65,610	\$67,110	\$69,610
P11	P5e	\$69,234	\$71,234	\$72,734	\$75,234

<b>FY 2023-2024</b>	<b>2023-2024</b>
<b>Career Ladder Placement</b>	<b>Salary Apportionment</b>
<b>R1</b>	<b>\$ 41,118</b>
<b>R2</b>	<b>\$ 41,988</b>
<b>R3</b>	<b>\$ 42,860</b>
<b>P1</b>	<b>\$ 43,990</b>
<b>P2</b>	<b>\$ 45,773</b>
<b>P3</b>	<b>\$ 47,555</b>
<b>P4</b>	<b>\$ 49,337</b>
<b>P5</b>	<b>\$ 51,119</b>
<b>AP1</b>	<b>\$ 54,233</b>
<b>AP2</b>	<b>\$ 55,705</b>
<b>AP3</b>	<b>\$ 57,165</b>
<b>AP4</b>	<b>\$ 58,613</b>

Using as is with out modification

Mackay School District

Certificated Salary Schedule 2023-2024

FY 2023-2024	Enter	2023-2024	FY 24
Career Ladder Placement	Estimated Staff FTE by cohort	Salary Apportionment	(FTE * cohort Salary)
R1	-	\$ 41,118	\$ -
R2	-	\$ 41,988	\$ -
R3	-	\$ 42,860	\$ -
P1	-	\$ 43,990	\$ -
P2	-	\$ 45,773	\$ -
P3	-	\$ 47,555	\$ -
P4	-	\$ 49,337	\$ -
P5	-	\$ 51,119	\$ -
AP1	-	\$ 54,233	\$ -
AP2	-	\$ 55,705	\$ -
AP3	-	\$ 57,165	\$ -
AP4	-	\$ 58,613	\$ -

FY 2023-2024	Enter	2023-2024	FY 23
Career Ladder Placement	Estimated Staff FTE by cohort	Salary Apportionment Additional \$6,359 allocation per SB 1205 Section 6	(FTE * cohort Salary)
R1	-	\$ 47,477	\$ -
R2	-	\$ 48,347	\$ -
R3	-	\$ 49,219	\$ -
P1	-	\$ 50,349	\$ -
P2	-	\$ 52,132	\$ -
P3	-	\$ 53,914	\$ -
P4	-	\$ 55,696	\$ -
P5	-	\$ 57,478	\$ -
AP1	-	\$ 60,592	\$ -
AP2	-	\$ 62,064	\$ -
AP3	-	\$ 63,524	\$ -
AP4	-	\$ 64,972	\$ -

**PRAIRIE SCHOOL DIST 191**

June 6, 2023

191 Prairie Elementary  
School District

Meeting called to order at 7:20 PM by Chairman Davison  
Present:

Trustee, Randy Davison  
Trustee, Luther Cook  
Trustee, Ellen Russell  
Teacher, Stephanie Lewis  
Clerk, Victoria Davison

**Quorum is present.**

**Chairman's Comments:**

None

**ACTION ITEMS:**

**Approval of Agenda:**

Motion was made and seconded to approve the agenda as printed. Motion carried.

**Approval of Minutes:**

Motion made and seconded to approve May 2, 2023 meeting minutes as printed.  
Motion carried.

**Correspondence:**

- Clerk Davison updated the board that the annual audit would be submitted electronically this year and is scheduled for September 27, 2023.

**ACTION ITEMS:**

- Motion made and seconded to increase non certified staff's pay by 10%. Motion made and carried
- Motion made and seconded to approve 2023-2024 budget. Motion carried.
- 2023-2024 Teacher Contract:
  - The Head Teacher's Contract for the 2023-2024 school session was signed by the Prairie School Board Chairman and Mrs. Stephanie Lewis. Mrs. Lewis' salary will be strictly based off of the Career Ladder with no amendments.
- Motion made and seconded to approve 2023-2024 school calendars. Motion carried. Clerk Davison will submit the calendars to the state for approval.

**Information Items/Action Items:**

**Teacher's Report:**

Mrs. Lewis updated the board on testing & curriculum updates.

**Future Agenda Items:**

**Approval of Expenditures/checks for the month:**

Motion made and seconded to approve expenditures and sign checks. Motion carried.

Meeting adjourned at 8:45 PM

Respectfully,

Victoria Davison  
Victoria Davison, Clerk

Randy Davison  
Randy Davison, Chairman  
Electronically Signed

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

192 Glenns Ferry  
Joint School District

<b>FY 2023-2024</b>	<b>2023-2024</b>
<b>Career Ladder Placement</b>	<b>Salary Apportionment</b>
<b>R1</b>	<b>\$ 41,118</b>
<b>R2</b>	<b>\$ 41,988</b>
<b>R3</b>	<b>\$ 42,860</b>
<b>P1</b>	<b>\$ 43,990</b>
<b>P2</b>	<b>\$ 45,773</b>
<b>P3</b>	<b>\$ 47,555</b>
<b>P4</b>	<b>\$ 49,337</b>
<b>P5</b>	<b>\$ 51,119</b>
<b>AP1</b>	<b>\$ 54,233</b>
<b>AP2</b>	<b>\$ 55,705</b>
<b>AP3</b>	<b>\$ 57,165</b>
<b>AP4</b>	<b>\$ 58,613</b>

## Salary Schedule

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	49,953	49,953
R2	2	50,370	50,370
R3	3	50,990	50,990
P1	4	53,311	54,311
P2	5	55,383	56,383
P3	6	57,454	58,454
P4	7	59,525	60,525
P5	8	61,596	62,596
BA6	9**	63,805	64,805
BA7	10**	66,016	67,016
BA8	11**	69,329	70,329
MA9	12**	71,970	
MA10	13**	78,203	

\*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.

# 201 Preston Joint School District

2023-2024

PRESTON JOINT SCHOOL DISTRICT NO. 201

INSTRUCTIONAL AND PUPIL SERVICE STAFFING SALARY SCHEDULE (\*\*DRAFT\*\*)

*Approved by Preston School District Board of Trustees on:*

Step	Lane					
	BA	BA+AP	BA+24	BA24+AP	MA	MA+AP
1	46,200		48,200		49,700	
2	47,124		49,124		50,624	
3	48,161		50,161		51,661	
4	49,317		51,317		52,817	
5	50,599	53,599	52,599	55,599	54,099	57,099
6	52,016	55,016	54,016	57,016	55,516	58,516
7	53,576	56,576	55,576	58,576	57,076	60,076
8	55,290	58,290	57,290	60,290	58,790	61,790
9	57,170	60,170	59,170	62,170	60,670	63,670
10	59,228	62,228	61,228	64,228	62,728	65,728
11	61,361	64,361	63,361	66,361	64,861	67,861
12	63,570	66,570	65,570	68,570	67,070	70,070
13	65,985	68,985	67,985	70,985	69,485	72,485

- 1) To enter the BA+24 lanes or MA lanes, employees must submit official documentation of degrees/credits earned by July 1 of the upcoming contract year and the District must receive confirmation from the Idaho State Department of Education (SDE) that the employee has been recognized as qualifying for the applicable education allocation prior to issuance of contract with lane change.
  
- 2) To enter the Advanced Professional (AP) lanes, employees must meet the following criteria outlined in Section 33-1201A of Idaho Code and the District must receive confirmation from the Idaho State Department of Education (SDE) that the employee has been recognized by SDE as having received the Advanced Professional Endorsement prior to issuance of contract with lane change.
  - (a) Held a professional endorsement for five (5) years or more;
  - (b) Held a renewable certificate and been employed in a public school for at least eight (8) years or more or have completed a state board of education-approved interim certificate of three (3) years or longer and held a renewable certificate and been employed in a public school for five (5) years or more;
  - (c) Met the following advanced professional compensation rung performance criteria for four (4) of the five (5) previous years or the third, fourth, and fifth year:
    - 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.
  - (d) During three (3) of the previous five (5) years, have served in an additional building or district leadership role;
  - (e) Have an annual individualized professional learning plan developed in conjunction with the employee's supervisor and a self-evaluation



<b>Step</b>	<b>FY 23</b>	<b>FY 24</b>	<b>Increase</b>
1	\$41,438	\$47,500	\$6,062
2	\$42,681	\$48,081	\$5,400
3	\$43,961	\$49,361	\$5,400
4	\$45,280	\$50,680	\$5,400
5	\$46,638	\$52,038	\$5,400
6	\$48,037	\$53,437	\$5,400
7	\$49,478	\$54,878	\$5,400
8	\$50,962	\$56,362	\$5,400
9	\$52,491	\$57,891	\$5,400
10	\$54,066	\$59,466	\$5,400
11	\$55,688	\$61,088	\$5,400
12	\$57,359	\$62,759	\$5,400
13	\$60,100	\$64,900	\$4,800
<b>AP1</b>		\$2,364	
<b>AP2</b>		\$2,837	
<b>AP3</b>		\$3,404	
<b>AP4</b>		\$4,004	

*The advanced professional endorsement may be earned beginning in the tenth year of teaching in based on an appropriate evaluation. Each year an individual earns the advanced professional endorsement, the additional amount in the AP column applicable to that individual's earned AP step will be added to the contract amount. Other additional amounts not shown above include an education allocation bonus (\$2,000 for bachelor's plus 24 credits and \$3,500 for a masters degree).*

FREMONT SCHOOL DIST 215 2023-2024 SALARY SCHEDULE

215 Fremont County Joint  
School District

Residency	RP1	RP2	RP3		
	\$47,477	\$48,347	\$49,219		
	P1	P2	P3	P4	P5
Professional	\$50,349	\$52,132	\$53,914	\$55,696	\$57,478
	AP1	AP2	AP3	AP4	
Advanced Professional	\$60,592	\$62,064	\$63,524	\$64,972	
BA+24	\$2,000				
MASTERS	\$3,500				

ARTICLE XIII – COMPENSATION

1. Salary Schedule for Professional Employees

Certified Salary Schedule  
2023-2024 School Year

			BA	BA Plus 24	MA	
1	R1	R1	\$41,250	\$41,500	\$42,000	
2	R2	R2	\$41,500	\$42,000	\$42,500	
3	R3	R3	\$42,000	\$42,500	\$43,500	
4	P1	A	\$44,000	\$44,500	\$45,000	
5	P2	B	\$44,601	\$45,380	\$46,113	
6	P3	C	\$45,201	\$46,278	\$47,253	
7	P4A	D	\$45,802	\$47,193	\$48,422	\$ 4,200.00 *
8	P4B	E	\$46,709	\$48,127	\$49,620	
9	P5	F	\$47,616	\$49,080	\$50,848	
10	P7A	G		\$50,051	\$52,106	
11	P7B	H		\$51,042	\$53,397	
12	P8A	I		\$52,053	\$54,719	
13	P8B	J		\$53,084	\$56,074	
14	P9A	K		\$54,136	\$57,464	
15	P9B	L	2021 Only Below	\$55,208	\$58,888	
16	P10A	M	Grandfather	\$56,303	\$60,348	
17	P10B	N	Grandfather	\$57,419	\$61,844	
18	P10C	O	Grandfather	\$58,557	\$63,377	
19	P10D	P	Grandfather	\$59,718	\$64,949	
20	P10E	Q	Grandfather	\$60,903	\$66,561	
21		R	Grandfather	\$62,111	\$68,212	
22		S	Grandfather	\$63,343	\$69,905	

\* All Certified Employees would have the additional cell added to their Salary

Must be continuously employed within the Emmett School District to be eligible for this stipend	
Years	
10 to 14	\$500.00
15-19	\$1,000.00
20 plus	\$1,250.00
Sunset June 2024	
Advanced Professional	\$750

**Salary Schedule for Occupational Therapy, Physical Therapy, Speech Language Pathologist, and Psychologists**

**See District Offer OT, PT, SLP, and Psych Salary Schedule  
2023-2024 School Year**

**Masters or Higher**

<b>2023-2024 Career Ladder Placement</b>	<b>OT, PT, SLP</b>	<b>Psychologists</b>
Residency 1	\$51,000	\$52,000
Residency 2	\$51,500	\$52,500
Residency 3	\$52,500	\$53,050
Professional 1	\$54,500	\$55,000
Professional 2	\$56,000	\$56,513
Professional 3	\$57,540	\$58,067
Professional 4	\$59,122	\$59,663
Professional 5	\$60,748	\$61,304
Professional 6	\$62,419	\$62,990
Professional 7	\$64,135	\$64,722
Professional 8	\$65,899	\$65,502

**\$4200 - All Certified staff that fall in the salary schedule will have this additional amount added to their Salary.**

Stipends may be provided to Occupational Therapy (OT), Physical Therapy (PT), Speech Language Pathologist (SLP), and Psychologists for additional duties that relate to responsibilities and extended days of work. Stipends can also be provided for additional certifications that will be utilized by the Emmett School District. Stipends will be provided in the following amounts:

School Psychologists	\$10,000
OT, PT, SLP	\$5,000
Certifications	\$5,000

**3. Placement on the Salary Schedule**

The above Certified Employee Salary Schedule is a model of the end goal of the GCEA and the District. It is intended to be a "living document" that provides both the District and the Employee a clear view of where they are in their salaries and where they are headed. The goal of the Salary Schedule is to be financially sustainable for the District and mutually agreed upon by both the District and the Employees.

The District will form a committee that evaluates the sustainability of the Schedule, as well as works towards developing a more permanent Schedule.

In determining the experience factor, the actual years of teaching or administrative service in an accredited public school or in an accredited private or parochial school shall be credited. All certificated employees working in a certified position including Career Technical, Pupil Service, and Instructional staff, will be placed on the salary schedule in the following manner: See Appendix A

<b>FY 2023-2024 Instructional and Pupil Service Salary Schedule</b>			
<b>Career Ladder Placement</b>	<b>Salary Apportionment</b>	<b>Plus \$6359 Allocation</b>	<b>Salary Apportionment Additional \$6,359 allocation per SB 1205 Section 6</b>
R1	\$ 41,118	\$ 6,359	\$ 47,477
R2	\$ 41,988	\$ 6,359	\$ 48,347
R3	\$ 42,860	\$ 6,359	\$ 49,219
P1	\$ 43,990	\$ 6,359	\$ 50,349
P2	\$ 45,773	\$ 6,359	\$ 52,132
P3	\$ 47,555	\$ 6,359	\$ 53,914
P4	\$ 49,337	\$ 6,359	\$ 55,696
P5	\$ 51,119	\$ 6,359	\$ 57,478
AP1	\$ 54,233	\$ 6,359	\$ 60,592
AP2	\$ 55,705	\$ 6,359	\$ 62,064
AP3	\$ 57,165	\$ 6,359	\$ 63,524
AP4	\$ 58,613	\$ 6,359	\$ 64,972

Wendell School District Certified Salary Matrix  
 State Approved Career Ladder

	2023-24	BA +24	Master's
Res 1	41,118		
Res 2	41,988		
Res 3	42,860		
Prof 1	43,990	45,990	47,490
Prof 2	45,773	47,773	49,273
Prof 3	47,555	49,555	51,055
Prof 4	49,337	51,337	52,837
Prof 5	51,119	53,119	54,619
Advanced Prof	54,233	56,233	57,733
Advanced Prof 2	55,705	57,705	59,205
Advanced Prof 3	57,165	59,165	60,665
Advanced Prof 4	58,613	60,613	62,113

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

Wendell School District Certified Salary Matrix				
		2023-24	BA +24	Master's
Res 1		46,231		
Res 2		47,101		
Res 3		47,973		
Prof 1		49,103	51,103	52,603
Prof 2		50,886	52,886	54,386
Prof 3		52,668	54,668	56,168
Prof 4		54,450	56,450	57,950
Prof 5		56,232	58,232	59,732
Advanced Prof		59,346	61,346	62,846
Advanced Prof 2		60,818	62,818	64,318
Advanced Prof 3		62,278	64,278	65,778
Advanced Prof 4		63,726	65,726	67,226

6,359  
 6,487  
 6,872  
 7,398  
 7,366  
 7,334  
 7,302  
 8,603  
 7,340  
 7,836  
 8,337

Wendell School District Certified Salary Matrix  
State Approved Career Ladder

	2023-24	BA +24	Master's
Res 1	41,118		
Res 2	41,988		
Res 3	42,860		
Prof 1	43,990	45,990	47,490
Prof 2	45,773	47,773	49,273
Prof 3	47,555	49,555	51,055
Prof 4	49,337	51,337	52,837
Prof 5	51,119	53,119	54,619
Advanced Prof	54,233	56,233	57,733
Advanced Prof 2	55,705	57,705	59,205
Advanced Prof 3	57,165	59,165	60,665
Advanced Prof 4	58,613	60,613	62,113

	2022-23	BA +24	Master's
Res 1	40,742		
Res 2	41,486		7,605
Res 3	42,231		7,733
Prof 1	43,488	45,488	46,988
Prof 2	45,302	47,302	48,802
Prof 3	47,116	49,116	50,616
Prof 4	48,930	50,930	52,430
Prof 5	50,743	52,743	54,243
Advanced Prof	53,478	55,478	56,978
Advanced Prof 2	54,442	56,442	57,942
Advanced Prof 3	55,389	57,389	58,889
Advanced Prof 4			9,583

Wendell School District Certified Salary Matrix				
		2023-24	BA +24	Master's
Res 1		47,477		
Res 2		48,347		
Res 3		49,219		
Prof 1		50,349	52,349	53,849
Prof 2		52,132	54,132	55,632
Prof 3		53,914	55,914	57,414
Prof 4		55,696	57,696	59,196
Prof 5		57,478	59,478	60,978
Advanced Prof		60,592	62,592	64,092
Advanced Prof 2		62,064	64,064	65,564
Advanced Prof 3		63,524	65,524	67,024
Advanced Prof 4		64,972	66,972	68,472

Salary Schedule (Based on State Career Ladder)  
Joint Hagerman School District No. 233  
2023-2024

Career Ladder Rung	Career Ladder Salary
AP4	\$58,613
AP3	\$57,165
AP2	\$55,705
AP1	\$54,233
Prof 5	\$51,119
Prof 4	\$49,337
Prof 3	\$47,555
Prof 2	\$45,773
Prof 1	\$43,990
Res3	\$42,860
Res2	\$41,988
Res1	\$41,118



**Bliss School District #234**  
**Salary Pay Schedule for 2023 - 2024**

234 Bliss  
 Joint School  
 District

**Base Salary**

<b>FY 2023-2024</b>	<b>2023-2024</b>
<b>Career Ladder Placement</b>	<b>Salary Apportionment</b>
<b>R1</b>	<b>\$ 41,118</b>
<b>R2</b>	<b>\$ 41,988</b>
<b>R3</b>	<b>\$ 42,860</b>
<b>P1</b>	<b>\$ 43,990</b>
<b>P2</b>	<b>\$ 45,773</b>
<b>P3</b>	<b>\$ 47,555</b>
<b>P4</b>	<b>\$ 49,337</b>
<b>P5</b>	<b>\$ 51,119</b>
<b>AP1</b>	<b>\$ 54,233</b>
<b>AP2</b>	<b>\$ 55,705</b>
<b>AP3</b>	<b>\$ 57,165</b>
<b>AP4</b>	<b>\$ 58,613</b>

**With Additional Pay 23-24 Only**

<b>FY 2023-2024</b>	<b>2023-2024</b>
<b>Career Ladder Placement</b>	<b>Salary Apportionment Additional \$6,359 allocation per SB</b>
<b>R1</b>	<b>\$ 47,477</b>
<b>R2</b>	<b>\$ 48,347</b>
<b>R3</b>	<b>\$ 49,219</b>
<b>P1</b>	<b>\$ 50,349</b>
<b>P2</b>	<b>\$ 52,132</b>
<b>P3</b>	<b>\$ 53,914</b>
<b>P4</b>	<b>\$ 55,696</b>
<b>P5</b>	<b>\$ 57,478</b>
<b>AP1</b>	<b>\$ 60,592</b>
<b>AP2</b>	<b>\$ 62,064</b>
<b>AP3</b>	<b>\$ 63,524</b>
<b>AP4</b>	<b>\$ 64,972</b>

**Enter Number of Advanced Degrees**

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

**Education Allc Premium**

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

COTTONWOOD SCHOOL DISTRICT #242  
2023 - 2024 SALARY SCHEDULE

0.0375  
0.0375

10%

Exp	BA	BA+12	BA+24	MA BA+36	MA+12 BA+48	MA+24 BA+60	MA+36 ES/DR
0	35473	36803	38183	39615	41101	42642	44241
1	36803	38183	39615	41101	42642	44241	45900
2	38183	39615	41101	42642	44241	45900	47621
3	39615	41101	42642	44241	45900	47621	49407
4	41101	42642	44241	45900	47621	49407	51260
5	42642	44241	45900	47621	49407	51260	53182
6	44241	45900	47621	49407	51260	53182	55177
7	45900	47621	49407	51260	53182	55177	57246
8	47621	49407	51260	53182	55177	57246	59392
9	49407	51260	53182	55177	57246	59392	61620
10		53182	55177	57246	59392	61620	63930
11					61620	63930	66328
12						66328	68815
13							71396

The minimum salary paid will be \$44,816



Salmon River Joint School District 243  
2023-24 Certified Career Ladder

243 Salmon River  
Joint School District

2023/24 Salary Schedule/Career Ladder

State Career Ladder 2022 Reimbursement

R1	R2	R3		
\$41118	\$41988	\$42,860		
P1	P2	P3	P4	P5
\$43990	\$45773	\$47,555	\$49,337	\$51119
AP1	AP2	AP3	AP4	AP5
\$54233	\$55705	\$57165	\$58,613	N/A

With District Addition

R1	R2	R3		
\$41,118	\$42,526	\$43,771		
P1	P2	P3	P4	P5
\$45,528	\$47,842	\$50,156	\$52,470	\$54,783
AP1	AP2	AP3	AP4	AP5
\$58,018	\$59,482	\$60,929	\$61,129	N/A

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.

A bonus will be given to each certified employee to be distributed according to FTE percentage.

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

**Salary Schedule is Based Upon a 171 Day Contract**

**2023-2024 Negotiations Settled July 2023**

<u>Steps</u>	<u>BA</u>	<u>BA + 24</u>	<u>MA</u>
1	44,742	44,992	45,242
2	45,986	46,236	46,486
3	47,231	47,481	47,731
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		65,618	68,357
13		67,854	70,996
14+			73,748

**JEFFERSON SCHOOL DISTRICT 251  
2024 CERTIFIED SALARY SCHEDULE**

	<b>Base</b>	<b>BA+24</b>	<b>MA</b>
R1	47,500	49,500	51,000
R2	48,500	50,500	52,000
R3	49,500	51,500	53,000
P1	50,500	52,500	54,000
P2	51,000	53,000	54,500
P3	52,000	54,000	55,500
P4	54,000	56,000	57,500
P5	56,000	58,000	59,500
AP1	58,000	60,000	61,500
AP2	60,750	62,750	64,250
AP3	63,359	65,359	66,859
AP4	67,000	69,000	70,500
AP5	70,359	72,359	73,859
AP5+15 Years	73,359	75,359	76,859

**RIRIE SCHOOL DISTRICT #252 - SALARY SCHEDULE  
CERTIFICATED EMPLOYEES & PUPIL SERVICES STAFF  
2023-2024**

<b>Placement</b>	<b>Salary Apportionment</b>	<b>Monthly Amount</b>
R1	\$46,118.00	\$3,843.17
R2	\$46,988.00	\$3,915.67
R3	\$47,860.00	\$3,988.33
P1	\$48,990.00	\$4,082.50
P2	\$50,773.00	\$4,231.08
P3	\$52,555.00	\$4,379.58
P4	\$54,337.00	\$4,528.08
P5	\$56,119.00	\$4,676.58
AP1	\$59,233.00	\$4,936.08
AP2	\$60,705.00	\$5,058.75
AP3	\$62,165.00	\$5,180.42
AP4	\$63,613.00	\$5,301.08

## 2023-24 CERTIFICATED SALARY

Career Ladder Placement	STATE Career Ladder Salary Allocation	State Allocation with \$6359	R & R Extra contract	West Jefferson Salary Schedule	Education Allocation BA+24 \$2,000	Education Allocation Masters \$3500
R1	\$41,118	\$47,477	\$1,500	\$48,977		
R2	\$41,988	\$48,347	\$1,500	\$49,847		
R3	\$42,860	\$49,219	\$1,500	\$50,719		
P1	\$43,990	\$50,349	\$1,600	\$51,949	\$53,949	\$55,449
P2	\$45,773	\$52,132	\$1,700	\$53,832	\$55,832	\$57,332
P3	\$47,555	\$53,914	\$1,800	\$55,714	\$57,714	\$59,214
P4	\$49,337	\$55,696	\$1,900	\$57,596	\$59,596	\$61,096
P5	\$51,119	\$57,478	\$2,000	\$59,478	\$61,478	\$62,978
AP1	\$54,233	\$60,592	\$2,100	\$62,692	\$64,692	\$66,192
AP2	\$55,705	\$62,064	\$2,200	\$64,264	\$66,264	\$67,764
AP3	\$57,165	\$63,524	\$2,300	\$65,824	\$67,824	\$69,324
AP4	\$58,613	\$64,972	\$2,400	\$67,372	\$69,372	\$70,872

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

\*\$6,359 based on Senate Bill 1205 (2023 Legislative Session)

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

**Jerome School District FY 23-24  
Career Ladder Schedule  
Certified Salary - Instructional and Pupil Service Staff**

261 Jerome Joint School  
District

Residency	Education Allocation	Residency 1	Residency 2	Residency 3
BA+0	\$0	\$41,118	\$41,988	\$42,860
BA+24	N/A	\$41,118	\$41,988	\$42,860
MA	N/A	\$41,118	\$41,988	\$42,860

Residency / Professional	Education Allocation	Res. / Pro. 1	Res. / Pro. 2	Res. / Pro. 3
BA+0	\$0	\$43,990	\$43,990	\$43,990
BA+24	\$2,000	\$45,990	\$45,990	\$45,990
MA	\$3,500	\$47,490	\$47,490	\$47,490

Professional	Education Allocation	Professional 1	Professional 2	Professional 3	Professional 4	Professional 5
BA+0	\$0	\$43,990	\$45,773	\$47,555	\$49,337	\$51,119
BA+24	\$2,000	\$45,990	\$47,773	\$49,555	\$51,337	\$53,119
MA	\$3,500	\$47,490	\$49,273	\$51,055	\$52,837	\$54,619

Grandfather Professional	Education Allocation	Experienced 9	Experienced 10	GF - A 9	GF - A 10	GF - B 9	GF - B 10
BA+0	\$0	\$52,894	\$54,876	\$53,422	\$55,428	\$53,956	\$55,976
BA+24	\$2,000	\$54,894	\$56,876	\$55,422	\$57,428	\$55,956	\$57,976
MA	\$3,500	\$56,394	\$58,376	\$56,922	\$58,928	\$57,456	\$59,476

Advanced Professional	Education Allocation	Adv. Prof. 1	Adv. Prof. 2	Adv. Prof. 3	Adv. Prof. 4	Adv. Prof. 5
BA+0	\$0	\$54,233	\$55,705	\$57,165	\$58,613	-
BA+24	\$2,000	\$56,233	\$57,705	\$59,165	\$60,613	-
MA	\$3,500	\$57,733	\$59,205	\$60,665	\$62,113	-

**FY 23-24 Salary Schedule:**

\*\*All qualifying staff will move one step from their placement on the FY 22-23 negotiated salary schedule. Staff who qualify for the Advanced Professional rung will be placed on the higher of their Advanced Professional rung or their Grandfather Professional rung. Movement on the Career Ladder Professional and Advanced Professional compensation rung is subject to meeting the requirements set forth in Idaho Code 33-1004B(3)(5).

**Career Ladder Placement:**

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

**Experienced and Grandfathered Placement:**

\*\* (i) Individuals in the Experienced level 9, Grandfather A Professional level 9, and Grandfather B Professional level 9, during the previous fiscal year will remain at the same corresponding cohort rung for July 1, 2023, through June 30, 2024.

\*\* (ii) Individuals in the Experienced level 10, Grandfather A Professional level 10, and Grandfather B Professional level 10, during the previous fiscal year will remain at the same corresponding cohort rung for July 1, 2023, through June 30, 2024.

\*\* JSD Career Ladder Language



## 2023-2024 CAREER LADDER

262 Valley School  
District

	APPORTIONMENT
RES 1	\$41,118.00
RES 2	\$41,988.00
RES 3	\$42,860.00
PROF 1	\$43,990.00
PROF 2	\$45,773.00
PROF 3	\$47,555.00
PROF 4	\$49,337.00
PROF 5	\$51,119.00
ADVANCED PROF 1	\$54,233.00
ADVANCED PROF 2	\$55,705.00
ADVANCED PROF 3	\$57,165.00
ADVANCED PROF 4	\$58,613.00



**COEUR D'ALENE DISTRICT SALARY SCHEDULE**  
**CERTIFIED SALARY GUIDE - FY 24**

TRUE BASE:		\$41,118		
ADD'L TEACHER COMP:		\$6,359		
Column:	████████████████████	\$1,286	\$1,662	\$1,662
Step (3.45%):	\$1,638	\$1,638	\$1,638	\$1,638

	BA	BA 24+	BA48+	BA72+
1	\$47,477	\$48,763	<b>\$50,424</b>	<b>\$52,086</b>
2	\$49,115	\$50,401	<b>\$52,062</b>	<b>\$53,724</b>
3	\$50,753	\$52,039	<b>\$53,700</b>	<b>\$55,362</b>
4	\$52,391	\$53,677	\$55,338	<b>\$57,000</b>
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

\***BOLDED CELLS BA48 (1,2,3) & BA72 (1-4)** = only awarded for positions requiring Masters Degree for credential (i.e. Counselors, SLP, Skl Psychologists)

HEALTH INS. BENEFIT PER YR =	up to:	\$14,838.00
LIFE INS. BENEFIT PER YR=	up to:	\$105.00
MASTER'S DEGREE =	add:	\$3,000.00
DOCTORATE DEGREE =	add:	\$4,126.42

LONGEVITY EXPERIENCE = add:	
BA48 with 16-20 years	\$875
BA72 with 16-20 years	\$1,650
BA72 with 21-25 years	\$2,150
BA72 with 25+ years	\$2,650

**Professional endorsement requirements (Idaho Cod 33-1201A):**

- 1.) have held a certificate for at least 3 years or longer, 2.) met the professional compensation rung performance criteria for 2 of the 3 previous years or 3rd year, 3.) have an annual individualized professional learning plan (growth plan) developed in conjunction with Supervisor



**LAKELAND JOINT SCHOOL DISTRICT**  
 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

## FY2023-2024 LJSD Certified Salary Schedule

### New Single-Column Salary Schedule

CELL	Salary	%Change	Explanations:		
1	\$47,477		The goal will be to place all teachers onto this scale where the aggregate of their increase of Salary, BA+24 or MA stipend, and the increase in APE (if eligible) is a minimum of 6% more than they made last year.  Each CELL down is a 2% increase. No more moving over, just stipends to push receiving credits.  BA+24 - up stipend to incentivise adding credits - \$1,900.  MA Stipend increase to \$3,200.  Increasing \$ at each APE Step.		
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				
<b>APE Pass Through Adjustment - 2024</b>					
	APE1	APE2	APE3	APE4	APE5
FY2024	\$3,114	\$4,586	\$6,046	\$7,494	--

APPENDIX A (1)

Post Falls School District #273 Certified Teacher Salary Schedule  
2023 – 2024 School Year

STEP	BA	BA+12	BA+24	BA+36	BA+48	BA+60	MA	MA+12	MA+24
1	46,000	46,000	46,000	46,000	46,000	47,425	49,500	49,500	50,925
2	46,000	46,000	46,000	46,000	46,709	48,947	49,500	50,209	52,447
3	46,000	46,000	46,000	46,000	48,231	50,468	49,500	51,731	53,968
4	46,000	46,000	46,000	47,515	49,752	51,989	51,015	53,252	55,489
5	46,000	46,000	46,353	49,036	51,273	53,511	52,536	54,773	57,011
6	46,000	46,000	47,874	50,558	52,795	55,031	54,058	56,295	58,531
7	46,000	47,159	49,396	52,079	54,316	56,552	55,579	57,816	60,052
8	46,443	48,680	50,917	53,600	55,837	58,073	57,100	59,337	61,573
9	47,964	50,201	52,438	55,121	57,359	59,595	58,621	60,859	63,095
10	49,485	51,722	53,960	56,643	58,880	61,116	60,143	62,380	64,616
11	51,007	53,244	55,481	58,106	60,386	62,646	61,606	63,886	66,146
12	52,528	54,765	57,002	60,504	62,856	65,215	64,004	66,356	68,715
13				63,000	65,437	67,871	66,500	68,937	71,371
14				65,606	68,125	70,645	69,106	71,625	74,145
15				67,431	70,301	73,304	70,931	73,801	76,804
20				68,146	71,016	74,020	71,646	74,516	77,520
25				68,862	71,733	74,736	72,362	75,233	78,236

The salary schedule is calculated on a base salary of \$35,794 for the 2023-2024 school year with a minimum salary of \$46,000. The duration of the 2023-2024 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.

*Note: This proposal includes \$1,075,001 unbudgeted ongoing costs, to be covered from the fund balance in FY24. These costs shall be deducted from any newly allocated revenues in FY25 to prepare a balanced budget.*

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

For school year 2023-2024 only, in the regular November 2023 paycheck, certified instructional and pupil service staff will receive a \$1,000 stipend. This stipend will be distributed to staff based on their FTE. This stipend will be subject to the employee's personal taxes and deductions.

Education

274 Kootenai School District

Years of Service	BA	BA + 12	BA + 24	BA + 36	BA + 48	MA	MA + 12	MA + 24	MA + 36
(R1) 0	\$ 47,477	\$ 47,977	\$ 49,477	\$ 49,977	\$ 50,477	\$ 50,977	\$ 51,477	\$ 51,977	\$ 52,477
(R2) 1	\$ 48,347	\$ 48,847	\$ 50,347	\$ 50,847	\$ 51,347	\$ 51,847	\$ 52,347	\$ 52,847	\$ 53,347
(R3) 2	\$ 49,219	\$ 49,719	\$ 51,219	\$ 51,719	\$ 52,219	\$ 52,719	\$ 53,219	\$ 53,719	\$ 54,219
(P1) 3	\$ 50,349	\$ 50,849	\$ 52,349	\$ 52,849	\$ 53,349	\$ 53,849	\$ 54,349	\$ 54,849	\$ 55,349
(P2) 4	\$ 52,132	\$ 52,632	\$ 54,132	\$ 54,632	\$ 55,132	\$ 55,632	\$ 56,132	\$ 56,632	\$ 57,132
(P3) 5	\$ 53,914	\$ 54,414	\$ 55,914	\$ 56,414	\$ 56,914	\$ 57,414	\$ 57,914	\$ 58,414	\$ 58,914
(P4) 6	\$ 55,696	\$ 56,196	\$ 57,696	\$ 58,196	\$ 58,696	\$ 59,196	\$ 59,696	\$ 60,196	\$ 60,696
(P5) 7	\$ 57,478	\$ 57,978	\$ 59,478	\$ 59,978	\$ 60,478	\$ 60,978	\$ 61,478	\$ 61,978	\$ 62,478
(AP1) 8	\$ 60,592	\$ 61,092	\$ 62,592	\$ 63,092	\$ 63,592	\$ 64,092	\$ 64,592	\$ 65,092	\$ 65,592
(AP2) 9	\$ 62,064	\$ 62,564	\$ 64,064	\$ 64,564	\$ 65,064	\$ 65,564	\$ 66,064	\$ 66,564	\$ 67,064
(AP3) 10	\$ 63,524	\$ 64,024	\$ 65,524	\$ 66,024	\$ 66,524	\$ 67,024	\$ 67,524	\$ 68,024	\$ 68,524
(AP4) 11	\$ 64,972	\$ 65,472	\$ 66,972	\$ 67,472	\$ 67,972	\$ 68,472	\$ 68,972	\$ 69,472	\$ 69,972
12		\$ 66,172	\$ 67,672	\$ 68,172	\$ 68,672	\$ 69,172	\$ 69,672	\$ 70,172	\$ 70,672
13		\$ 66,872	\$ 68,372	\$ 68,872	\$ 69,372	\$ 69,872	\$ 70,372	\$ 70,872	\$ 71,372
14		\$ 67,572	\$ 69,072	\$ 69,572	\$ 70,072	\$ 70,572	\$ 71,072	\$ 71,572	\$ 72,072
15		\$ 68,272	\$ 69,772	\$ 70,272	\$ 70,772	\$ 71,272	\$ 71,772	\$ 72,272	\$ 72,772
16		\$ 68,972	\$ 70,472	\$ 70,972	\$ 71,472	\$ 71,972	\$ 72,472	\$ 72,972	\$ 73,472
17		\$ 69,672	\$ 71,172	\$ 71,672	\$ 72,172	\$ 72,672	\$ 73,172	\$ 73,672	\$ 74,172
18		\$ 70,372	\$ 71,872	\$ 72,372	\$ 72,872	\$ 73,372	\$ 73,872	\$ 74,372	\$ 74,872

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

For the 2023/2024 school year only the District will provide a \$300.00/month Local Control stipend for each full-time Professional Employee

**Moscow School District #281**  
**2023-2024 Salary Schedule**

7.00%

	A	B	C	D	E	F	G	H
	BA	BA+10	BA+20	BA+30	MA	MA+10	MA+20	MA+30
Step 1	41,118	41,118	41,118	41,118	44,056	46,084	48,202	50,421
2	41,118	41,118	41,118	44,056	46,084	48,202	50,421	52,740
3	41,118	41,118	44,056	46,084	48,202	50,421	52,740	55,165
4	41,118	44,056	46,084	48,202	50,421	52,740	55,165	57,703
5	44,056	46,084	48,202	50,421	52,740	55,165	57,703	60,357
6	46,084	48,202	50,421	52,740	55,165	57,703	60,357	63,133
7	48,202	50,421	52,740	55,165	57,703	60,357	63,133	66,038
8		54,791	55,640	58,199	60,877	63,678	66,606	69,670
9			60,464	61,401	64,224	67,179	70,269	73,502
10				67,357	70,455	73,695	77,086	80,631

Calculating Base - \$36,804

33-1004E(1) ID Code:

State Residency Minimum Instructional - \$41,118

State Residency Minimum Pupil Srv - \$41,118

33-1004E(2) ID Code:

State Professional Minimum Pupil Srv - \$43,990

State Professional Minimum Instructional - \$43,990

**ARTICLE IV-SECTION 4-1  
SALARY SCHEDULE  
GENESEE JOINT SCHOOL DISTRICT NO. 282  
2023-2024**

**282 Genesee Joint  
School District**

Years	BA	BA + 15	BA+30	BA+45	BA + 60	BA + 75	ES/DR
				MA	MA + 15	MA + 30	MA + 45
1	47,600.00	47,600.00	47,600.00	47,600.00	47,717.52	50,026.86	52,336.17
2	47,600.00	47,600.00	47,600.00	47,600.00	49,641.75	51,951.10	54,259.06
3	47,600.00	47,600.00	47,600.00	49,256.64	51,565.96	53,875.28	56,183.27
4	47,600.00	47,600.00	48,871.54	51,180.85	53,490.16	55,799.49	58,107.48
5	47,600.00	48,487.74	50,795.81	53,105.06	55,414.37	57,722.38	60,031.70
6		50,412.03	52,719.96	55,029.28	57,338.58	59,646.59	61,955.91
7		52,336.17	54,644.17	56,940.35	59,262.80	61,570.80	63,880.12
8		54,259.06	56,568.39	58,877.69	61,187.01	63,495.01	65,804.42
9			58,492.60	60,801.91	63,109.91	65,419.31	67,728.54
10			60,416.81	62,134.66	65,034.12	67,343.44	69,652.76
11				64,650.33	66,958.33	69,267.65	71,576.97
12					68,882.54	71,191.95	73,501.18
13 or more						73,116.08	75,425.38
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 \$38,481.64 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 2022-2023, with at least 10 consecutive years of service within the Genesee School District, as determined by their latest date of hire, will receive \$1,500 additional annual salary.
  - b. Employees beginning in their 25th to 29th year of total service in 2022-2023, with at least 10 consecutive years of service within the Genesee School District, as determined by their latest date of hire, will receive \$3,000 additional annual salary.
  - c. Employees beginning in their 30th or greater year of total service in 2022-2023, with at least 10 consecutive years of service within the Genesee School District, as determined by their latest date of hire, will receive \$4,500 additional annual salary.

**KENDRICK JT. SCHOOL DISTRICT NO. 283**  
**2023-2024**  
**SALARY SCHEDULE**

**283 Kendrick Joint**  
**School District**

	BA	BA+12	BA+24	MA BA+36	MA+12 BA+48	MA+24 BA+60	MA+36 ES/DR
0	42500	42500	42500	42500	43669	45308	47008
1	44250	44250	44250	44250	45308	47008	48772
2	44250	44250	44250	45308	47008	48772	50599
3	44250	44250	45308	47008	48772	50599	52495
4	46000	46000	47008	48772	50599	52495	54462
5	46000	47008	48772	50599	52495	54462	56505
6	47008	48772	50599	52495	54462	56505	58623
7	48772	50599	52495	54462	56505	58623	60820
8	50599	52495	54462	56505	58623	60820	63101
9	52495	54462	56505	58623	60820	63101	65467
10		56505	58623	60820	63101	65467	67921
11					65467	67921	70469
12						70469	73110
13							75850

**SCHEDULE II – SUPPLEMENTAL**

\$29,405 BASE SALARY X PERCENTAGE

**Athletic Director 18%**

**Fall Sports**

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

1<sup>st</sup> Assistant (Minimum 11) 8%

2<sup>nd</sup> Assistant (Minimum 20) 4.5%

Jr. High Football (Minimum 11) 5%

Assistant (Minimum 14) 5%

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

1<sup>st</sup> Assistant (Minimum 11) 8%

2<sup>nd</sup> 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<sup>st</sup> Assistant (Minimum 11) 8%

2<sup>nd</sup> Assistant (Minimum 20) 4.5%

Jr. High Boys Basketball (Minimum 8) 5%

Assistant (Minimum 13) 5%

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

1<sup>st</sup> Assistant (Minimum 11) 8%

2<sup>nd</sup> 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<sup>st</sup> Assistant (Minimum 11) 8%

2<sup>nd</sup> Assistant (Minimum 20) 4.5%

Jr. High Track (Minimum 8) 5%

1<sup>st</sup> Assistant (Minimum 16) 5%

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

1<sup>st</sup> Assistant (Minimum 11) 8%

2<sup>nd</sup> Assistant (Minimum 20) 4.5%

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

1<sup>st</sup> Assistant (Minimum 11) 8%

2<sup>nd</sup> 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<sup>th</sup> & 8<sup>th</sup> Grade \$75

Student Council Advisor \$500

FFA Advisor \$750

BPA Advisor \$750

**Elementary**

Christmas Program Coordinator \$200

Spring Concert \$200

**KHS**

Sr. Project Display \$200

**SCHEDULE IV BENEFITS**

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

\$20,000 Life Insurance Benefit

Medical Benefits: District \$1258.64/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 2023-2024 w/movement**

Prev Years Base	% Increase	\$ Increase	New Base	Min Salary	Daily Wage	Max Salary	Daily Wage
\$35,818	5.50%	\$1,970		\$44,200	\$233	\$74,600	\$393
				Step Increase: \$1,000.00			

Potlatch, Idaho  
Teachers Salary Schedule 2023-2024

EXP	BA	BA+15	MA	MA+15	PHD					
			BA+30	BA+45	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	\$52,315
6	1.22545	\$49,200	1.27631	\$50,200	1.32928	\$51,200	1.38444	\$52,315	1.44189	\$54,486
7		\$49,200	1.32928	\$51,200	1.38444	\$52,315	1.44189	\$54,486	1.50173	\$56,747
8		\$49,200	1.38444	\$52,315	1.44189	\$54,486	1.50173	\$56,747	1.56405	\$59,102
9		\$49,200		\$52,315	1.50173	\$56,747	1.56405	\$59,102	1.62896	\$61,555
10		\$49,200		\$52,315	1.56405	\$59,102	1.62896	\$61,555	1.69657	\$64,110
11		\$49,200		\$52,315		\$59,102	1.72970	\$65,362	1.76697	\$66,770
12		\$49,200		\$52,315		\$59,102		\$65,362	1.84030	\$69,541
13		\$49,200		\$52,315		\$59,102		\$65,362	1.97416	\$74,600

Wages are Based on Total Days: 190

**TROY SCHOOL DISTRICT 287**  
**2023-2024**  
**SALARY MATRIX**

**287 Troy School District**

Experience	BA		BA+15		BA+30		BA+45 MA		BA+60 MA+15		** MA+30							
		FTE \$ per FTE		FTE \$ per FTE		FTE \$ per FTE		FTE \$ per FTE		FTE \$ per FTE		FTE \$ per FTE						
1	1.000	37,631	-	1.049	39,475	-	1.098	41,319	-	1.147	43,162	-	1.196	45,006	-	1.245	46,850	-
		43,791	-		43,791	-		43,791	-		43,791	-			-			-
2	1.049	39,475	-	1.098	41,319	-	1.147	43,162	-	1.196	45,006	-	1.245	46,850	-	1.294	48,694	-
		43,791	-		43,791	-		43,791	-			-			-			-
3	1.098	41,319	-	1.147	43,162	-	1.196	45,006	-	1.245	46,850	-	1.294	48,694	-	1.343	50,538	-
		43,791	-		43,791	-			-			-			-			-
4	1.147	43,162	-	1.196	45,006	-	1.245	46,850	-	1.294	48,694	-	1.343	50,538	-	1.392	52,382	-
		43,791	-			-			-			-			-			-
5	1.196	45,006	-	1.245	46,850	-	1.294	48,694	-	1.343	50,538	-	1.392	52,382	-	1.441	54,226	-
			-			-			-			-			-			-
6	1.245	46,850	-	1.294	48,694	-	1.343	50,538	-	1.392	52,382	-	1.441	54,226	-	1.490	56,070	-
			-			-			-			-			-			-
7	1.294	48,694	-	1.343	50,538	-	1.392	52,382	-	1.441	54,226	-	1.490	56,070	-	1.539	57,914	-
			-			-			-			-			-			-
8	1.343	50,538	-	1.392	52,382	-	1.441	54,226	-	1.490	56,070	-	1.539	57,914	-	1.588	59,758	-
			-			-			-			-			-			-
9			-	1.441	54,226	-	1.490	56,070	-	1.539	57,914	-	1.588	59,758	-	1.637	61,601	-
			-			-			-			-			-			-
10			-			-	1.539	57,914	-	1.588	59,758	-	1.637	61,601	-	1.686	63,445	-
			-			-			-			-			-			-
11			-			-	1.588	59,758	-	1.637	61,601	-	1.686	63,445	-	1.735	65,289	-
			-			-			-			-			-			-
12			-			-	1.637	61,601	-	1.686	63,445	-	1.735	65,289	-	1.784	67,133	-
			-			-			-			-			-			-
13			-			-			-	1.735	65,289	-	1.784	67,133	-	1.833	68,977	-
			-			-			-			-			-			-
14			-			-			-	1.784	67,133	-	1.833	68,977	-	1.882	70,821	-
			-			-			-			-			-			-
15			-			-			-	1.833	68,977	-	1.882	70,821	-	1.931	72,665	-
			-			-			-			-			-			-
16			-			-			-	1.882	70,821	-	1.931	72,665	-	1.980	74,509	-
			-			-			-			-			-			-
17			-			-			-			-			-	2.029	76,353	-

2023-2024 Salary Schedule  
PROPOSED

Experience		BA	BA+15	BA+30	MA	MA+15	MA+30						
Completed Years @ 8/31	Current Year				BA+45	BA+60	**BA+75						
0	1	1.000	\$38,914	1.049	\$40,821	1.098	\$42,728	1.147	\$44,634	1.196	\$46,541	1.245	\$48,448
1	2	1.049	\$40,821	1.098	\$42,728	1.147	\$44,634	1.196	\$46,541	1.245	\$48,448	1.294	\$50,355
2	3	1.098	\$42,728	1.147	\$44,634	1.196	\$46,541	1.245	\$48,448	1.294	\$50,355	1.343	\$52,262
3	4	1.147	\$44,634	1.196	\$46,541	1.245	\$48,448	1.294	\$50,355	1.343	\$52,262	1.392	\$54,168
4	5	1.196	\$46,541	1.245	\$48,448	1.294	\$50,355	1.343	\$52,262	1.392	\$54,168	1.441	\$56,075
5	6	1.245	\$48,448	1.294	\$50,355	1.343	\$52,262	1.392	\$54,168	1.441	\$56,075	1.490	\$57,982
6	7	1.294	\$50,355	1.343	\$52,262	1.392	\$54,168	1.441	\$56,075	1.490	\$57,982	1.539	\$59,889
7	8			1.392	\$54,168	1.441	\$56,075	1.490	\$57,982	1.539	\$59,889	1.588	\$61,795
8	9					1.490	\$57,982	1.539	\$59,889	1.588	\$61,795	1.637	\$63,702
9	10					1.539	\$59,889	1.588	\$61,795	1.637	\$63,702	1.686	\$65,609
10	11					1.588	\$61,795	1.637	\$63,702	1.686	\$65,609	1.735	\$67,516
11	12							1.686	\$65,609	1.735	\$67,516	1.784	\$69,423
12	13							1.735	\$67,516	1.784	\$69,423	1.833	\$71,329
13	14									1.833	\$71,329	1.882	\$73,236
14	15									1.882	\$73,236	1.931	\$75,143

**Extracurricular**

Activity Director	0.135	\$5,253
High School		
BB FB VB	0.135	\$5,253
Asst BB FB VB	0.09	\$3,502
Cross Country	0.09	\$3,502
Track	0.105	\$4,086
Asst Track/XC	0.07	\$2,724
Junior High		
FB BB VB	0.055	\$2,140

Prom Coordinator	0.0125	\$486
Yearbook Adv	0.0125	\$486
Cheer Coach	0.065	\$2,529
FFA	0.052	\$2,024
BPA	0.052	\$2,024
Spirit Club	0.0125	\$486
Sudent Council	0.0233	\$907
Concessions	0.128	\$4,981
Music, Concerts	0.03	\$1,167
Activities Photo	0.035	\$1,362
IDFY	0.0233	\$907
Senior Advisor	0.0248	\$965

**NOTES:** Proposed 5% Salary increase. Date: 5/23/2023 Base pay for new teacher \$41118

**Appendix A1  
2009-2010 State**

<b>Minimum Salary Residence Rung \$41,118</b>				<b>Minimum Salary Professional Rung: \$43,990</b>			
	<b>BA</b>	<b>BA 12</b>	<b>BA 24</b>	<b>BA 36/MA</b>	<b>BA 48/MA 12</b>	<b>BA 60/MA 24</b>	<b>MA 36/EDS/DR</b>
<b>0</b>	\$30,992	\$32,153	\$33,359	\$34,611	\$35,909	\$37,258	\$38,655
<b>1</b>	\$32,153	\$33,359	\$34,611	\$35,909	\$37,258	\$38,655	\$40,105
<b>2</b>	\$33,359	\$34,611	\$35,909	\$37,258	\$38,655	\$40,105	\$41,609
<b>3</b>	\$34,611	\$35,909	\$37,258	\$38,655	\$40,105	\$41,609	\$43,167
<b>4</b>	\$35,909	\$37,258	\$38,655	\$40,105	\$41,609	\$43,167	\$44,785
<b>5</b>	\$37,258	\$38,655	\$40,105	\$41,609	\$43,167	\$44,785	\$46,465
<b>6</b>	\$38,655	\$40,105	\$41,609	\$43,167	\$44,785	\$46,465	\$48,207
<b>7</b>	\$40,105	\$41,609	\$43,167	\$44,785	\$46,465	\$48,207	\$50,014
<b>8</b>	\$41,609	\$43,167	\$44,785	\$46,465	\$48,207	\$50,014	\$51,888
<b>9</b>	\$43,167	\$44,785	\$46,465	\$48,207	\$50,014	\$51,888	\$53,835
<b>10</b>	\$43,167	\$46,465	\$48,207	\$50,014	\$51,888	\$53,835	\$55,853
<b>11</b>	\$43,167	\$46,465	\$48,207	\$50,014	\$53,835	\$57,947	\$60,120
<b>12</b>	\$43,167	\$46,465	\$48,207	\$50,014	\$53,835	\$57,947	\$60,120
<b>13</b>	\$43,167	\$46,465	\$48,207	\$50,014	\$53,835	\$57,947	\$62,373

Certified Staff Salary Schedule

<b>2023-2024 Career Ladder (Base Yr 1)</b>	<b>2023-2024 Base Salary Yr 1</b>
R1	\$41,118
R2	\$41,988
R3	\$42,860
P1	\$43,990
P2	\$45,773
P3	\$47,555
P4	\$49,337
P5	\$51,119
AP1	\$54,233
AP2	\$55,705
AP3	\$57,165
AP4	\$58,613

**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: July 10, 2023

**Appendix A**  
**Nezperce Joint School District No. 302**  
**2023-2024**  
**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	38,864	40,030	41,231	42,468	43,742	45,054	46,406
1	2	40,030	41,231	42,468	43,742	45,054	46,406	47,798
2	3	41,231	42,468	43,742	45,054	46,406	47,798	49,232
3	4	42,468	43,742	45,054	46,406	47,798	49,232	50,709
4	5	43,742	45,054	46,406	47,798	49,232	50,709	52,230
5	6	45,054	46,406	47,798	49,232	50,709	52,230	53,797
6	7	46,406	47,798	49,232	50,709	52,230	53,797	55,411
7	8	47,798	49,232	50,709	52,230	53,797	55,411	57,073
8	9	49,232	50,709	52,230	53,797	55,411	57,073	58,785
9	10	50,709	52,230	53,797	55,411	57,073	58,785	60,549
10	11		53,797	55,411	57,073	58,785	60,549	62,365
11	12					60,549	62,365	64,236
12	13						64,704	66,645
13	14						67,130	69,144
14	15							71,737

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 \$41,118 per Idaho Code 33-1004E.

Staff holding a professional endorsement will be paid at \$43,990 per Idaho Code 33-1001(17)

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

2023-2024  
 KAMIAH SCHOOL DISTRICT  
 CERTIFIED INSTRUCTIONAL STAFF  
 With IDAHO CODE 33-1004B

304 Kamiah Joint School  
 District

***The Additional \$6359 to be divided by ALL Instructional FTE'S  
 (FTE = 28.5 Add to cell \$5409.90)***

5-11-23

	Years Exp.	Base Salary (BA)	BA + 24 Credits	Master's Degree (MA)/PhD
R1	1	\$ 41,118	\$ 41,118	\$ 41,118
R2	2	\$ 41,988	\$ 41,988	\$ 41,988
R3	3	\$ 42,860	\$ 42,860	\$ 42,860
P1	4	\$ 43,990	\$ 44,941	\$ 45,461
P2	5	\$ 45,773	\$ 46,289	\$ 47,052
P3	6	\$ 47,555	\$ 47,678	\$ 48,699
P4	7	\$ 49,337	\$ 49,337	\$ 50,404
P5	8	\$ 51,119	\$ 51,119	\$ 52,167
P6	9	\$ 51,377	\$ 52,099	\$ 53,994
P7	10	\$ 52,405	\$ 53,662	\$ 55,883
P8	11		\$ 54,896	\$ 57,840
P9	12		\$ 56,929	\$ 59,864
P10	13			\$ 61,960
P11	14			\$ 64,127

**ARTICLE II**

**HIGHLAND SCHOOL DISTRICT #305  
SALARY SCHEDULE  
2023-2024**

**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	39855	41319	42839	44416	46053	47750	49511
1	41319	42839	44416	46053	47750	49511	51340
2	42839	44416	46053	47750	49511	51340	53234
3	44416	46053	47750	49511	51340	53234	55202
4	46053	47750	49511	51340	53234	55202	57242
5	47750	49511	51340	53234	55202	57242	59359
6	49511	51340	53234	55202	57242	59359	61556
7	51340	53234	55202	57242	59359	61556	63836
8	53234	55202	57242	59359	61556	63836	66200
9	55202	57242	59359	61556	63836	66200	66653
10		59359	61556	63836	66200	66653	71198
11					66653	71198	73838
12						73838	76578
13							79421

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 \$47,477, Professional Endorsed Staff shall be paid a minimum salary of \$50,349, Advanced Professional Staff shall be paid a minimum salary of \$60,592.

Career Ladder in Statute

Career Salary Rung	Step 1	Step 2	Step 3	Step 4	Step 5
Standard Teacher	41,118	41,988	42,860		
Professional Teacher	43,990	45,773	47,555	49,337	51,119
Advanced Professional Teacher	54,233	55,705	57,165	58,613	
Advanced Degree Premium	BA+24	2,000	MA	3,500	

Career Ladder in Statute with additional \$6,359 appropriated by Legislature in 2023

Career Salary Rung	Step 1	Step 2	Step 3	Step 4	Step 5
Standard Teacher	47,477	48,347	49,219		
Professional Teacher	50,349	52,132	53,914	55,696	57,478
Advanced Professional Teacher	60,592	62,064	63,524	64,972	
Advanced Degree Premium	BA+24	2,000	MA	3,500	



**Career Ladder Allocation**

**2023-2024**

	1	2	3	4	5
Residency	\$41,118	\$41,988	\$42,860		
Professional	\$43,900	\$45,773	\$47,555	\$49,337	\$51,119
Adv Prof	\$54,233	\$55,705	\$57,165	\$58,613	

312 Shoshone  
Joint School District

Education – If State qualified

\$2,000 for BA + 24 credits

\$3,500 for MA

**Allocated with**

**6359 In each rung**

**2023-2024**

	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	

**Shoshone School District Salary Schedule Adopted by the Board 6/13/23**

**2023-2024 Plus Ed Allocation**

	1	2	3	4	5
Restricted	\$ 47,477				
Residency	\$50,000	\$50,000	\$50,000		
Professional	\$55,000	\$55,000	\$55,000	\$60,000	\$60,000
Adv Prof	\$65,000	\$65,000	\$65,000	\$65,000	

DIETRICH SCHOOL DISTRICT 314  
2023-2024 Salary Schedule



314 Dietrich School  
District

**HB 571**  
**Division of Teachers**

2023-2024 Career Ladder Placement	2023-2024 Salary Apportionment
Res/Prof 1	\$ 41,118.00
Res/Prof 2	\$ 41,988.00
Res/Prof 3	\$ 42,860.00
Prof 1	\$ 43,990.00
Prof 2	\$ 45,773.00
Prof 3	\$ 47,555.00
Prof 4	\$ 49,337.00
Prof 5	\$ 51,119.00
Ad Prof 1	\$ 54,233.00
Ad Prof 2	\$ 55,705.00
Ad Prof 3	\$ 57,165.00
Ad Prof 4	\$ 58,613.00

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

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

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

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

**Paid Time Off**

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

**Insurance**

The district pays up to **\$755.00** per month towards district insurance premiums and \$3.00 to life insurance policy.

**Housing**

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

**Stipends**

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

## Article VII

316 Richfield School  
District

### Appendix A Certified Salary Schedule- 2023-2024

The statewide “career ladder” salary reimbursement schedule will be the salary schedule for the 2023-2024 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.

#### 2023-2024 Salary Schedule

	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>			
<b>Res</b>	<u>\$47,477</u>	<u>\$48,347</u>	<u>\$49,219</u>					
<b>Prof.</b>	<u>\$50,349</u>	<u>\$52,132</u>	<u>\$53,914</u>	<u>\$55,696</u>	<u>\$57,478</u>			
<b>AP</b>	<u>\$60,592</u>	<u>\$62,064</u>	<u>\$63,524</u>	<u>\$64,972</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 2023.

<b>Certificated Salary Schedule 2023 - 2024</b>			
<i>Madison School District #321</i>			
<b>BASE SALARIES</b>			
<b>RESIDENCY</b>			
R1		47,268	
R2		48,138	
R3		49,010	
<b>PROFESSIONAL</b>		<b>B</b>	<b>B+24</b>
P1		50,140	52,140
P2		51,923	53,923
P3		53,705	55,705
P4		55,487	57,487
P5		57,269	59,269
<b>ADVANCED PROFESSIONAL</b>		<b>B</b>	<b>B+24</b>
AP1		60,383	62,383
AP2		61,855	63,855
AP3		63,315	65,315
AP4		64,763	66,763
AP5		69,150	71,150

**Placement:**

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

**Residency Description:**

*Teachers in their first three years of teaching.*

**Professional Description:**

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

**Advanced Professional Description:**

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

**Additional Notes:**

- The salary schedule is for a 187 day contract period.*
- Official transcripts must be submitted to Human Resources before September 1st to be eligible to move over in the education columns.*

Sugar-Salem Salary Schedule  
2023-2024 School Year:

322 Sugar-  
Salem Joint  
School District

<b>Career Ladder Placement</b>	<b>Salary</b>
R1	\$41,118
R2	\$41,988
R3	\$42,860
P1	\$43,990
P2	\$45,773
P3	\$47,555
P4	\$49,337
P5	\$51,119
AP1	\$54,233
AP2	\$55,705
AP3	\$57,165
AP4	\$58,613

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

**CERTIFICATED SALARY SCHEDULE**  
**MINIDOKA COUNTY JOINT SCHOOL DISTRICT #331**  
**2023-2024**

<b>STEP</b>	<b>SALARY</b>	<b>EDUCATION ALLOCATION BA +24 \$2,000</b>	<b>EDUCATION ALLOCATION MA/ES/DR \$3,500</b>
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.

<b>Loyalty Bonus</b>	
<b>Certified Years of Service</b>	
<b>with</b>	
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 Based on 190 contract days

	<u>B.A.</u>	<u>B.A. +15</u>	<u>B.A. +30</u>	<u>B.A.+45</u> or <u>MASTERS</u>	<u>MA.+30</u> or <u>B.A.+75</u> or <u>B.A.+45+M.A.*</u>
1	41,451.86 1 41,118 ***	42,695 1.03	43,976 1.0609	45,296 1.09273	46,654 1.12551
***[Minimum Salary to be paid per Idaho Code section 33-1004E]					
2	43,379 1.0465	44,681 1.0779	46,021 1.11023	47,402 1.14354	48,824 1.17785
3	45,396 1.09516	46,759 1.12802	48,161 1.16186	49,606 1.19671	51,094 1.23262
4	47,507 1.14608	48,933 1.18047	50,401 1.21589	51,913 1.25236	53,470 1.28994
5	49,716 1.19937	51,208 1.23536	52,745 1.27243	54,326 1.31059	55,957 1.34992
6	52,028 1.25514	53,589 1.2928	55,197 1.3316	56,852 1.37153	58,559 1.41269
7	54,447 1.3135	56,081 1.35292	57,764 1.39352	59,496 1.43531	61,282 1.47838
8	56,979 1.37458	58,689 1.41583	60,450 1.45832	62,263 1.50205	64,131 1.54712
9	59,629 1.4385	61,418 1.48167	63,261 1.52613	65,158 1.5719	67,113 1.61906
10	62,401 1.50539	64,274 1.55057	66,203 1.5971	68,188 1.64499	70,234 1.69435
11			69,281 1.67137	71,359 1.72148	73,500 1.77314
12				74,677 1.80153	76,918 1.85559
13					80,494 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 \$41,118 for residential placement and \$43,990 for professional or advanced professional state placement.

341 Lapwai School  
District

LAPWAI SCHOOL DISTRICT #341  
PROGRESSIVE BASE SCHEDULE  
CERTIFIED SALARY SCHEDULE

BASE: \$ 45,473

2023-2024

Increment: 3.50%

9% INCREASE FOR 23-24

YEARS EXP	BA	BA+15	BA+30	MA	BA+45	MA+15	MA+30	DR/MA+45
0	45,473	47,064	48,711		50,416	52,181	54,007	55,897
1	47,064	48,711	50,416		52,181	54,007	55,897	57,854
2	48,711	50,416	52,181		54,007	55,897	57,854	59,879
3	50,416	52,181	54,007		55,897	57,854	59,879	61,975
4	52,181	54,007	55,897		57,854	59,879	61,975	64,144
5	54,007	55,897	57,854		59,879	61,975	64,144	66,389
6	55,897	57,854	59,879		61,975	64,144	66,389	68,712
7		59,879	61,975		64,144	66,389	68,712	71,117
8		61,975	64,144		66,389	68,712	71,117	73,606
9			66,389		68,712	71,117	73,606	76,183
10			68,712		71,117	73,606	76,183	78,849
11			71,117		73,606	76,183	78,849	81,609
12					76,183	78,849	81,609	84,465
13					78,849	81,609	84,465	87,422

Career Ladder levels - for comparison

Career Salary Rung	Step 1	Step 2	Step 3	Step 4	Step 5
Residency	41,118	41,988	42,860		
Professional	43,990	45,773	47,555	49,337	51,119
Advanced Professional	54,233	55,705	57,165	58,613	
Advanced Degree Premium	BA+24	2,000	MA	3,500	

Career Ladder levels - for comparison

Career Salary Rung	Step 1	Step 2	Step 3	Step 4	Step 5
Residency	47,477	48,347	49,219		
Professional	50,349	52,132	53,914	55,696	57,478
Advanced Professional	60,592	62,064	63,524	64,972	
Advanced Degree Premium	BA+24	2,000	MA	3,500	





# ONEIDA SCHOOL DISTRICT No. 351

## 2023 – 2024

# SALARY SCHEDULE

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

<b>Career Ladder Placement</b>	<b>Salary</b>
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

### IHLA General Education Teacher Salary Schedule 2023-2024

Career Ladder Placement	1. FTE	.75 FTE	.5 FTE
<b>R1</b>	\$41,118	\$30,839	\$20,559
<b>R2</b>	\$41,118	\$30,839	\$20,559
<b>R3</b>	\$41,118	\$30,839	\$20,559
<b>P1</b>	\$43,990	\$32,993	\$21,995
<b>P2</b>	\$43,990	\$32,993	\$21,995
<b>P3</b>	\$43,990	\$32,993	\$21,995
<b>P4</b>	\$43,990	\$32,993	\$21,995
<b>P5</b>	\$43,990	\$32,993	\$21,995
<b>AP1</b>	\$46,863	\$35,146	\$23,432
<b>AP2</b>	\$46,863	\$35,146	\$23,432
<b>AP3</b>	\$46,863	\$35,146	\$23,432

K-12 General Education Teacher contracts

Contracts are for 180 days

Teacher FTE is based on 34 hours per week

14 sick days and 35 personal hours are included for 1 FTE (.75 FTE – 10.5 sick leave and 26 personal) (.5 FTE – 7 sick leave and 17.5 personal)

**MARSING JOINT SCHOOL DISTRICT #363  
2023-2024 APPENDIX A - Salary Structure**

<b>2023-2024 Marsing Joint School District #363 Salary Structure- Appendix A</b>					
	RP1	RP2	RP3		
<b>Residency</b>	\$41,118	\$41,988	\$42,860		
	P1	P2	P3	P4	P5
<b>Professional</b>	\$43,990	\$45,773	\$47,555	\$49,337	\$51,119
	AP1	AP2	AP3	AP4	
<b>Advanced Professional</b>	\$54,233	\$55,705	\$57,165	\$58,613	

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

<b>Additional Compensation</b>	FTE	Amount
<b>each rung</b>	48	\$4,000

	Hourly Rate	Daily Rate
RP1	30.9623494	247.6987952
RP2	31.61746988	252.939759
RP3	32.27409639	258.1927711
P1	33.125	265
P2	34.46762048	275.7409639
P3	35.80948795	286.4759036
P4	37.15135542	297.2108434
P5	38.49322289	307.9457831
AP1	40.83810241	326.7048193
AP2	41.94653614	335.5722892
AP3	43.04593373	344.3674699
AP4	44.13629518	353.0903614

# MARSING JOINT SCHOOL DISTRICT #363 2023-2024 APPENDIX A - Salary Structure

## 2024 Marsing Joint School District #363 Salary Structure

	RP1	RP2	RP3	
<b>Residency</b>	\$41,118	\$41,988	\$42,860	
	P1	P2	P3	P4
<b>Professional</b>	\$43,990	\$45,773	\$47,555	\$49,337
	AP1	AP2	AP3	AP4
<b>Advanced Professional</b>	\$54,233	\$55,705	\$57,165	\$58,613

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

<b>Additional Compensation each rung</b>	FTE	Amount
	48	\$4,000

ture

- Appen
P5
\$51,119



This message is from an external sender.

 Reply  Reply All  Forward  IM

Tue 10/10/2023 6:17 PM



Heather Williams <[hwilliams@pleasantvalleyschools.org](mailto:hwilliams@pleasantvalleyschools.org)>

Salary schedule

To  Tania Gorettoy

364 Pleasant Valley Elementary School  
District

**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.

--

Heather Williams

Superintendent (**consultant**)

Pleasant Valley School District No. 364

[P.O. Box 119 / 28026 Juniper Mountain Road](#)

[Jordan Valley, OR 97910](#)

Ph: 208-583-2420

Fax: 208-583-2421

2023-2024 SALARY SCHEDULE

2023 CAREER LADDER	1	2	3	4	5
RESIDENCY	\$41,118.00 \$6,359.00	\$41,988.00	\$42,860.00	\$43,732.00	\$44,604.00
PROFESIONAL	\$43,990.00 \$6,359.00	\$45,773.00	\$47,555.00	\$49,337.00	\$51,119.00
ADVANCED	\$54,233.00 \$6,359.00	\$55,705.00	\$57,165.00	\$58,613.00	\$60,061.00



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

**HOMEDALE SCHOOL DISTRICT #370  
2023-24 INSTRUCTIONAL & PUPIL SERVICE STAFF CAREER LADDER**

**STATE INSTRUCTIONAL & PUPIL SERVICE STAFF CAREER LADDER**

	1	2	3	4	5
<b>Residency</b>	46,118	46,988	47,860		
<b>Professional</b>	48,990	50,773	52,555	54,337	56,119
<b>Adv.Prof.</b>	59,233	60,705	62,165	63,613	Super Cell 71,450

\* 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 \$1,145.84 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 Joint School District

Payette School District 23-24

Certified/Pupil Services Salary Schedule

Adopted and Approved by the Payette School District Board of Trustees With the approval of the 23-24 Negotiated Agreement June 12, 2023

<b>R1</b>	<b>\$46,692</b>			
<b>R2</b>	<b>\$47,562</b>			
<b>R3</b>	<b>\$48,434</b>			
<b>P1</b>	<b>\$49,564</b>	<b>\$51,564</b>	<b>\$53,064</b>	
<b>P2</b>	<b>\$51,347</b>	<b>\$53,347</b>	<b>\$54,847</b>	
<b>P3</b>	<b>\$53,129</b>	<b>\$55,129</b>	<b>\$56,629</b>	
<b>P4</b>	<b>\$54,911</b>	<b>\$56,911</b>	<b>\$58,411</b>	
<b>P5</b>	<b>\$56,693</b>	<b>\$58,693</b>	<b>\$60,193</b>	
<b>AP1</b>	<b>\$59,807</b>	<b>\$61,807</b>	<b>\$63,307</b>	
<b>AP2</b>	<b>\$61,279</b>	<b>\$63,279</b>	<b>\$64,779</b>	
<b>AP3</b>	<b>\$62,739</b>	<b>\$64,739</b>	<b>\$66,239</b>	
<b>AP4</b>	<b>\$64,187</b>	<b>\$66,187</b>	<b>\$67,687</b>	
<b>G1</b>	<b>\$64,205</b>	<b>\$66,205</b>	<b>\$67,705</b>	
<b>G2</b>	<b>\$66,375</b>	<b>\$68,375</b>	<b>\$69,875</b>	
<b>G3</b>	<b>\$68,626</b>	<b>\$70,626</b>	<b>\$72,126</b>	<b>\$72,626</b>
<b>G4</b>				

<b>2023-2024</b>				
<b>Rung</b>	<b>BA</b>	<b>BA+24</b>	<b>MA</b>	<b>MA+24</b>
<b>R 1</b>	<b>\$45,118</b>			
<b>R 2</b>	<b>\$45,988</b>			
<b>R 3</b>	<b>\$46,860</b>			
<b>P 1</b>	<b>\$50,490</b>	<b>\$51,990</b>	<b>\$52,990</b>	<b>\$53,990</b>
<b>P 2</b>	<b>\$52,273</b>	<b>\$53,773</b>	<b>\$54,773</b>	<b>\$55,773</b>
<b>P 3</b>	<b>\$54,055</b>	<b>\$55,555</b>	<b>\$56,555</b>	<b>\$57,555</b>
<b>P 4</b>	<b>\$55,837</b>	<b>\$57,337</b>	<b>\$58,337</b>	<b>\$59,337</b>
<b>P 5</b>	<b>\$57,619</b>	<b>\$59,119</b>	<b>\$60,119</b>	<b>\$61,119</b>
<b>AP 1</b>	<b>\$62,483</b>	<b>\$63,983</b>	<b>\$64,983</b>	<b>\$65,983</b>
<b>AP 2</b>	<b>\$63,955</b>	<b>\$65,455</b>	<b>\$66,455</b>	<b>\$67,455</b>
<b>AP 3</b>	<b>\$65,415</b>	<b>\$66,915</b>	<b>\$67,915</b>	<b>\$68,915</b>
<b>AP 4</b>	<b>\$66,863</b>	<b>\$68,363</b>	<b>\$69,363</b>	<b>\$70,363</b>

372 New Plymouth School District

## XI. SALARY SCHEDULE

## FRUITLAND SCHOOL DISTRICT #373

<b>Payscale Step</b>	<b><u>2023-24</u> Salary Schedule</b>	<b><u>2023-24</u> ***\$6,359 added to the Base Salary Schedule 2023-24</b>	<b><u>BA +24</u></b>	<b><u>Master's</u></b>
R1	\$41,118	\$47,477		
R2	\$41,988	\$48,347		
R3	\$42,860	\$49,219		
P1	\$43,990	\$50,349	\$52,349	\$53,849
P2	\$45,773	\$52,132	\$54,132	\$55,632
P3	\$47,555	\$53,914	\$55,914	\$57,414
P4	\$49,337	\$55,696	\$57,696	\$59,196
P5	\$51,119	\$57,478	\$59,478	\$60,978
AP1	\$54,233	\$60,592	\$62,592	\$64,092
AP2	\$55,705	\$62,064	\$64,064	\$65,564
AP3	\$57,165	\$63,524	\$65,524	\$67,024
AP4	\$58,613	\$64,972	\$66,972	\$68, 472

\*\*\* Salary Apportionment Additional \$6,359 Allocation per SB 1205

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 - 2023-2024**

381 American Falls  
 Joint School District

Step	BA	BA 24	BA 48/ Masters
RP1	48,200	48,700	51,200
RP2	49,200	49,700	52,700
RP3	50,200	50,700	54,200
P1	51,700	53,700	55,700
P2	53,200	55,200	57,200
P3	54,700	56,700	58,700
P4	56,200	58,200	60,200
P5	57,700	59,700	61,700
P6	57,700	61,200	63,200
P7	57,700	62,700	64,700
P8	57,700	64,200	66,200
P9	57,700	65,700	67,700
P10	57,700	67,200	69,200

**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

Board Approved: 5-22-2023

382 Rockland School District

Position Certified Staff	FY2023 Employed FTE
R1	\$ 47,118.00
R2	\$ 47,988.00
R3	\$ 48,860.00
P1	\$ 49,990.00
P2	\$ 51,773.00
P3	\$ 53,555.00
P4	\$ 55,337.00
P5	\$ 57,119.00
AP1	\$ 60,233.00
AP2	\$ 61,705.00
AP3	\$ 63,165.00
AP4	\$ 64,613.00
AP4(a)	\$ 76,668.97
AP4(b)	\$ 76,668.97
AP4(c)	\$ 75,730.00
<b>Average</b>	\$ 59,368.26
	<b>total</b>

1  
1  
10  
1  
1  
1  
1  
1  
1  
1  
1  
1  
1  
1  
**17**

<b>Ed Allocation</b>	
BA+24	\$ 2,000.00
MA	\$ 3,500.00
<b>Occ. Spec.</b>	\$ 3,000.00

Ag. Instructor 30 day extended	\$ 8,500.00	
Superintendent/Principal	\$ 104,104.00	1

Position Classified	Approved Annual*	FY2023 Employed FTE	382 Rockland School District
Tech Director	\$ 7,573.00	0.10	
Athletic Director	\$ 9,197.00	0.10	
Transportation Director	\$ 9,197.00	0.10	
Business Manager	\$ 34,312.50	0.75	
Registrar/Career & Coll.	\$ 37,821.00	0.75	
Board Clerk	\$ 11,437.50	0.25	
Office Secretary	\$ 21,900.00	0.62	
Library	\$ 20,000.00	0.68	
Custodial	\$ 9,900.00	0.46	
Lunch	\$ 50,238.00	1.15	
Building Maintenance	\$ 36,800.00	0.75	
Bus Mechanic	\$ 10,000.00	0.25	
IDLA	\$ 17,600.00	0.58	
Parapros	\$ 37,108.00	1.16	

Substitutes (daily rate) \$ 70.00  
 Bus Drivers (\$15/route) \$5,000 4 routes

\*Approved Annual salary is for the current position, and hired FTE, not a base i.e. Tech Director (.10 FTE) receives \$7573.00, not \$919.70

**Arbon Elementary School District #383**  
**2023-2024 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, 2023 through June 30, 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, 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								
2023-2024 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	41,118	41,118	42,671	44,382	46,093	47,805	49,515	51,226
2	41,118	42,343	44,054	45,765	47,476	49,186	50,898	52,609
3	42,013	43,725	45,435	47,147	48,857	50,569	52,280	53,991
4	43,396	45,107	46,819	48,012	50,241	51,952	53,663	55,375
5	44,778	46,489	48,200	49,912	51,623	53,334	55,045	56,756
6	46,160	47,871	49,583	51,294	53,004	54,715	56,427	58,138
7	47,543	49,367	50,965	52,676	54,387	56,099	57,810	59,521
8	48,924	50,635	52,347	54,058	55,769	57,481	59,192	60,902
9	50,306	52,018	53,729	55,440	57,152	58,862	60,573	62,284
10	51,690	53,401	55,112	56,822	58,534	60,245	61,977	63,668
11	-	54,784	56,494	58,206	59,917	61,628	63,340	65,051
12	-	-	57,878	59,589	61,300	63,012	64,723	66,434
13	-	-	-	60,972	62,684	64,395	66,105	67,816
14	-	-	-	-	64,066	65,777	67,488	69,200
15	-	-	-	-	-	67,160	68,872	70,583



## 392 Mullan School District

Base	40742 MULLAN 392 SALARY SCHEDULE 2023/2024									
	1	2	3	4	5	6	5	6	7	8
	BA/BS	BA + 12	BA + 24	BA + 36	BA + 48	BA + 60	MA	MA + 12	MA + 24	MA + 36
1	\$41,149	\$43,207	\$43,207	\$43,207	\$44,030	\$44,030	\$44,030	\$44,030	\$46,087	\$46,087
2	\$43,207	\$43,207	\$43,207	\$44,030	\$44,030	\$44,030	\$44,030	\$44,030	\$46,087	\$46,087
3	\$43,207	\$43,207	\$44,030	\$44,030	\$44,030	\$44,853	\$44,030	\$44,853	\$46,087	\$46,087
4	\$43,207	\$44,030	\$44,030	\$44,030	\$44,853	\$44,853	\$44,853	\$44,853	\$46,087	\$46,087
5	\$44,030	\$44,030	\$44,030	\$44,853	\$44,853	\$46,087	\$44,853	\$46,087	\$46,499	\$48,145
6	\$44,030	\$44,030	\$44,853	\$44,853	\$46,087	\$47,322	\$46,087	\$47,322	\$48,145	\$48,968
7	\$44,030	\$44,853	\$44,853	\$46,087	\$47,322	\$50,202	\$47,322	\$50,202	\$48,968	\$51,848
8	\$44,853	\$44,853	\$46,087	\$47,322	\$51,025	\$53,083	\$51,025	\$53,083	\$53,083	\$55,140
9	\$44,853	\$46,087	\$47,322	\$48,968	\$51,025	\$53,083	\$51,025	\$53,083	\$53,083	\$54,729
10	\$46,087	\$47,322	\$47,322	\$51,437	\$53,083	\$53,083	\$53,083	\$53,083	\$55,552	\$57,609
11	\$47,322	\$47,322	\$51,025	\$53,083	\$53,083	\$53,083	\$53,083	\$53,083	\$59,255	\$61,313
12	\$47,322	\$51,025	\$53,083	\$53,083	\$53,083	\$55,140	\$53,083	\$55,140	\$59,255	\$61,724
13	\$47,322	\$51,025	\$53,083	\$53,083	\$55,140	\$59,255	\$55,140	\$59,255	\$61,724	\$63,782
14	\$47,322	\$51,025	\$53,083	\$55,140	\$59,255	\$63,782	\$59,255	\$61,724	\$63,782	\$68,628

Salary      BASE +      \$6,145

**Wallace School District No. 393**

**Certified Salary Schedule**

393 Wallace School District

**2023-2024**

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	45,164
1	44,409	44,409	44,409	44,409	44,409	45,164	46,858
2	44,409	44,409	44,409	44,409	45,164	46,858	48,615
3	44,409	44,409	44,409	45,164	46,858	48,615	50,439
4	44,409	44,409	45,164	46,858	48,615	50,439	52,330
5	44,409	45,164	46,858	48,615	50,439	52,330	54,293
6	45,164	46,858	48,615	50,439	52,330	54,293	56,328
7	46,858	48,615	50,439	52,330	54,293	56,328	58,440
8	48,615	50,439	52,330	54,293	56,328	58,440	60,632
9	50,439	52,330	54,293	56,328	58,440	60,632	62,906
10	52,330	54,293	56,328	58,440	60,632	62,906	65,265
11	0	56,328	58,440	60,632	62,906	65,265	67,712
12	0	58,440	60,632	62,906	65,265	67,712	70,252
13	0	0	0	0	0	0	72,886

Actual Schedule Base: **\$36,213**

State Minimum Salary: **\$41,118**

WSD Minimum Salary: **\$44,409**

9.00% INCR APPR 6/26/23

**Alexandra McCann**

---

**From:** averyschool@sd394.com  
**Sent:** Tuesday, September 12, 2023 3:19 PM  
**To:** Alexandra McCann  
**Subject:** RE: 2023-2024 Salary Schedule Collection for Instructional and Pupil Services Staff - Due 10/15/2023

**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.**

---

Alexandra,  
We do not have a salary schedule.  
We have two teachers on contracts \$74,422 and \$55,696  
We have one teacher aide \$17.25/ hour  
We have one bus driver \$18.61/hour  
Thanks so much,  
Sheila Cottier  
Business Manager

---

**From:** Alexandra McCann <amccann@sde.idaho.gov>  
**Sent:** Thursday, September 07, 2023 9:05 AM

<b>Teton Certified Salary Schedule</b>	
<b>Step 1</b>	<b>\$46,697</b>
<b>Step 2</b>	<b>\$47,456</b>
<b>Step 3</b>	<b>\$48,216</b>
<b>Step 4</b>	<b>\$49,498</b>
<b>Step 5</b>	<b>\$51,348</b>
<b>Step 6</b>	<b>\$53,198</b>
<b>Step 7</b>	<b>\$55,049</b>
<b>Step 8</b>	<b>\$56,898</b>
<b>Step 9</b>	<b>\$59,688</b>
<b>Step 10</b>	<b>\$61,529</b>
<b>Step 11</b>	<b>\$64,433</b>
<b>Step 12</b>	<b>\$67,485</b>
<b>Step 13</b>	<b>\$70,636</b>

*Appendix A shall be in effect from July 1, 2023- June 30, 2024.*

**2023-2024 TFSD #411 Career Ladder (Based on 188 days)**

411 Twin Falls School District

<b>Rung</b>	<b>BA</b>	<b>BA 24</b>	<b>MA</b>
RP1	\$ 47,477.00	\$ 49,477.00	\$ 50,977.00
RP2	\$ 48,347.00	\$ 50,347.00	\$ 51,847.00
RP3	\$ 49,219.00	\$ 51,219.00	\$ 52,719.00
P1	\$ 50,349.00	\$ 52,349.00	\$ 53,849.00
P2	\$ 52,132.00	\$ 54,132.00	\$ 55,632.00
P3	\$ 53,914.00	\$ 55,914.00	\$ 57,414.00
P4	\$ 55,696.00	\$ 57,696.00	\$ 59,196.00
P5	\$ 57,478.00	\$ 59,478.00	\$ 60,978.00
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	\$ 60,592.00	\$ 62,592.00	\$ 64,092.00
P6/AP1 (grandfather)	\$ 62,431.00	\$ 64,431.00	\$ 65,931.00
AP2	\$ 62,064.00	\$ 64,064.00	\$ 65,564.00
P6/AP2 (grandfather)	\$ 63,281.00	\$ 65,281.00	\$ 66,781.00
AP3	\$ 63,524.00	\$ 65,524.00	\$ 67,024.00
P6/AP3 (grandfather)	\$ 64,131.00	\$ 66,131.00	\$ 67,631.00
AP4	\$ 64,972.00	\$ 66,972.00	\$ 68,472.00

\* Resident teachers are not eligible for the education allotments.

2023-2024 employees at P5 or P6 who do not achieve AP will be frozen until they qualify for the AP. They are grandfathered at the 2019-2020 P5/P6 amount of \$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. P6 employees who qualify for AP will move into the appropriate P6/AP (grandfather) rung. P5/no AP will move to AP1 upon qualifying. Employees who don't qualify for movement on the ladder (Professional and AP) will be paid their state allocated amount until the time they qualify for movement (as per state law).

For 2023-2024 all certified employees will receive a one-time 2% COVID stipend for additional work completed in the 23-24 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 two equal payments (October 2023 and March 2024).

All pupil service employees also receive an additional \$5,801 on top of their base salary

Resident	R1	R2	R3
	\$ 47,477.00	\$ 48,347.00	\$ 49,219.00

412 Buhl Joint School District

State Rung	P1	P2	P3	P4	P5		
Buhl Rung	P1	P2	P3	P4	P5	P6	P7
Professional	\$ 50,349.00	\$ 52,132.00	\$ 53,914.00	\$ 55,696.00	\$ 57,478.00	\$ 58,879.00	\$ 65,429.00
W/BA+24 Add \$2,000	\$ 52,349.00	\$ 54,132.00	\$ 55,914.00	\$ 57,696.00	\$ 59,478.00	\$ 60,879.00	\$ 67,429.00
W/MA Add \$3,500	\$ 53,849.00	\$ 55,632.00	\$ 57,414.00	\$ 59,196.00	\$ 60,978.00	\$ 62,379.00	\$ 68,929.00

	AP1	AP2	AP3	AP4	AP5
Advanced Professional	\$ 60,592.00	\$ 62,064.00	\$ 63,524.00	\$ 64,972.00	
W/BA+24 Add \$2,000	\$ 62,592.00	\$ 64,064.00	\$ 65,524.00	\$ 66,972.00	
W/MA Add \$3,500	\$ 64,092.00	\$ 65,564.00	\$ 67,024.00	\$ 68,472.00	

### Career Ladder Cohort for Filer School District for 2023-2024

		401
Res 1	47,076	47477.00
Res 2	47,946	48347.00
Res 3	48,818	49219.00
Prof 1	49,948	50349.00
Prof 2	51,731	52132.00
Prof 3	53,513	53914.00
Prof 4	55,295	55696.00
Prof 5	57,077	57478.00
G-P10	59,775	60176.00
AP1	60,191	60592.00
AP2	61,663	62064.00
AP3	63,123	63524.00
AP3-G	65,821	66222.00
AP3-G2	66,321	66722.00
AP4	64,571	64972.00
AP4-G	67,269	67670.00
AP4-G2	67,769	68170.00

\*\*\*Education allocation of \$2,000 for BA+24 and \$3,500 for Masters degrees will be granted for certificated staff based on FTE that have moved to the Professional 1 career ladder run and have turned in credits prior to September 1, 2023

**KSD Ratified FY24 Instructional Salary Schedule**

<b>RESIDENT</b>	<b>R1</b>	<b>R2</b>	<b>R3</b>
	<b>\$46,754</b>	<b>\$47,624</b>	<b>\$48,496</b>

**PROFESSIONAL: Must be professionally endorsed by SDE**

	<b>P1</b>	<b>P2</b>	<b>P3</b>	<b>P4</b>	<b>P5</b>
	<b>\$49,626</b>	<b>\$51,409</b>	<b>\$53,191</b>	<b>\$54,973</b>	<b>\$56,755</b>
24 credits	\$51,626	\$53,409	\$55,191	\$56,973	\$58,755
Master's	\$53,126	\$54,909	\$56,691	\$58,473	\$60,255

**ADVANCED PROFESSIONAL: Must be Advanced Professionally endorsed by SDE**

	<b>AP1</b>	<b>AP2</b>	<b>AP3</b>	<b>AP4</b>	<b>KMT</b>
	<b>\$59,869</b>	<b>\$61,341</b>	<b>\$62,801</b>	<b>\$64,249</b>	<b>\$65,486</b>
24 credits	\$61,869	\$63,341	\$64,801	\$66,249	\$67,486
Master's	\$63,369	\$64,841	\$66,301	\$67,749	\$68,986

**KSD Ratified FY24 Pupil Service Salary Schedule**

<b>RESIDENT</b>	<b>R1</b>	<b>R2</b>	<b>R3</b>
	<b>\$50,866</b>	<b>\$51,823</b>	<b>\$52,782</b>

**PROFESSIONAL: Must be professionally endorsed by SDE**

	<b>P1</b>	<b>P2</b>	<b>P3</b>	<b>P4</b>	<b>P5</b>
	<b>\$54,025</b>	<b>\$55,986</b>	<b>\$57,947</b>	<b>\$59,907</b>	<b>\$61,867</b>
24 credits	\$56,025	\$57,986	\$59,947	\$61,907	\$63,867
Master's	\$57,525	\$59,486	\$61,447	\$63,407	\$65,367

**ADVANCED PROFESSIONAL: Must be Advanced Professionally endorsed by SDE**

	<b>AP1</b>	<b>AP2</b>	<b>AP3</b>	<b>AP4</b>	<b>KMT</b>
	<b>\$65,292</b>	<b>\$66,912</b>	<b>\$68,518</b>	<b>\$70,110</b>	<b>\$71,399</b>
24 credits	\$67,292	\$68,912	\$70,518	\$72,110	\$73,399
Master's	\$68,792	\$70,412	\$72,018	\$73,610	\$74,899



**HANSEN SCHOOL DISTRICT  
2023-24 SALARY SCHEDULE**

STATE ALLOCATION	1	2	3	4	5	6
Residency	\$45,142	\$45,966	\$46,792			
Professional	\$48,185	\$50,195	\$52,205	\$54,403	\$56,619	\$59,278
Advanced Professional	\$60,940	\$62,048	\$63,156	\$ 64,769		

BS+24 Allocaton                                    \$2,000.00  
Masters Allocation                                \$3,500.00

**From:** [Zach Anderson](#)  
**To:** [Tania Goretoy](#)  
**Cc:** [Alexandra McCann](#)  
**Subject:** FW: 2023-2024 Salary Schedule Collection for Instructional and Pupil Services Staff - Due 10/13/2023  
**Date:** Tuesday, October 24, 2023 10:43:11 AM  
**Attachments:** [image001.png](#)  
[image002.png](#)  
[0723-0624 Teachers Contract.pdf](#)

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

Tania,

Let me know if you need additional information.

Zach

---

**From:** Zach Anderson  
**Sent:** Tuesday, October 24, 2023 10:26 AM  
**To:** amccann@sde.idaho.gov  
**Cc:** Shannon Ault <admin@threecreekschool.org>  
**Subject:** FW: 2023-2024 Salary Schedule Collection for Instructional and Pupil Services Staff - Due 10/13/2023

Alexandra,

For Three Creek School District #416, Shannon Ault is the teacher/administrator. She is 90% teacher and 10% administrator. She is salary, paid \$66,800 per year (see attached contract). She is currently the only employee in the district. Let me know if you need this information in another format. Thank you,

Zach



**ZACH ANDERSON, CPA | DIRECTOR**  
**HARRIS CPAs**  
PH: (208) 734-8932 | [HARRISCPAS.COM](http://HARRISCPAS.COM)  
161 5<sup>th</sup> AVE S, Twin Falls, ID 83301  
**Helping you succeed, financially and beyond.**

*PLEASE NOTE: Our office is currently operating on a post-tax season schedule, Monday – Thursday from 8:00 am – 5:00 pm and closed on Fridays.*

[Click Here to Send a Secure File!](#)

**PRIVILEGED AND CONFIDENTIAL**

This communication and any accompanying documents are confidential and privileged. They are intended for the sole use of the addressee. If you receive this transmission in error, you are advised that any disclosure, copying, distribution, or the taking of any action in reliance upon this communication is strictly prohibited. Moreover, any such disclosure shall not compromise or waive the attorney-client, accountant-client, or other privileges as to this communication or otherwise. If you have received this communication in error, please contact me at the above email address. Thank you.

<b>RUNG</b>	<b>SALARY</b>	<b>EX. COMP</b>	<b>TOTAL</b>
<b>R1</b>	\$ 41,118.00	\$ 5,842.00	\$ 46,960.00
<b>R2</b>	\$ 41,988.00	\$ 5,842.00	\$ 47,830.00
<b>R3</b>	\$ 42,860.00	\$ 5,842.00	\$ 48,702.00
<b>P1</b>	\$ 43,990.00	\$ 5,842.00	\$ 49,742.00
<b>P2</b>	\$ 45,773.00	\$ 5,842.00	\$ 51,615.00
<b>P3</b>	\$ 47,555.00	\$ 5,842.00	\$ 53,397.00
<b>P4</b>	\$ 49,337.00	\$ 5,842.00	\$ 55,179.00
<b>P5</b>	\$ 51,119.00	\$ 5,842.00	\$ 56,179.00
<b>AP1</b>	\$ 54,233.00	\$ 5,842.00	\$ 60,075.00
<b>AP2</b>	\$ 55,705.00	\$ 5,842.00	\$ 61,547.00
<b>AP3</b>	\$ 57,165.00	\$ 5,842.00	\$ 63,007.00
<b>AP4</b>	\$ 58,613.00	\$ 5,842.00	\$ 64,455.00

417 Castleford School District

Ed Allotment for those who qualify:

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

**Murtaugh School District #418 - Salary Schedule 2023-2024**

**Career Ladder:**

R1	\$47,477	P1	\$50,090	AP1	\$ 60,333
R2	\$48,088	P2	\$51,873	AP2	\$ 61,805
R3	\$48,960	P3	\$53,655	AP3	\$ 63,265
		P4	\$55,437	AP4	\$ 64,713
		P5	\$57,219		

**Education Allocation:**

23-24	
\$2,000	Professional Endorsement and Bachelors + 24 Credits
\$3,500	Professional Endorsement and Masters

**2023-2024 Certified Salary Schedule**

	<b>BA</b>	<b>BA+24</b>	<b>MA</b>
0	51,509	52,118	52,249
1	52,045	52,823	52,981
2	52,775	53,540	53,723
3	53,515	54,267	54,715
4	54,267	55,005	55,979
5	54,267	55,754	57,357
6	54,267	56,513	59,287
7	54,267	57,284	61,288
8	54,267	58,066	63,360
9	54,267	58,066	65,508
10	54,267	58,066	67,734
11	54,267	58,066	70,042
12	54,267	58,066	72,432
13	54,267	58,066	74,909
14	54,267	58,066	77,476
15	54,267	58,066	80,096
16	54,267	58,066	82,811

421 McCall-Donnelly Joint School District

Cascade School District  
2023-2024  
Certified Salary Schedule

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

2023-24 Certified Salary Schedule - **Approved**

STEPS				
Residency	BA	BA+24	MA	MA+24
0 - RP1	47477	48977	50477	50977
1 - RP2	47877	49377	50877	51377
2 - RP3	48277	49777	51277	51777
<b>Professional</b>				
3 yrs exp. - P1	50349	51849	53349	53849
4 yrs experience	51300	52800	54300	54800
5 yrs exp.	52800	54300	55800	56300
6	53200	54700	56200	56700
7	53600	55100	56600	57100
8	54000	55500	57000	57500
9	54400	55900	57400	57900
10	54800	56300	57800	58300
11	55200	56700	58200	58700
12	55600	57100	58600	59100
13	56000	57500	59000	59500
14	56400	57900	59400	59900
15	56800	58300	59800	60300
16	57200	58700	60200	60700
17	57600	59100	60600	61100
18	58000	59500	61000	61500
19	58400	59900	61400	61900
20	58800	60300	61800	62300
21-25 years		61800	63300	63800
26-30 years		63300	64800	65300
31-35 years		64800	66300	66800
36 and above		66300	67800	68300

\*State mins for R1 & P1 (CL +\$6359)

\*increase at BA4 & BA5 to improve middle salaries

2023 - 24 Salary Schedule Explanatory Notes

- Implement Residency status for certified staff in their first three years (Idaho Code 33 - 1004B).
- Certified staff will be placed on the salary schedule based on their actual years of verified experience, up to 21 years. However, no new staff member will be placed beyond 21 years experience.
- Changes in placement based on credits or degrees earned will have to be made by September 15th each year.
- All educational increments are included in the salary grid for all certified staff members.
- Effective July 1, 2022, no full-time instructional staff or pupil service staff on the professional or adv. prof. rung on the Career Ladder shall be paid less than the 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 \$2000 increase from their FY23 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



This message is from an external sender.

 Reply  Reply All  Forward  IM


Tue 10/10/2023 10:30 AM



Katelyn Papineau <kpapineau@cambridge432.org>

Salary Schedule

432 Cambridge Joint School District

To  Tania Goretoy

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

Tania,

We currently use the Career Ladder as our basis for the Certificated salary schedule.

Thank You,  
Katelyn

--

Katelyn Papineau  
Business Manager  
Cambridge School District #432  
[PO Box 39](#)  
[Cambridge, ID 83610](#)  
208-257-3321

*This communication, together with any attachments hereto or links contained herein, is for the sole use of the intended recipient(s) and may contain information that is confidential or legally protected. Any unauthorized review, disclosure, dissemination, distribution or use of this communication is prohibited and may be a violation of the Family Educational Records Privacy Act (FERPA) or other privacy protection laws and regulations. If you received this communication in error, please notify me immediately by email and delete the original message.*



**Alexandra McCann**

---

**From:** Kyla Dickerson <dickersonk@msd433.org>  
**Sent:** Thursday, September 7, 2023 11:08 AM  
**To:** Alexandra McCann  
**Subject:** Re: 2023-2024 Salary Schedule Collection for Instructional and Pupil Services Staff - Due 10/15/2023  
**Attachments:** image001.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.**

---

Alexandra...

Midvale School District pays on the Career Ladder *only* for both instructional and pupil personnel.

Do you need anything else besides that information from me?

kyla

On Thu, Sep 7, 2023 at 10:04 AM Alexandra McCann <[amccann@sde.idaho.gov](mailto:amccann@sde.idaho.gov)> wrote:

Good Morning,

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

These documents need to be submitted to Tania Goretoy [tgoretoy@sde.idaho.gov](mailto:tgoretoy@sde.idaho.gov) no later than **October 13, 2023**.

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 23-24 school year.

Salary schedules for administrative staff are not required.

Please have these submitted to Tania Goretoy no later than **October 13, 2023**.

**From:** [Clerk Crow](#)  
**To:** [Tania Goretoy](#)  
**Cc:** [admin](#)  
**Subject:** Victory Charter School Salary Schedule 2023-2024  
**Date:** Friday, September 8, 2023 3:36:04 PM

451 Victory Charter School, Inc.

**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>2023-2024</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

Certified Salary Schedule – IDVA 452 Idaho Virtual Academy, Inc.

SY 2023-2024

Years of Service	MA				MA+36		
	BA	BA+12	BA+24	BA+36	BA+48	BA+60	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			

453 Richard McKenna Charter School

Certified		LP this year	This year	Education	Ed allocation	FY24 Cert App	Total Wage	Online	Online Actual
		P5	\$ 51,119.00	MA	\$ 3,500.00	\$ 6,359.00	\$ 60,978.00	\$ 26,481.74	\$ 17,641.96
		R2	\$ 41,988.00	MA	\$ 3,500.00	\$ 6,359.00	\$ 51,847.00		
		P5	\$ 51,119.00	MA	\$ 3,500.00	\$ 6,359.00	\$ 60,978.00	\$ 26,481.74	\$ 22,623.01
		R2	\$ 41,988.00	MA	\$ 3,500.00	\$ 6,359.00	\$ 51,847.00		
		P5	\$ 51,119.00	MA	\$ 3,500.00	\$ 6,359.00	\$ 60,978.00		
		P5	\$ 51,119.00	BS		\$ 6,359.00	\$ 57,478.00	\$ 57,478.00	\$ 44,502.00
		R1	\$ 41,118.00			\$ 6,359.00	\$ 47,477.00		
		P5 (P10)	\$ 51,119.00	MA	\$ 3,500.00	\$ 6,359.00	\$ 60,978.00	\$ 26,481.74	\$ 29,812.04
		AP1	\$ 54,233.00	BA+36	\$ 2,000.00	\$ 6,359.00	\$ 62,592.00		
		R2	\$ 41,988.00	MA	\$ 3,500.00	\$ 6,359.00	\$ 51,847.00		
		R1	\$ 41,118.00	BA		\$ 6,359.00	\$ 47,477.00		
		P5	\$ 51,119.00	BA	\$ 2,000.00	\$ 6,359.00	\$ 59,478.00	\$ 36,098.00	\$ 34,134.74
		P5	\$ 51,119.00	MA	\$ 3,500.00	\$ 6,359.00	\$ 60,978.00	\$ 60,978.00	\$ 33,139.00
		P2	\$ 45,773.00	BA		\$ 6,359.00	\$ 52,132.00	\$ 52,132.00	\$ 53,880.00
		P3	\$ 47,555.00	BA		\$ 6,359.00	\$ 53,914.00		
		AP3	\$ 57,165.00	BA	\$ 2,000.00	\$ 6,359.00	\$ 65,524.00	\$ 27,981.92	\$ 15,321.18
		AP3	\$ 57,165.00	BA	\$ 2,000.00	\$ 6,359.00	\$ 65,524.00	\$ 27,981.92	\$ 5,698.62
		P5	\$ 51,119.00	MA	\$ 3,500.00	\$ 6,359.00	\$ 60,978.00	\$ 26,481.74	\$ 3,896.00
		P5	\$ 51,119.00	BA		\$ 6,359.00	\$ 57,478.00	\$ 25,326.74	\$ 35,493.00
		R2	\$ 41,988.00	BA		\$ 6,359.00	\$ 48,347.00		
		P5	\$ 51,119.00	BA+24	\$ 2,000.00	\$ 6,359.00	\$ 59,478.00	\$ 59,478.00	\$ 65,846.00
		P3	\$ 47,555.00	MA	\$ 3,500.00	\$ 6,359.00	\$ 57,414.00		
		P4	\$ 49,337.00	BA		\$ 6,359.00	\$ 55,696.00		
		P5	\$ 51,119.00	MA	\$ 3,500.00	\$ 6,359.00	\$ 60,978.00	\$ 60,978.00	\$ 71,731.00
		R1	\$ 41,118.00	BA		\$ 6,359.00	\$ 47,477.00		
		P3	\$ 47,555.00	MA	\$ 3,500.00	\$ 6,359.00	\$ 57,414.00		
		P5	\$ 51,119.00	MA	\$ 3,500.00	\$ 6,359.00	\$ 60,978.00	\$ 60,978.00	\$ 73,828.00
		AP3	\$ 57,165.00	BA		\$ 6,359.00	\$ 63,524.00		
		P5	\$ 51,119.00	MA	\$ 3,500.00	\$ 6,359.00	\$ 60,978.00	\$ 26,481.74	\$ 33,936.24
		P5	\$ 51,119.00	BS+28	\$ 2,000.00	\$ 6,359.00	\$ 59,478.00	\$ 25,986.74	\$ 4,369.00
		AP1	\$ 54,233.00	BA+22		\$ 12,767.00	\$ 67,000.00		
		AP3	\$ 57,165.00	MA	\$ 3,500.00	\$ 6,359.00	\$ 67,024.00	\$ 28,476.92	\$ 6,039.00
		P1	\$ 43,990.00	BA+24	\$ 2,000.00	\$ 6,359.00	\$ 52,349.00		
		P1	\$ 43,990.00	BA		\$ 6,359.00	\$ 50,349.00	\$ 31,533.50	\$ 13,273.46

		P4	\$ 49,337.00	BS		\$ 6,359.00	\$ 55,696.00		
		P1	\$ 43,990.00	BA		\$ 6,359.00	\$ 50,349.00		
					\$ 66,500.00	\$ 235,332.00	\$ 2,065,012.00	\$ 656,282.94	\$ 565,164.25

\$ 974,682.00

**\$ 1,746,612.94**

Total Certified

Last Year	Contract
\$ 17,009.19	NA
\$ 44,242.00	X-Ready
\$ 17,009.19	NA
	X
	X
\$ 50,743.00	NA
	X
\$ 17,009.19	NA
\$ 52,743.00	X-Ready
\$ 44,242.00	X-Ready
	X
\$ 26,371.50	NA
\$ 52,743.00	NA
\$ 43,488.00	NA
\$ 45,302.00	X-Ready
\$ 17,405.19	NA
\$ 18,938.37	NA
\$ 17,900.19	NA
\$ 16,745.19	NA
\$ 40,742.00	X-Ready
\$ 50,743.00	NA
\$ 48,802.00	X-Ready
\$ 47,116.00	X-Ready
\$ 54,243.00	NA
\$ 20,000.00	X-Ready
\$ 45,302.00	X-Ready
\$ 52,743.00	NA
\$ 52,000.00	X-Ready
\$ 17,900.19	NA
\$ 17,405.19	NA
\$ 62,970.00	X-Ready
\$ 19,433.37	NA
\$ 42,231.00	X-Ready
\$ 42,231.00	X-Ready

\$ 47,116.00	X-Ready
\$ 43,488.00	X-Ready

\$ 1,186,356.76

\$ 560,256.18



# ROLLING HILLS PUBLIC CHARTER SCHOOL

Board approved 8/9/2023

## PUPIL & INSTRUCTIONAL STAFF SALARY SCHEDULE 2023-24

CAREER LADDER RUNG	BACHELORS	BACHELORS +24	MASTERS	MASTERS+36/PhD/EDS
R1	\$ 47,477.00	\$ 47,477.00	\$ 47,477.00	\$ 47,477.00
R2	\$ 48,300.00	\$ 48,300.00	\$ 51,632.00	\$ 51,700.00
R3	\$ 49,805.00	\$ 49,805.00	\$ 51,700.00	\$ 51,750.00
P1	\$ 52,800.00	\$ 52,900.00	\$ 53,000.00	\$ 54,000.00
P2	\$ 52,900.00	\$ 53,000.00	\$ 54,250.00	\$ 55,250.00
P3	\$ 53,000.00	\$ 53,500.00	\$ 56,000.00	\$ 57,500.00
P4	\$ 54,000.00	\$ 54,250.00	\$ 58,000.00	\$ 59,500.00
P5	\$ 54,500.00	\$ 56,500.00	\$ 59,800.00	\$ 61,000.00
AP1	\$ 54,500.00	\$ 57,500.00	\$ 62,900.00	\$ 64,000.00
AP2	\$ 54,500.00	\$ 57,500.00	\$ 64,000.00	\$ 65,000.00
AP3	\$ 54,500.00	\$ 57,500.00	\$ 66,000.00	\$ 67,000.00
AP4	\$ 54,500.00	\$ 57,500.00	\$ 67,500.00	\$ 69,000.00

# 2023-2024 Salary Schedule

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

### Advanced Professional Rung

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

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

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

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

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

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

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

## Certified Staff Salary Schedule

FY20-Salary-Based-Apportionment-Charter-Template

<b>FY 2023-2024</b>	<b>2023-2024</b>
<b>R1</b>	<b>\$47,477</b>
<b>R2</b>	<b>\$48,347</b>
<b>R3</b>	<b>\$49,219</b>
<b>P1</b>	<b>\$50,349</b>
<b>P2</b>	<b>\$52,132</b>
<b>P3</b>	<b>\$53,914</b>
<b>P4</b>	<b>\$55,696</b>
<b>P5</b>	<b>\$57,478</b>
<b>AP1</b>	<b>\$60,592</b>
<b>AP2</b>	<b>\$62,064</b>
<b>AP3</b>	<b>\$63,524</b>
<b>AP4</b>	<b>\$64,972</b>

456 Falcon Ridge Public Charter School, Inc.

# Pupil Staff Salary Schedule

FY20-Salary-Based-Apportionment-Charter-Template

<b>FY 2023-2024</b>	<b>2023-2024</b>
<b>R1</b>	<b>\$47,477</b>
<b>R2</b>	<b>\$48,347</b>
<b>R3</b>	<b>\$49,219</b>
<b>P1</b>	<b>\$50,349</b>
<b>P2</b>	<b>\$52,132</b>
<b>P3</b>	<b>\$53,914</b>
<b>P4</b>	<b>\$55,696</b>
<b>P5</b>	<b>\$57,478</b>
<b>AP1</b>	<b>\$60,592</b>
<b>AP2</b>	<b>\$62,064</b>
<b>AP3</b>	<b>\$63,524</b>
<b>AP4</b>	<b>\$64,972</b>

456 Falcon Ridge Public Charter School,  
Inc.

# Administrator Salary Schedule

Administrator	\$99,600 Annual
Vice Principal	\$73,000 Annual

456 Falcon Ridge Public Charter School, Inc.



## 2023-2024 Compensation Plan for Teachers

<b>Base Salary</b>	<ul style="list-style-type: none"> <li>• Salary offers will align with the state’s Career Ladder structure.</li> <li>• Teachers may receive an annual salary increase based on their performance rating.*</li> </ul>
<b>Career Ladder Positions</b>	<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"> <li>• Coordinator Teacher – base plus 4%</li> <li>• Lead Teacher – base plus 9%</li> <li>• Specialist Teacher – base plus 12%</li> <li>• Master Teacher – base plus 15%</li> </ul>

\*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 Salary Schedule

458 Liberty Charter School, Inc.

\$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*

## 2023-2024 Certificated Salary Schedule

Please note that years of service relates to certified years taught at an accredited Idaho school. Additional credits must be from an accredited college.

**The Academy 2023-2024 Salary Schedule**

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

*Approved 5/16/23*

Type text here

**Part-Time Paraprofessional Wage: \$13.00/hour**



# Taylor's Crossing Public Charter School

## 2023-2024 Proposed

### Certified - Salary

Level	Salary
R1	48,000
R2	49,000
R3	50,000
P1	51,400
P2	53,200
P3	55,000
P4	57,000
P5	59,000
A1	63,000
A2	65,200
A3	67,400
A4	69,600
A5	Added in 24-25

461 Taylors Crossing Public Charter School, Inc.

### 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](#)  
**To:** [Tania Goretoy](#)  
**Subject:** Re: 2023-2024 Salary Schedule Collection for Instructional and Pupil Services Staff - Due 10/15/2023  
**Date:** Friday, September 15, 2023 2:01:00 PM  
**Attachments:** [image001.png](#)  
[image001.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.**

Hello Tania,

Our salary schedule is the same as Idaho Code plus the \$6359.

Thanks!



Angie Carter  
Business Manager  
Xavier Charter School  
**Email:** [acarter@xaviercharter.org](mailto:acarter@xaviercharter.org)

On Thu, Sep 7, 2023 at 10:04 AM Alexandra McCann <[amccann@sde.idaho.gov](mailto:amccann@sde.idaho.gov)> wrote:

Good Morning,

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

These documents need to be submitted to Tania Goretoy [tgoretoy@sde.idaho.gov](mailto:tgoretoy@sde.idaho.gov) no later than **October 13, 2023**.

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.

## VISION CHARTER CERTIFIED 2023-2024 SALARY SCHEDULE

	<b>BA + 0 BASE</b>	<b>BA + 0 BASE plus 8500</b>	<b>BA + 24 BASE</b>	<b>BA +24 BASE plus 8500</b>	<b>MA BASE</b>	<b>MA BASE plus 8500</b>
<b>R- 1</b>	<b>41118</b>	<b>49618</b>				
<b>R- 2</b>	<b>41486</b>	<b>49986</b>				
<b>R- 3</b>	<b>42231</b>	<b>50731</b>				
<b>P- 1</b>	<b>43488</b>	<b>51988</b>	<b>44488</b>	<b>52988</b>	<b>45488</b>	<b>53988</b>
<b>P- 2</b>	<b>45302</b>	<b>53802</b>	<b>46302</b>	<b>54802</b>	<b>47302</b>	<b>55802</b>
<b>P- 3</b>	<b>47116</b>	<b>55616</b>	<b>48116</b>	<b>56616</b>	<b>49116</b>	<b>57616</b>
<b>P- 4</b>	<b>48930</b>	<b>57430</b>	<b>50026</b>	<b>58526</b>	<b>51026</b>	<b>59526</b>
<b>P- 5</b>			<b>52000</b>	<b>60500</b>	<b>53263</b>	<b>61763</b>
<b>P- 6</b>			<b>54050</b>	<b>62550</b>	<b>55250</b>	<b>63750</b>
<b>P- 7</b>			<b>55724</b>	<b>64224</b>	<b>56924</b>	<b>65424</b>
<b>P- 8</b>			<b>57460</b>	<b>65960</b>	<b>58660</b>	<b>67160</b>
<b>P- 9</b>			<b>59168</b>	<b>67668</b>	<b>60318</b>	<b>68818</b>
<b>P-10</b>			<b>61101</b>	<b>69601</b>	<b>62301</b>	<b>70801</b>
<b>M- 1</b>			<b>62934.53</b>	<b>71434.53</b>	<b>64134.53</b>	<b>72634.53</b>
<b>M- 2</b>					<b>65955</b>	<b>74455</b>
<b>M- 3</b>					<b>67067</b>	<b>75567</b>
<b>AP1+</b>	<b>2735</b>					
<b>AP2+</b>	<b>3699</b>					
<b>AP3+</b>	<b>4646</b>					
<b>AP4+</b>	<b>5500</b>					

2023-2024 certified staff qualifying for an AP step will receive applicable funds in addition to BASE +8500 .

AP = Advanced Professional Endorsement

*\*\$8500 Additional Funds per cell R1-M3 are based on 2023-2024 legislative funding.*

If the funding does not continue in future years, the additional \$8500 per cell will revert to BASE.

# White Pine Charter School: 2023-2024

## Certified - Salary

Level	Salary
R1	\$ 47,620
R2	\$ 48,490
R3	\$ 49,370
P1	\$ 50,550
P2	\$ 52,340
P3	\$ 54,130
P4	\$ 55,920
P5	\$ 57,710
A1	\$ 60,900
A2	\$ 62,370
A3	\$ 63,840
A4	\$ 65,300
A5 - added in 2024-25	

### Educational Stipend

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

### Experience Stipend\*

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



**iSucceed Virtual High School**  
**Instructor Compensation Summary**  
 2023-2024 School Year (to be revised annually or as needed)

**\*For Internal School Use Only**

**INSTRUCTOR COMPENSATION -**

**Part-Time Instructors**

1. 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).*
2. If part-time faculty is assigned less than 17 students, \$2,580 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. They 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.
3. Part-time faculty will be compensated for assuming additional responsibilities as indicated in the Extracurricular Pay Schedule (see below full-time section).
4. **NEW FOR 23-24 - 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**

Students	Unit look up Table*		Part-time faculty annual increase			
	Partial Units	\$ Amt per Q	Years of Service with iSucceed			
	17 and below	\$2,580	1	3%	6	5%
18-25	.316 - .450	\$3,025	3	4%	10	6%
26-30	.451 - .550	\$3,620				
31-36	.551 - .650	\$4,060				
37-42	.651 - .750	\$4,680	<b>PT PAY PERIODS by Quarter</b>			
43-47	.751 - .850	\$5,000	<b>Quarter 1</b>	<b>Quarter 2</b>	<b>Quarter 3</b>	<b>Quarter 4</b>
48-53	.851 - .950	\$5,420	9/10, 9/25	11/25	2/10, 2/25	4/25
54-57	.951 – 1.0	\$5,760	10/10, 10/25	12/10, 12/25	3/10, 3/25	5/10, 5/25
58-65	1.050 - 1.150	\$6,200	11/10	1/10, 1/25	4/10	6/10, 6/25

\*Based on 1 Unit = 57 (from original system)

**Full-Time Instructors**

**NEW FOR 23-24 - Governor’s Increase for Instructor’s will be added to the annual contract in addition to base pay.**

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

- o **R1 starting - \$42,118 annually - Residential status** (Includes \$1000 over state Career Ladder placement on each rung for regular Instructors, add additional \$500 for **Special Education Instructors**)\*
- o **P1 starting - \$44,990 + annually - Professional status** (Includes \$1000 over state Career Ladder placement on each rung for regular Instructors, add additional \$500 for **Special Education Instructors**)\*
- o **\$55,233 + 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 this status through the state. ^**
- o For duties outside of contractual obligations, full-time teachers will be compensated as indicated in the Extracurricular Pay Schedule (Appendix B).

**Full-Time Counselors**

**NEW FOR 23-24 - Governor’s Increase for Counselor’s will be added to the annual contract in addition to base pay.**

**iSucceed Virtual High School**  
**Instructor Compensation Summary**  
**2023-2024 School Year** (to be revised annually or as needed)

466 iSucceed  
 Virtual High  
 School, Inc.

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

- **R1 starting - \$43,618 annually - Residential status** (Includes \$2500 over state Career Ladder placement)\*
- **P1 starting - \$46,490 + annually - Professional status** (Includes \$2500 over Career Ladder placement )\*
- **Professional 1 and above** qualifies for additional 2000(BA24), 3500(M) above minimum starting base rung
- **\$55,978 + annually - Advanced Professional** (Career Ladder) IF qualified. (Includes \$2500 over Career Ladder placement ) **Not all Counselors will qualify for this status through the state.** ^

*\*Annual salary is based on the MINIMUM pay for the bottom rung of that status for the current school year set by the state. 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 applicable benefits. Additionally, online staff receive an internet/phone stipend.
5. Full-time staff have the potential to receive an **annual increase** upon Board approval of merit funds and determined by performance-based rubric. This increase is dependent upon the school budget and assessed annually.

**Related policies:**

- Please see Charter School Policy Manual

**Appendix B - Extracurricular Pay Schedule - Teachers**

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



**Idaho Science and Technology Charter School 468  
Compensation 2023-24  
Certificated Teachers**

**Salary Schedule**

	BA	BA + 24	MA
Row 1	\$41,118	\$41,118	\$41,118
Row 2	\$41,988	\$41,988	\$41,988
Row 3	\$42,860	\$42,860	\$42,860
Row 4 Requires Professional Endorsement	\$43,990	\$45,990	\$47,490
Row 5 Requires Professional Endorsement	\$45,773	\$47,773	\$49,273
Row 6 Requires Professional Endorsement	\$47,555	\$49,555	\$51,055
Row 7 Requires Professional Endorsement	\$49,337	\$51,337	\$52,837
Row 8 Requires Professional Endorsement	\$51,119	\$53,119	\$54,619
Row 9 Requires Advanced Professional Endorsement	\$54,233	\$56,233	\$57,733
Row 10 Requires Advanced Professional Endorsement	\$55,705	\$57,705	\$59,205
Row 11 Requires Advanced Professional Endorsement	\$57,165	\$59,165	\$60,665
Row 12 Requires Advanced Professional Endorsement	\$58,613	\$60,613	\$62,113



KOOTENAI BRIDGE ACADEMY

470 The Kootenai Bridge Academy , Inc.

CERTIFIED SALARY SCHEDULE: COUNSELOR, TEACHER, ADMINISTRATOR

2023-24

YRS EXP	I	II	III	IV	V	VI	VII	VIII	ADMIN.
	BA	BA+9	BA+15	BA+30	BA+45 or MA	MA+9	MA+15	MA+30	
0	\$ 53,045.59	\$ 53,498.33	\$ 53,952.54	\$ 54,411.15	\$54,899.06	55,369.39	\$ 57,813.33	\$ 60,378.89	\$119,922.97
1	\$ 53,498.33	\$ 53,952.54	\$ 54,411.15	\$ 54,899.06	\$55,369.39	57,813.33	\$ 60,378.89	\$ 63,073.38	\$121,171.31
2	\$ 53,952.54	\$ 54,411.15	\$ 54,899.06	\$ 55,369.39	\$57,813.33	60,378.89	\$ 63,073.38	\$ 65,902.68	\$122,418.20
3	\$ 54,411.15	\$ 54,899.06	\$ 55,369.39	\$ 57,813.33	\$60,378.89	63,073.38	\$ 65,902.68	\$ 68,874.09	\$123,666.54
4	\$ 54,899.06	\$ 55,369.39	\$ 57,813.33	\$ 60,378.89	\$63,073.38	65,902.68	\$ 68,874.09	\$ 71,993.49	\$124,913.42
5	\$ 55,369.39	\$ 57,813.33	\$ 60,378.89	\$ 63,073.38	\$65,902.68	68,874.09	\$ 71,993.49	\$ 75,268.21	\$126,161.77
6	\$ 57,813.33	\$ 60,378.89	\$ 63,073.38	\$ 65,902.68	\$68,874.09	71,993.49	\$ 75,268.21	\$ 78,707.02	\$127,410.12
7	\$ 60,378.89	\$ 63,073.38	\$ 65,902.68	\$ 68,874.09	\$71,993.49	75,268.21	\$ 78,707.02	\$ 82,317.26	\$128,657.00
8	\$ 63,073.38	\$ 65,902.68	\$ 68,874.09	\$ 71,993.49	\$75,268.21	78,707.02	\$ 82,317.26	\$ 86,109.19	\$129,905.34
9	\$ 65,902.68	\$ 68,874.09	\$ 71,993.49	\$ 75,268.21	\$78,707.02	82,317.26	\$ 86,109.19	\$ 90,090.12	\$131,152.23
10	\$ 68,874.09	\$ 71,993.49	\$ 75,268.21	\$ 78,707.02	\$82,317.26	86,109.19	\$ 90,090.12	\$ 94,270.33	\$132,400.57
11	\$ -	\$ -	\$ 78,707.02	\$ 82,317.26	\$86,109.19	90,090.12	\$ 94,270.33	\$ 98,660.05	\$ -
13+	\$ -	\$ -	\$ -	\$ -	\$88,497.46	\$ -	\$ -	\$ 103,268.09	\$ -

Palouse Prairie Charter School  
 Certified Salary Schedule  
 2023-2024

472 Palouse Prairie Educational Organization, Inc.

	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	50,349	50,550	51,300
5	50,400	51,200	52,100
6	51,000	52,100	53,200
7	51,600	53,000	54,500
8	52,300	54,300	56,000
9		55,600	57,700
10			59,650
11+			61,800

Instructional/per pupil service staff who meet the Advanced Professional criteria will receive extra pay of \$2000 for a 1.0 FTE annual contract.

	1000	1500	
	BA	BA+24	MA
R1	\$ 47,021	\$ 47,021	\$ 47,021
R2	\$ 47,021	\$ 47,021	\$ 47,021
R3	\$ 47,021	\$ 47,021	\$ 47,021
P1	\$ 49,893	\$ 50,893	\$ 52,393
P2	\$ 50,773	\$ 51,773	\$ 53,273
P3	\$ 51,670	\$ 52,670	\$ 54,170
P4	\$ 52,586	\$ 53,586	\$ 55,086
P5	\$ 53,519	\$ 54,519	\$ 56,019
AP1	\$ 60,136	\$ 61,136	\$ 62,636

# Certified Salary Schedule 2023-2024

Monticello Montessori

	BA	BA + 24	MA
R1	47,477.00	47,477.00	47,477.00
R2	48,347.00	48,347.00	48,347.00
R3	49,219.00	49,219.00	49,219.00
P1	50,349.00	52,349.00	53,849.00
P2	52,132.00	54,132.00	55,632.00
P3	53,914.00	55,914.00	57,414.00
P4	55,696.00	57,696.00	59,196.00
P5	57,478.00	59,478.00	60,978.00
AP1	60,592.00	62,592.00	64,092.00
AP2	62,064.00	64,064.00	65,564.00
AP3	63,524.00	65,524.00	67,024.00
AP4	64,972.00	66,972.00	68,472.00

R = Residential for R1, R2, R3

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

AP - Advanced Professional for AP1, AP2, AP3

BA = Bachelors Degree

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

MA = Masters, Education Specialist or Doctorate

## SAGE INTERNATIONAL NETWORK OF SCHOOLS

Sage International School Boise (LEA #475)

Sage International School Middleton (LEA #528)

### FY24 Certificated/Pupil Services Salary Schedule

<b>R1</b>	<b>47477</b>
<b>R2</b>	<b>48347</b>
<b>R3</b>	<b>49219</b>
<b>P1</b>	<b>50349</b>
<b>P2</b>	<b>52132</b>
<b>P3</b>	<b>53914</b>
<b>P4</b>	<b>55696</b>
<b>P5</b>	<b>57478</b>
<b>AP1</b>	<b>60592</b>
<b>AP2</b>	<b>62064</b>
<b>AP3</b>	<b>63524</b>
<b>AP4</b>	<b>64972</b>

*In addition to the salary amounts indicated the Network will 'pass through' in its entirety additional education allocations from the SDE for staff with Professional and Advanced Professional Endorsements in the following amounts:*

BA+24: baccalaureate degree and twenty-four (24) or more credits: **\$2000**

Or

MA: master's degree: **\$3500**

*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.*

SALARY SCHEDULE FOR BLACKFOOT CHARTER SCHOOL 477

APPROVED JUNE 14TH, 2023

<b>FY 2023-2024</b>	<b>2023-2024</b>
<b>Career Ladder Placement</b>	<b>Salary Apportionment</b>
<b>R1</b>	<b>\$ 41,118</b>
<b>R2</b>	<b>\$ 41,988</b>
<b>R3</b>	<b>\$ 42,860</b>
<b>P1</b>	<b>\$ 43,990</b>
<b>P2</b>	<b>\$ 45,773</b>
<b>P3</b>	<b>\$ 47,555</b>
<b>P4</b>	<b>\$ 49,337</b>
<b>P5</b>	<b>\$ 51,119</b>
<b>AP1</b>	<b>\$ 54,233</b>
<b>AP2</b>	<b>\$ 55,705</b>
<b>AP3</b>	<b>\$ 57,165</b>
<b>AP4</b>	<b>\$ 58,613</b>

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

**From:** [Clerk Crow](#)  
**To:** [Tania Goretoy](#)  
**Cc:** [SETH STALLCOP](#)  
**Subject:** Legacy Charter School Salary Schedule 2023-2024  
**Date:** Friday, September 8, 2023 3:34:14 PM

478 Legacy Public Charter School, Inc.

**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 Legacy Public Charter School-478.

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

	<u>2023-2024</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 24 Heritage Academy Certificated Staff Salary Schedule

HA Salary Schedule			SDE Allocation	SDE w/SB 1205
Step	FY23	FY24 (w/SB 1205)		Additional \$6359
Res/Prof 1	41,500	48,000	41,118	47,477
Res/Prof 2	42,000	48,600	41,988	48,347
Res/Prof 3	43,000	49,440	42,860	49,219
Prof 1	44,000	51,000	43,990	50,349
Prof 2	46,500	52,800	45,773	52,132
Prof 3	49,500	54,420	47,555	53,914
Prof 4	51,000	56,040	49,337	55,696
Prof 5	52,500	58,020	51,119	57,478
Advanced P1	55,000	61,980	54,233	60,592
Advanced P2	56,000	63,000	55,705	62,064
Advanced P3	57,500	64,020	57,165	63,524
Advanced P4	NA	66,000	58,613	64,972
Advanced P5	NA		Starts July 2024	



<b>Education Allocation BA + 24</b>	2000		2000	
<b>Education Allocation MA</b>	3500		3500	
<b>CTE Allocation</b>	3000		3000	

Fiscal Note regarding Senate Bill 1205 - If it passes, the following will be implemented. Currently sent for 2nd read with "do pass" recommendation.

*Idaho Code 33-100 4B(9)(e) SECTION 6. INSTRUCTIONAL AND PUPIL SERVICE STAFF COMPENSATION. In addition to the distribution criteria set forth in Section 33-1004B(9)(e), 11 Idaho Code, an additional \$6,359 shall be allocated to each cell for residential, professional, and advanced professional rungs. These funds must be used for instructional and pupil service compensation. Funding shall be distributed in combination with other career ladder allocations for the period July 1, 2023, through June 30, 2024. School districts and public charter schools shall report to the State Department of Education on the allocation of these funds for instructional and pupil service compensation. The State Department of Education shall provide a report to the Joint Finance-Appropriations Committee by January 13, 2024, on the allocations made by school districts and public charter schools. The format of the report and the contents therein shall be determined by the Legislative Services Office Budget and Policy Analysis Division.*

IC 33-1004 B

**(e) Effective July 1, 2023, the allocation shall be:**

Base

Allocation	1	2	3	4	5
Residency	\$41,118	\$41,988	\$42,860		
Professional	\$43,990	\$45,773	\$47,555	\$49,337	\$51,119
Advanced Professional	\$54,233	\$55,705	\$57,165	\$58,613	

	FY 2023-24	2023-24	
Year	Career Ladder Placement	Salary Apportionment	
1	R1	\$ 45,000	
2	R2	\$ 46,250	
3	R3	\$ 47,500	
4	P1	\$ 49,000	
5	P2a	\$ 50,250	
6	P2b	\$ 51,500	
7	P3a	\$ 52,750	
8	P3b	\$ 54,000	
9	P4a	\$ 55,250	
10	P4b	\$ 56,500	
11	P5a	\$ 57,750	
12	P5b	\$ 59,000	
13	AP1	\$ 61,000	
14	AP2	\$ 63,000	
15	AP3	\$ 65,000	
16+	AP4	\$ 67,000	

	FY 2023-24	2023-24	
Year	Career Ladder Placement	Salary Apportionment	
1	R1	\$ 45,000	
2	R2	\$ 46,250	
3	R3	\$ 47,500	
4	P1	\$ 49,000	
5	P2a	\$ 50,250	
6	P2b	\$ 51,500	
7	P3a	\$ 52,750	
8	P3b	\$ 54,000	
9	P4a	\$ 55,250	
10	P4b	\$ 56,500	
11	P5a	\$ 57,750	
12	P5b	\$ 59,000	
13	AP1	\$ 61,000	
14	AP2	\$ 63,000	
15	AP3	\$ 65,000	
16+	AP4	\$ 67,000	

Additional Salary		Not Cumulative
BA + 24		\$2,000
Masters		\$3,500
		<u>May be cumulative</u>
Extra duty(s)		\$1,000+
		<u>Not Cumulative</u>
STEM 5 years completed		\$2,500
STEM 10 years completed		\$5,000
STEM 15 years completed		\$7,500
STEM 20 Years completed		\$10,000



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

**2023-2024 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	\$41,118	\$41,118	\$41,118	\$42,618	\$42,618	\$42,868
STEP 2	\$41,988	\$41,988	\$41,988	\$43,488	\$43,488	\$43,738
STEP 3	\$42,860	\$42,860	\$42,860	\$44,360	\$44,360	\$44,610
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	\$43,990	\$43,990	\$45,990	\$47,490	\$47,490	\$47,890
STEP 5	\$45,342	\$45,342	\$47,342	\$48,842	\$48,842	\$49,242
STEP 6	\$46,666	\$46,666	\$48,666	\$50,166	\$50,166	\$50,566
STEP 7	\$46,952	\$46,952	\$48,952	\$50,452	\$50,452	\$50,852
STEP 8	\$47,919	\$48,840	\$50,840	\$52,340	\$52,340	\$52,740
STEP 9	\$47,919	\$49,178	\$51,178	\$52,678	\$52,678	\$53,078
STEP 10	\$47,919	\$51,031	\$53,031	\$54,531	\$54,531	\$54,931
STEP 11	\$47,919	\$51,457	\$53,457	\$54,957	\$54,957	\$55,357
STEP 12	\$47,919	\$53,271	\$55,271	\$56,771	\$56,771	\$57,171
STEP 13	\$47,919	\$53,778	\$55,778	\$57,278	\$57,410	\$57,678
Must have a MA+24 or ES/DR or Advanced Professional Endorsement^ to advance to Steps 14-17			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	\$54,233	\$54,233	\$56,233	\$57,733	\$57,733	\$58,133
STEP 15	\$55,705	\$55,705	\$57,705	\$59,205	\$59,205	\$59,605
STEP 16	\$57,165	\$57,165	\$59,165	\$60,665	\$60,665	\$61,065
STEP 17	\$58,613	\$58,613	\$60,613	\$62,113	\$62,113	\$62,513

The corresponding salary schedule for 2023-2024 year shall be based on 178 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/2022-Professional-and-Advanced-Professional-Endorsement-Guidance.pdf>.



**FY2024 Certified Salary Schedule**

CL	AHCS Rungs	BA+0	BA+24	MA+0
R1	R1	\$47,477.00	\$49,477.00	\$50,977.00
R2	R2	\$48,347.00	\$50,347.00	\$51,847.00
R3	R3	\$49,219.00	\$51,219.00	\$52,719.00
P1	P1	\$50,349.00	\$52,349.00	\$53,849.00
P2	P2	\$52,132.00	\$54,132.00	\$55,632.00
P3	P3	\$53,914.00	\$55,914.00	\$57,414.00
P4	P4	\$55,696.00	\$57,696.00	\$59,196.00
P5	P5	\$57,478.00	\$59,478.00	\$60,978.00
AP1	AP1	\$60,592.00	\$62,592.00	\$64,092.00
AP2	AP2	\$62,064.00	\$64,064.00	\$65,564.00
AP3	AP3	\$63,524.00	\$65,524.00	\$67,024.00
AP4	AP4	\$64,972.00	\$66,972.00	\$68,472.00
NOT FUNDED	AP5	\$66,921.00	\$68,921.00	\$70,421.00
	AP6	\$68,928.00	\$70,928.00	\$72,428.00
	AP7	\$70,995.00	\$72,995.00	\$74,495.00
	AP8	\$73,124.00	\$75,124.00	\$76,624.00
	AP9	\$75,317.00	\$77,317.00	\$78,817.00
GRANDFATHERED	J	\$55,696.00	\$57,696.00	\$59,196.00
	K	\$57,366.00	\$59,366.00	\$60,866.00
	L	\$59,086.00	\$61,086.00	\$62,586.00
	M	\$60,858.00	\$62,858.00	\$64,358.00
	N	\$62,683.00	\$64,683.00	\$66,183.00
	O	\$64,563.00	\$66,563.00	\$68,063.00
	P	\$66,499.00	\$68,499.00	\$69,999.00
	Q	\$68,493.00	\$70,493.00	\$71,993.00

Chief Tahgee Elementary Academy

2023-2024 CTEA Career Ladder Instructional and Pupil Service Staff

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		
15	GF3 (Base \$57,846)		\$59,846	\$61,346
16	GF4 (Base \$60,135)			\$63,635

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

**Professional Endorsement Requirements**

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

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

Criteria:

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

**Advanced Professional Endorsements Requirements**

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

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

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

Criteria:

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

2022-2023 CTEA Career Ladder Instructional and Pupil Service Staff

Rung		BA	BA+24	MA	23-24 MOVE MENT
1	Residency 1	\$ 40,746.00	\$ 42,746.00	\$ 43,746.00	Move to R2
2	Residency 2	\$ 41,490.00	\$ 43,490.00	\$ 44,490.00	Move to R3
3	Residency 3	\$ 42,234.00	\$ 44,234.00	\$ 45,234.00	Move to P1 if eligible
4	Professional 1	\$ 43,488.00	\$ 45,488.00	\$ 46,488.00	Move to P2
5	Professional 2	\$ 45,302.00	\$ 47,302.00	\$ 48,302.00	Move to P3
6	Professional 3	\$ 47,116.00	\$ 49,116.00	\$ 50,116.00	Move to P4
7	Professional 4	\$ 48,930.00	\$ 50,930.00	\$ 51,930.00	Move to P5
8	Professional 5	\$ 50,743.00	\$ 52,743.00	\$ 53,743.00	Stay P5 or AP-1
9	Adv Prof 1	\$ 53,478.00	\$ 55,478.00	\$ 56,478.00	Move AP2 if eligible
10	Adv Prof 2	\$ 54,442.00	\$ 56,442.00	\$ 57,442.00	Move AP3 if eligible
11	Adv Prof 3	\$ 55,389.00	\$ 57,389.00	\$ 58,389.00	Stay
12		2023-2024			
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	

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

**Professional Endorsement Requirements**

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

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

Criteria:

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

**Advanced Professional Endorsement Requirements**

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

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

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

Criteria:

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

## 485 Bingham (Idaho STEM Academy, Inc.)

SALARY SCHEDULE FOR Bingham Academy 485

approved June 21st, 2023

<b>FY 2023-2024</b>	<b>2023-2024</b>
<b>Career Ladder Placement</b>	<b>Salary Apportionment</b>
<b>R1</b>	\$ <b>41,118</b>
<b>R2</b>	\$ <b>41,988</b>
<b>R3</b>	\$ <b>42,860</b>
<b>P1</b>	\$ <b>43,990</b>
<b>P2</b>	\$ <b>45,773</b>
<b>P3</b>	\$ <b>47,555</b>
<b>P4</b>	\$ <b>49,337</b>
<b>P5</b>	\$ <b>51,119</b>
<b>AP1</b>	\$ <b>54,233</b>
<b>AP2</b>	\$ <b>55,705</b>
<b>AP3</b>	\$ <b>57,165</b>
<b>AP4</b>	\$ <b>58,613</b>

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

**Upper Carmen Public Charter School**

Number: 512-E

CATEGORY: Personnel

Approved: January 23, 2023

Effective: July 1, 2010

SUBJECT: Certificated Staff Salary Schedule

Revised July 2019

Pages: 1 of 1

2023 - 2024  
Upper Carmen Public Charter School  
CERTIFICATED SALARY SCHEDULE

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

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

<b>FY 2023-2024</b>	<b>2023-2024</b>
<b>Career Ladder Placement</b>	<b>Salary Apportionment</b>
<b>R1</b>	<b>\$ 41,118</b>
<b>R2</b>	<b>\$ 41,988</b>
<b>R3</b>	<b>\$ 42,860</b>
<b>P1</b>	<b>\$ 43,990</b>
<b>P2</b>	<b>\$ 45,773</b>
<b>P3</b>	<b>\$ 47,555</b>
<b>P4</b>	<b>\$ 49,337</b>
<b>P5</b>	<b>\$ 51,119</b>
<b>AP1</b>	<b>\$ 54,233</b>
<b>AP2</b>	<b>\$ 55,705</b>
<b>AP3</b>	<b>\$ 57,165</b>
<b>AP4</b>	<b>\$ 58,613</b>

<b>2023-2024 FBCS Salary Matrix</b>	
<b>FY 2023-2024</b>	<b>2023-2024</b>
<b>Career Ladder Placement</b>	<b>Salary Apportionment Additional \$5,750 allocation per SB 1205 Section 6</b>
<b>R1</b>	<b>\$ 46,868</b>
<b>R2</b>	<b>\$ 47,738</b>
<b>R3</b>	<b>\$ 48,610</b>
<b>P1</b>	<b>\$ 49,740</b>
<b>P2</b>	<b>\$ 51,523</b>
<b>P3</b>	<b>\$ 53,305</b>
<b>P4</b>	<b>\$ 55,087</b>
<b>P5</b>	<b>\$ 56,869</b>
<b>AP1</b>	<b>\$ 59,983</b>
<b>AP2</b>	<b>\$ 61,455</b>
<b>AP3</b>	<b>\$ 62,915</b>
<b>AP4</b>	<b>\$ 64,363</b>



# State School District Salary Schedule

DRAFT



**2023-2024**

488 Syringa Mountain School, Inc.

Career Ladder	1	2	3	4	5
Residency	\$41,118	\$41,988	\$42,860		
Professional 1	\$43,900	\$45,773	\$47,555	\$49,337	\$51,119
Adv Prof	\$54,233	\$55,705	\$57,165	\$58,613	

Education – If State qualified

\$2,000 for BA + 24 credits

\$3,500 for MA

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

Certified Salary Schedule – ITCA

SY 2023-2024

Years of Service	MA				MA+12			MA+24		MA+36	
	BA	BA+12	BA+24	BA+36	BA+48	BA+60	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			

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

491 Coeur d'Alene Charter Academy, Inc.

	<b>2023-24</b>
	<b>Pay</b>
Residency 1	\$47,859
Residency 2	\$48,855
Residency 3	\$49,874
Professional 1	\$53,356
Professional 2	\$56,364
Professional 3	\$59,364
Professional 4	\$62,015
Professional 5	\$64,463
Professional 6	\$65,916
Professional 7	\$67,405
Professional 8	\$68,931
Professional 9	\$70,495
Professional 10	\$72,099
Charter Master	\$73,742

<u>Education addition:</u>	<b>2023-24</b>
(Professional level only, not accumulative)	
BA +24	\$2,000
Masters	\$3,500

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

## Approved FY24 - Salary Schedule

492 Anser of Idaho, Inc.

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

The level of increases for FY24 were made possible through Senate Bill 1205. The wording of this bill has created concern that this will not be ongoing funding:

**Funding shall be distributed in combination with other career ladder allocations for the period July 1, 2023, through June 30, 2024.**

<https://legislature.idaho.gov/sessioninfo/2023/legislation/S1205/>

Therefore, this salary schedule will be adopted and valid only for FY24.

North Star Charter School										
NSCS Pay Scale 23-24										
Based on a contract year of 178 days										
		LANES								
		1	2	3	4	5	6	7		
		G	H	I	J	K	L	MA+36		
Total				MA		MA+12		MA+24		
Yrs exp		BA+0	BA+12	BA+24	BA+36	BA+48	BA+60	BA+72		
A	0	\$ 43,495	\$ 43,495	\$ 43,495	\$ 43,495	\$ 43,495	\$ 43,495	\$ 43,495	\$ 43,495	A
B	1	\$ 43,495	\$ 43,495	\$ 43,495	\$ 43,495	\$ 43,391	\$ 44,945	\$ 46,523		B
C	2	\$ 44,039	\$ 44,039	\$ 44,039	\$ 44,039	\$ 44,693	\$ 46,294	\$ 47,918		C
D	3	\$ 44,582	\$ 44,718	\$ 46,279	\$ 47,898	\$ 49,579	\$ 50,019	\$ 50,859		D
E	4	\$ 44,919	\$ 44,954	\$ 46,279	\$ 47,898	\$ 49,579	\$ 50,781	\$ 53,247		E
F	5	\$ 44,919	\$ 44,954	\$ 46,531	\$ 48,167	\$ 49,695	\$ 53,248	\$ 55,434		F
G	6	\$ 44,919	\$ 44,954	\$ 46,549	\$ 48,025	\$ 51,459	\$ 53,571	\$ 54,484		G
H	7	\$ 44,919	\$ 44,954	\$ 49,466	\$ 53,004	\$ 55,178	\$ 56,119	\$ 58,368		H
I	8	\$ 44,919	\$ 46,182	\$ 52,749	\$ 54,914	\$ 55,850	\$ 58,088	\$ 59,084		I
J	9	\$ 44,919	\$ 46,182	\$ 54,913	\$ 55,849	\$ 58,087	\$ 59,092	\$ 61,402		J
K	10	\$ 44,699	\$ 45,955	\$ 55,299	\$ 57,514	\$ 58,510	\$ 60,797	\$ 62,175		K
L	11	\$ 44,699	\$ 45,955	\$ 55,299	\$ 57,514	\$ 59,292	\$ 61,601	\$ 63,028		L
M	12	\$ 44,699	\$ 45,955	\$ 55,299	\$ 57,514	\$ 59,292	\$ 63,768	\$ 64,157		M
N	13	\$ 44,699	\$ 45,955	\$ 55,299	\$ 57,514	\$ 59,292	\$ 63,768	\$ 66,597		N
	beyond	\$ 44,699	\$ 45,955	\$ 55,299	\$ 57,514	\$ 59,292	\$ 63,768	\$ 66,597		

Certified will freeze on this payscale as of Sept 1, 2023. COLA increases may apply in future years, but not advancement.

## North Star CL Payscale 2023-2024

Yrs of Certified Service			BA+24*	MA*
	Residency 1	\$	44,975	
	Residency 2	\$	46,324	
	Residency 3	\$	47,714	
	Professional 1	\$	49,145	\$ 51,145 \$ 52,645
	Professional 2	\$	50,620	\$ 52,620 \$ 54,120
	Professional 3	\$	52,138	\$ 54,138 \$ 55,638
	Professional 4	\$	53,703	\$ 55,703 \$ 57,203
	Professional 5	\$	55,314	\$ 57,314 \$ 58,814
	Advanced Professional 1	\$	56,973	\$ 58,973 \$ 60,473
	Advanced Professional 2	\$	58,682	\$ 60,682 \$ 62,182
	Advanced Professional 3	\$	60,443	\$ 62,443 \$ 63,943
	Advanced Professional 4	\$	62,256	\$ 64,256 \$ 65,756
13-14	Legacy 1	\$	63,501	\$ 65,501 \$ 67,001
15-16	Legacy 2	\$	64,771	\$ 66,771 \$ 68,271
17-18	Legacy 3	\$	66,067	\$ 68,067 \$ 69,567
19-20	Legacy 4	\$	67,388	\$ 69,388 \$ 70,888
21-22	Legacy 5	\$	68,736	\$ 70,736 \$ 72,236
23-24	Legacy 6	\$	70,110	\$ 72,110 \$ 73,610
25-26	Legacy 7	\$	71,513	\$ 73,513 \$ 75,013

\*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

**2023-24**

<b>Residency</b>	
	<b>Salary</b>
R1	47,477
R2	48,347
R3	49,219

494 The Pocatello Community Charter School, Inc.

**Professional**

	<b>BA Only</b>	<b>BA + 24</b>	<b>MA+</b>
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
P6	\$ 60,592	\$ 62,592	\$ 64,092
P7	\$ 62,064	\$ 64,064	\$ 65,564
P8	\$ 63,524	\$ 65,524	\$ 67,024
P9	\$ 64,972	\$ 66,972	#REF!
P10	\$ 64,972	\$ 70,134	#REF!
	Teaching Experience 5	\$1,050	
	Teaching Experience 10	\$2,100	



**LEA 495 - ALTURAS INTERNATIONAL ACADEMY**

**LEA 560 – ALTURAS PREPARATORY ACADEMY**

**SALARY SCHEDULE 2023-2024 - CERTIFIED TEACHERS/PUPIL SERVICE STAFF**

*Based on 180 contract days*

Career Ladder Level	Base	BA/BS+24	MA/ED/DR
	Salary-BA	Salary-BA+24	Salary-MA
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

Based upon \$6,359 bump plus Base Salary

**Proposed 23-24 Instructional and Pupil Services Staff**

496 Gem Prep: Pocatello, LLC

**Salary Schedule  
181 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	\$50,359	\$59,359	\$59,859	\$59,859
1	\$50,799	\$59,889	\$60,394	\$60,394
2	\$50,799	\$59,889	\$60,394	\$60,394
3	\$51,243	\$60,424	\$60,934	\$64,939
4	\$51,692	\$60,965	\$61,480	\$65,525
5	\$52,146	\$61,511	\$62,031	\$66,708
6	\$52,603	\$62,063	\$62,588	\$67,312
7	\$53,066	\$62,620	\$63,150	\$67,921
8		\$63,182	\$63,718	\$68,537
9		\$63,750	\$64,292	\$69,159
10		\$64,324	\$64,871	\$69,787
11		\$64,904	\$65,456	\$70,421
12		\$65,489	\$66,047	\$71,061
13			\$66,644	\$71,708
14			\$67,247	\$72,362
15			\$67,856	\$73,022
16				\$73,689
17				\$74,362
18				\$75,042
19				\$75,729
20				\$76,422

\* Instructional Staff member(s) working on an BA Alt Authorization or an Emergency Authorization will be placed on the Alt Auth step and will remain on this step until they receive their clean certification.

\*\* Pupil Services Staff member(s) working on an Alt Authorization or an Emergency Authorization will be placed on the MA Alt Auth step and will remain on this step until they receive their clear certification.

Any staff member who has not provided official transcripts to support their placement on the salary schedule will be placed at the Alt Auth step.

Transcripts will be accepted for placement and movement on the salary schedule up to September 15th, after which placement will be frozen for the year.

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

**2023-2024 Pathways in Education at Nampa, Idaho  
Salary Schedule**

497 Pathways in Education  
Nampa, Inc.

Title	Salary Schedule Range	Annual Performance Reviews
Senior Teacher	\$43,000 - \$57,649	1-6yrs: \$1,000; \$1,500, \$2,000 7-10yrs: \$1,500; \$2,000; \$2,500
Teacher	\$43,000 - \$63,000	1-6yrs: \$1,000; \$1,500, \$2,000 7-10yrs: \$1,500; \$2,000; \$2,500
Small Group Instructor - ELA	\$45,000 - \$63,000	1-6yrs: \$1,000; \$1,500, \$2,000 7-10yrs: \$1,500; \$2,000; \$2,500
Small Group Instructor - Math	\$49,000 - \$71,000	1-6yrs: \$1,000; \$1,500, \$2,000 7-10yrs: \$1,500; \$2,000; \$2,500
Small Group Instructor - Science	\$49,000 - \$71,000	1-6yrs: \$1,000; \$1,500, \$2,000 7-10yrs: \$1,500; \$2,000; \$2,500
SPED Teacher	\$48,000 - \$68,000	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
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
School Psychologist	\$25.37 - \$33.78	\$0.25; \$0.50; \$1.00
Area Teacher	\$16.00 - \$21.00	\$0.25; \$0.50; \$1.00
Substitute Teacher	\$20.00	\$0.25; \$0.50; \$1.00
SPED Paraprofessional	\$15.00 - \$19.00	\$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\*

Based upon \$6,359 bump plus Base Salary

**Proposed 23-24 Instructional and Pupil Services Staff**

498 Gem Prep: Meridian, LLC

**Salary Schedule  
181 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	\$50,359	\$59,359	\$59,859	\$59,859
1	\$50,799	\$59,889	\$60,394	\$60,394
2	\$50,799	\$59,889	\$60,394	\$60,394
3	\$51,243	\$60,424	\$60,934	\$64,939
4	\$51,692	\$60,965	\$61,480	\$65,525
5	\$52,146	\$61,511	\$62,031	\$66,708
6	\$52,603	\$62,063	\$62,588	\$67,312
7	\$53,066	\$62,620	\$63,150	\$67,921
8		\$63,182	\$63,718	\$68,537
9		\$63,750	\$64,292	\$69,159
10		\$64,324	\$64,871	\$69,787
11		\$64,904	\$65,456	\$70,421
12		\$65,489	\$66,047	\$71,061
13			\$66,644	\$71,708
14			\$67,247	\$72,362
15			\$67,856	\$73,022
16				\$73,689
17				\$74,362
18				\$75,042
19				\$75,729
20				\$76,422

\* Instructional Staff member(s) working on an BA Alt Authorization or an Emergency Authorization will be placed on the Alt Auth step and will remain on this step until they receive their clean certification.

\*\* Pupil Services Staff member(s) working on an Alt Authorization or an Emergency Authorization will be placed on the MA Alt Auth step and will remain on this step until they receive their clear certification.

Any staff member who has not provided official transcripts to support their placement on the salary schedule will be placed at the Alt Auth step.

Transcripts will be accepted for placement and movement on the salary schedule up to September 15th, after which placement will be frozen for the year.

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



# 2023-2024 CERTIFIED SALARY SCHEDULE TEACHERS, COUNSELOR, SOCIAL WORKER, NURSE, SLP

Based on 188 contract days (2 floating days in the summer)

CAREER LADDER LEVEL	BASE LEVEL (BACHELORS)					BACHELORS + 24 CREDITS					MASTERS / ED SPECIALIST / DOCTORATE								
	SALARY BA	Increase from Ladder	Increase from SDE	Total Increase		SALARY BA + 24	Increase from Ladder	Increase from SDE	Total Increase		Increase for Additional Education - BA+24	SALARY MA/ED/DR	Increase from Ladder	Increase from SDE	Total Increase		Increase for Additional Education - MA/ED/DR		
<b>RESIDENCY RUNG (R)</b>																			
R1	\$44,218		\$3,100	\$3,100	7.61%	\$46,218		\$3,000	\$3,100	7.25%	\$2,000	4.68%	\$47,718		\$3,100	\$3,100	7.01%	\$1,500	
R2	\$45,247	\$1,246	\$3,259	\$4,505	11.06%	\$47,247	-\$754	\$5,259	\$4,505	10.54%	\$2,000	4.68%	\$48,747	-\$2,254	\$6,759	\$4,505	10.18%	\$1,500	3.39%
R3	\$46,179	\$1,374	\$3,319	\$4,693	11.31%	\$48,179	-\$626	\$5,319	\$4,693	10.79%	\$2,000	4.60%	\$49,679	-\$2,126	\$6,819	\$4,693	10.43%	\$1,500	3.33%
<b>PROFESSIONAL RUNG (P)</b>																			
P1	\$47,368	\$1,759	\$3,378	\$5,137	12.16%	\$49,368	\$1,759	\$3,378	\$5,137	11.61%	\$2,000	4.52%	\$50,868	\$1,759	\$3,378	\$5,137	11.23%	\$1,500	3.28%
P2	\$49,252	\$2,285	\$3,479	\$5,764	13.25%	\$51,252	\$2,285	\$3,479	\$5,764	12.67%	\$2,000	4.40%	\$52,752	\$2,285	\$3,479	\$5,764	12.27%	\$1,500	3.19%
P3	\$51,179	\$2,253	\$3,624	\$5,877	12.97%	\$53,179	\$2,253	\$3,624	\$5,877	12.42%	\$2,000	4.23%	\$54,679	\$2,253	\$3,624	\$5,877	12.04%	\$1,500	3.07%
P4	\$53,106	\$2,221	\$3,769	\$5,990	12.71%	\$55,106	\$2,221	\$3,769	\$5,990	12.20%	\$2,000	4.07%	\$56,606	\$2,221	\$3,769	\$5,990	11.83%	\$1,500	2.96%
P5	\$55,033	\$2,189	\$3,914	\$6,103	12.47%	\$57,033	\$2,189	\$3,914	\$6,103	11.98%	\$2,000	3.93%	\$58,533	\$2,189	\$3,914	\$6,103	11.64%	\$1,500	2.86%
<b>ADVANCED PROFESSIONAL (AP)</b>																			
AP1	\$58,292	\$3,490	\$4,059	\$7,549	14.88%	\$60,292	\$3,490	\$4,059	\$7,549	14.31%	\$2,000	3.79%	\$61,792	\$3,490	\$4,059	\$7,549	13.92%	\$1,500	2.77%
AP2	\$59,983	\$2,227	\$4,278	\$6,505	12.16%	\$61,983	\$2,227	\$4,278	\$6,505	11.73%	\$2,000	3.61%	\$63,483	\$2,227	\$4,278	\$6,505	11.42%	\$1,500	2.63%
AP3	\$61,520	\$2,723	\$4,355	\$7,078	13.00%	\$63,520	\$2,723	\$4,355	\$7,078	12.54%	\$2,000	3.54%	\$65,020	\$2,723	\$4,355	\$7,078	12.22%	\$1,500	2.59%
AP4	\$63,044	\$3,224	\$4,431	\$7,655	13.82%	\$65,044	\$3,224	\$4,431	\$7,655	13.34%	\$2,000	3.48%	\$66,544	\$3,224	\$4,431	\$7,655	13.00%	\$1,500	2.55%

## OVERVIEW

The Idaho State Department of Education uses the [Idaho Career Ladder](#) approved by the legislature to pay districts for certified instructional and pupil services (i.e. counselors, social workers, etc.) staff. All certified staff are placed on the ladder and move up and/or over depending on several factors: years teaching, where and when you taught, education attainment, ratings on performance evals, student performance, leadership, and more. Although all districts are paid the same way, they each determine their own salary schedules; many (especially smaller) have schedules that match the ladder while others (mostly larger) develop entirely different ones.

Future’s salary schedule is based on the Idaho Career Ladder and certificated staff are paid based on the specific state rung and cell within which they fall. Future makes minor modifications to the ladder (ex: the state does not pay for additional education for those in the Residency R1-R3 rungs highlighted in yellow, but Future does). It’s important for you to know where you are on the Idaho ladder and to monitor your movement each year, considering many districts base salaries off this.

508 Hayden Canyon Charter School, Inc.

<b>CERTIFIED 2023-2024</b>	<b>BA</b>	<b>BA+12</b>	<b>BA+24</b>	<b>BA+36</b>	<b>BA+48</b>	<b>BA+60</b>	<b>BA + 72</b>			
Year 1	\$47,477.00	\$47,977.00	\$48,477.00	\$48,977.00	\$49,477.00	\$49,977.00	\$50,477.00	R1		
2	\$48,777.00	\$49,277.00	\$49,777.00	\$50,277.00	\$50,777.00	\$51,277.00	\$51,777.00	R2		
3	\$50,077.00	\$50,577.00	\$51,077.00	\$51,577.00	\$52,077.00	\$52,577.00	\$53,077.00	R3		
4	\$51,377.00	\$51,877.00	\$52,377.00	\$52,877.00	\$53,377.00	\$53,877.00	\$54,377.00	P1		
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		
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		
9	\$52,677.00	\$58,377.00	\$58,877.00	\$59,377.00	\$59,877.00	\$60,377.00	\$60,877.00		<b>Pupil Services Year 1=Year 4</b>	
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		\$500 credits across	
12	\$52,677.00	\$58,377.00	\$62,777.00	\$63,277.00	\$63,777.00	\$64,277.00	\$64,777.00	P5	\$1300 yearly down	
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		Hard to fill	SLP \$2,500
15	\$52,677.00	\$58,377.00	\$65,377.00	\$67,177.00	\$67,677.00	\$68,177.00	\$68,677.00			Psy \$2,500
16	\$52,677.00	\$58,377.00	\$65,377.00	\$68,477.00	\$68,977.00	\$69,477.00	\$69,977.00			
17	\$52,677.00	\$58,377.00	\$65,377.00	\$69,777.00	\$70,277.00	\$70,777.00	\$71,277.00		Teachers	180 Days
18	\$52,677.00	\$58,377.00	\$65,377.00	\$71,077.00	\$71,577.00	\$72,077.00	\$72,577.00		Sped Teacher	185 Days
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			

**Master in Education=\$3,000**

**PHD=\$4,100**

Only semester credits earned after the initial 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.



**Certified Wage Schedule - FY 2023-2024**

Career Ladder Placement	Salary Apportionment (w/o SB1205)	Salary Apportionment (w/ SB1205)	
R1		\$45,039	
R2		\$45,909	
R3		\$46,781	
P1		\$47,911	
P2		\$49,694	
P3		\$51,476	
P4		\$53,258	
P5		\$55,040	
AP1		\$58,154	
AP2		\$59,626	
AP3		\$61,086	
AP4		\$62,534	
<b>Allocations</b>			
BA+24	\$2,000		
MA	\$3,500		
Waldorf Certification	\$2,000		
District Experience	see table	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			
Adopted on 5/17/23. FY 24 budget based on this schedule.			



**PROPOSED 2023-24 INSTRUCTIONAL & PUPIL CAREER LADDER**

CAREER RUNGS	CAREER LADDER REIMBURSEMENT	BA	BA+24	MA	MA+36 ES/DR
R1	\$ 41,118	\$ 46,118	\$ 46,349	\$ 46,579	\$ 46,579
R2	\$ 41,988	\$ 46,988	\$ 47,223	\$ 47,458	\$ 47,458
R3	\$ 42,860	\$ 47,860	\$ 48,099	\$ 48,339	\$ 48,339
P1	\$ 43,990	\$ 48,990	\$ 50,990	\$ 51,990	\$ 52,990
P2	\$ 45,773	\$ 50,773	\$ 52,773	\$ 53,773	\$ 54,773
P3	\$ 47,555	\$ 52,555	\$ 54,555	\$ 55,555	\$ 56,555
P4	\$ 49,337	\$ 54,337	\$ 56,337	\$ 57,337	\$ 58,337
P5	\$ 51,119	\$ 56,119	\$ 58,119	\$ 59,619	\$ 60,119
P6	\$ 51,119	\$ 56,119	\$ 58,119	\$ 59,669	\$ 60,319
P7	\$ 51,119	\$ 56,119	\$ 58,419	\$ 59,719	\$ 60,519
P8	\$ 51,119	\$ 56,119	\$ 58,619	\$ 59,769	\$ 60,619
AP1	\$ 54,233	\$ 56,119	\$ 61,733	\$ 62,883	\$ 64,233
AP2	\$ 55,705	\$ 56,119	\$ 61,733	\$ 64,405	\$ 65,705
AP3	\$ 57,165	\$ 56,119	\$ 61,733	\$ 65,965	\$ 67,165
AP4	\$ 58,613	\$ 56,119	\$ 61,733	\$ 67,613	\$ 68,613





2023-2024 SALARY SCHEDULE

<b>RP1</b>	<b>\$ 55,529.00</b>
<b>RP2</b>	<b>\$ 56,285.00</b>
<b>RP3</b>	<b>\$ 57,041.00</b>
<b>P1</b>	<b>\$ 63,256.00</b>
<b>P2</b>	<b>\$ 65,629.00</b>
<b>P3</b>	<b>\$ 68,003.00</b>
<b>P4</b>	<b>\$ 70,376.00</b>
<b>P5</b>	<b>\$ 73,314.00</b>
<b>AP1</b>	<b>\$ 76,923.00</b>
<b>AP2</b>	<b>\$ 78,196.00</b>
<b>AP3</b>	<b>\$ 79,445.00</b>
<b>AP4</b>	<b>\$ 80,695.00</b>

# SAGE INTERNATIONAL NETWORK OF SCHOOLS

Sage International School Boise (LEA #475)

Sage International School Middleton (LEA #528)

528 Sage International School of Middleton, LLC

FY24 Certificated/Pupil Services Salary Schedule

<b>R1</b>	<b>47477</b>
<b>R2</b>	<b>48347</b>
<b>R3</b>	<b>49219</b>
<b>P1</b>	<b>50349</b>
<b>P2</b>	<b>52132</b>
<b>P3</b>	<b>53914</b>
<b>P4</b>	<b>55696</b>
<b>P5</b>	<b>57478</b>
<b>AP1</b>	<b>60592</b>
<b>AP2</b>	<b>62064</b>
<b>AP3</b>	<b>63524</b>
<b>AP4</b>	<b>64972</b>

*In addition to the salary amounts indicated the Network will 'pass through' in its entirety additional education allocations from the SDE for staff with Professional and Advanced Professional Endorsements in the following amounts:*

**BA+24: baccalaureate degree and twenty-four (24) or more credits: \$2000**

Or

**MA: master's degree: \$3500**

*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.*

<b>2023-2024 Career Ladder (Base Yr 1)</b>	<b>2023-2024 Base Salary Yr 1</b> <i>(Actual Salaries will reflect 10% increase of base x FTE not yet reflected in Career Ladder Statute)</i>
<b>RP1</b>	<b>\$45,230</b>
<b>RP2</b>	<b>\$46,187</b>
<b>RP3</b>	<b>\$47,146</b>
<b>P1</b>	<b>\$48,389</b>
<b>P2</b>	<b>\$50,350</b>
<b>P3</b>	<b>\$52,311</b>
<b>P4</b>	<b>\$54,271</b>
<b>P5</b>	<b>\$56,231</b>
<b>AP1</b>	<b>\$59,645</b>
<b>AP2</b>	<b>\$61,276</b>
<b>AP3</b>	<b>\$62,882</b>
<b>AP4</b>	<b>\$64,474</b>

**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)

	<b>FTE</b>	<b>Allocation</b>	<b>Total</b>
OS Certificate		\$3,000	\$0

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

Career Ladder Level	Base	BA/BS+24	MA/ED/DR
	Salary BA	Salary BA+24	Salary MA
R1	\$47,477	\$49,477.00	\$50,977.00
R2	\$48,347	\$50,347.00	\$51,847.00
R3	\$49,219	\$51,219.00	\$52,719.00
P1	\$50,349	\$52,349.00	\$53,849.00
P2	\$52,132	\$54,132.00	\$55,632.00
P3	\$53,914	\$55,914.00	\$57,414.00
P4	\$55,696	\$57,696.00	\$59,196.00
P5	\$57,478	\$59,478.00	\$60,978.00
AP1	\$60,592	\$62,592.00	\$64,092.00
AP2	\$62,064	\$64,064.00	\$65,564.00
AP3	\$63,524	\$65,524.00	\$67,024.00
AP4	\$64,972	\$66,972.00	\$68,472.00

Based upon \$6,359 bump plus Base Salary

**Proposed 23-24 Instructional and Pupil Services Staff**

534 Gem Prep: Online, LLC

Salary Schedule  
181 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	\$50,359	\$59,359	\$59,859	\$59,859
1	\$50,799	\$59,889	\$60,394	\$60,394
2	\$50,799	\$59,889	\$60,394	\$60,394
3	\$51,243	\$60,424	\$60,934	\$64,939
4	\$51,692	\$60,965	\$61,480	\$65,525
5	\$52,146	\$61,511	\$62,031	\$66,708
6	\$52,603	\$62,063	\$62,588	\$67,312
7	\$53,066	\$62,620	\$63,150	\$67,921
8		\$63,182	\$63,718	\$68,537
9		\$63,750	\$64,292	\$69,159
10		\$64,324	\$64,871	\$69,787
11		\$64,904	\$65,456	\$70,421
12		\$65,489	\$66,047	\$71,061
13			\$66,644	\$71,708
14			\$67,247	\$72,362
15			\$67,856	\$73,022
16				\$73,689
17				\$74,362
18				\$75,042
19				\$75,729
20				\$76,422

\* Instructional Staff member(s) working on an BA Alt Authorization or an Emergency Authorization will be placed on the Alt Auth step and will remain on this step until they receive their clean certification.

\*\* Pupil Services Staff member(s) working on an Alt Authorization or an Emergency Authorization will be placed on the MA Alt Auth step and will remain on this step until they receive their clear certification.

Any staff member who has not provided official transcripts to support their placement on the salary schedule will be placed at the Alt Auth step.

Transcripts will be accepted for placement and movement on the salary schedule up to September 15th, after which placement will be frozen for the year.

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

**2023-2024 - Certified Salary Schedule**

<b>Year</b>	<b>BA</b>	<b>BA+24</b>	<b>MA or BA+36</b>	<b>MA+24 or BA+60</b>	<b>MA+36 or SP/DR</b>
1	\$47,477.00	\$48,477.00	\$48,977.00	\$49,977.00	\$50,477.00
2	\$48,777.00	\$49,777.00	\$50,277.00	\$51,277.00	\$51,777.00
3	\$50,077.00	\$51,077.00	\$51,577.00	\$52,577.00	\$53,077.00
4	\$51,377.00	\$52,377.00	\$52,877.00	\$53,877.00	\$54,377.00
5	\$52,677.00	\$53,677.00	\$54,177.00	\$55,177.00	\$55,677.00
6	\$52,677.00	\$54,977.00	\$55,477.00	\$56,477.00	\$56,977.00
7	\$52,677.00	\$56,277.00	\$56,777.00	\$57,777.00	\$58,277.00
8	\$52,677.00	\$57,577.00	\$58,077.00	\$59,077.00	\$59,577.00
9	\$52,677.00	\$58,877.00	\$59,377.00	\$60,377.00	\$60,877.00
10	\$52,677.00	\$60,177.00	\$60,677.00	\$61,677.00	\$62,177.00
11	\$52,677.00	\$61,477.00	\$61,977.00	\$62,977.00	\$63,477.00
12	\$52,677.00	\$62,777.00	\$63,277.00	\$64,277.00	\$64,777.00
13	\$52,677.00	\$64,077.00	\$64,577.00	\$65,577.00	\$66,077.00
14	\$52,677.00	\$65,377.00	\$65,877.00	\$66,877.00	\$67,377.00
15	\$52,677.00	\$65,377.00	\$67,177.00	\$68,177.00	\$68,677.00
16	\$52,677.00	\$65,377.00	\$68,477.00	\$69,477.00	\$69,977.00
17			\$69,777.00	\$70,777.00	\$71,277.00
18			\$71,077.00	\$72,077.00	\$72,577.00
19			\$72,377.00	\$73,377.00	\$73,877.00
20			\$72,377.00	\$74,677.00	\$75,177.00

**LEA 540 – ISLAND PARK CHARTER SCHOOL**

540 Island Park  
Charter School, Inc.

Island Park has 1 teacher. The salary schedule is as follows:

AP1 w/Master's Degree - \$74,492

## LEA 544 – MOSAICS PUBLIC SCHOOL

<b>MOSAICS Salary Schedule 2023-2024</b>			
	<b>Base</b>	<b>BA/BS+24</b>	<b>MA/ED/DR</b>
<b>Career Ladder Level</b>	<b>Salary BA</b>	<b>Salary BA+24</b>	<b>Salary MA</b>
R1	\$47,000	\$47,000	\$47,000
R2	\$48,384	\$48,384	\$48,384
R3	\$49,409	\$49,409	\$49,409
P1	\$50,178	\$52,178	\$53,678
P2	\$51,459	\$53,509	\$55,047
P3	\$52,740	\$54,790	\$56,328
P4	\$54,278	\$56,328	\$57,865
P5	\$56,328	\$58,378	\$59,915
P5+1	\$57,359	\$59,359	\$60,859
AP1	\$58,634	\$60,684	\$62,222
AP2	\$60,428	\$62,478	\$64,015
AP3	\$61,965	\$64,015	\$65,553
AP4	\$63,503	\$65,553	\$67,090



Based upon \$6,359 bump plus Base Salary

**Proposed 23-24 Instructional and Pupil Services Staff**

Salary Schedule  
181 Day Calendar

549 Gem Prep: Meridian North, LLC

	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	\$50,359	\$59,359	\$59,859	\$59,859
1	\$50,799	\$59,889	\$60,394	\$60,394
2	\$50,799	\$59,889	\$60,394	\$60,394
3	\$51,243	\$60,424	\$60,934	\$64,939
4	\$51,692	\$60,965	\$61,480	\$65,525
5	\$52,146	\$61,511	\$62,031	\$66,708
6	\$52,603	\$62,063	\$62,588	\$67,312
7	\$53,066	\$62,620	\$63,150	\$67,921
8		\$63,182	\$63,718	\$68,537
9		\$63,750	\$64,292	\$69,159
10		\$64,324	\$64,871	\$69,787
11		\$64,904	\$65,456	\$70,421
12		\$65,489	\$66,047	\$71,061
13			\$66,644	\$71,708
14			\$67,247	\$72,362
15			\$67,856	\$73,022
16				\$73,689
17				\$74,362
18				\$75,042
19				\$75,729
20				\$76,422

\* Instructional Staff member(s) working on an BA Alt Authorization or an Emergency Authorization will be placed on the Alt Auth step and will remain on this step until they receive their clean certification.

\*\* Pupil Services Staff member(s) working on an Alt Authorization or an Emergency Authorization will be placed on the MA Alt Auth step and will remain on this step until they receive their clear certification.

Any staff member who has not provided official transcripts to support their placement on the salary schedule will be placed at the Alt Auth step.

Transcripts will be accepted for placement and movement on the salary schedule up to September 15th, after which placement will be frozen for the year.

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

Pinecrest Lewiston				
Pincrest Idaho				
Doral Academy				
R1	47,000			
R2	48,000			
R3	49,000			
P1	50,000	can't be added till P1	<b>BA+24 \$\$2000</b>	<b>MA \$\$ 3500</b>
P2	51,500			
P3	53,500			
P4	55,300			
P5	57,000			
AP 1	60,200			
AP2	61,700			
AP3	63,200			
AP4	64,600			

**2023-24 Career Ladder (Pinecrest Academy of Idaho)**

R1	\$47,000
R2	\$48,000
R3	\$49,000
P1	\$50,000
P2	\$51,500
P3	\$53,500
P4	\$55,300
P5	\$57,000
AP1	\$60,200
AP2	\$61,700
AP3	\$63,200
AP4	\$64,600

**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  
 2023-2024  
 Board Approved 5/15/2023

Career Ladder Placement	Career Ladder Allocation
Res 1	41,118
Res 2	41,988
Res 3	42,860
Prof 1	43,990
Prof 2	45,773
Prof 3	47,555
Prof 4	49,337
Prof 5	51,119
AP 1	54,233
AP 2	55,705
AP 3	57,165
AP 4	58,613
State Allocation All Certified staff will receive an additional \$5,000 to their base pay for the 2023-2024 school year.	\$5,000

*\*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. *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.*
4. *An annual non-property right stipend will be given to individuals holding a Career Technical Education Occupational Specialist certificate in the area for which they are teaching, provided the individual is eligible to receive the stipend as determined by the State Department of Education (SDE). The amount will be determined by the Director and the Board of Trustees each year and paid out to the employee in June if applicable.*

**Thomas Jefferson Charter School  
2023-2024 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/M A+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 1<sup>st</sup> day assignment

LEA 560 – ALTURAS PREPARATORY ACADEMY

**SALARY SCHEDULE 2023-2024 - CERTIFIED TEACHERS/PUPIL SERVICE STAFF**

*Based on 180 contract days*

Career Ladder Level	Base	BA/BS+24	MA/ED/DR
	Salary-BA	Salary-BA+24	Salary-MA
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

<b>RISE Salary Schedule 2023-2024</b>			
	<b>Base</b>	<b>BA/BS+24</b>	<b>MA/ED/DR</b>
<b>Career Ladder Level</b>	<b>Salary BA</b>	<b>Salary BA+24</b>	<b>Salary MA</b>
<b>R1</b>	<b>\$47,101</b>	<b>\$47,101</b>	<b>\$47,101</b>
<b>R2</b>	<b>\$47,845</b>	<b>\$47,845</b>	<b>\$47,845</b>
<b>R3</b>	<b>\$48,590</b>	<b>\$48,590</b>	<b>\$48,590</b>
<b>P1</b>	<b>\$49,847</b>	<b>\$51,847</b>	<b>\$53,347</b>
<b>P2</b>	<b>\$51,661</b>	<b>\$53,661</b>	<b>\$55,161</b>
<b>P3</b>	<b>\$53,475</b>	<b>\$55,475</b>	<b>\$56,975</b>
<b>P4</b>	<b>\$55,289</b>	<b>\$57,289</b>	<b>\$58,789</b>
<b>P5</b>	<b>\$57,102</b>	<b>\$59,102</b>	<b>\$60,602</b>
<b>AP1</b>	<b>\$59,837</b>	<b>\$61,837</b>	<b>\$63,337</b>
<b>AP2</b>	<b>\$60,801</b>	<b>\$62,801</b>	<b>\$64,301</b>
<b>AP3</b>	<b>\$61,748</b>	<b>\$63,748</b>	<b>\$65,248</b>
<b>AP4</b>	<b>\$64,972</b>	<b>\$66,972</b>	<b>\$68,472</b>

<b>CARDINAL Salary Schedule 2023-2024 – 190 days</b>			
	<b>Base</b>	<b>BA/BS+24</b>	<b>MA/ED/DR</b>
<b>Career Ladder Level</b>	<b>Salary BA</b>	<b>Salary BA+24</b>	<b>Salary MA</b>
R1	\$48,200	\$50,200	\$51,895
R2	\$50,700	\$52,700	\$54,395
R3	\$52,200	\$54,200	\$55,895
P1	\$57,200	\$59,200	\$60,895
P2	\$59,700	\$61,700	\$63,395
P3	\$61,700	\$63,700	\$65,395
P4	\$64,813	\$66,813	\$68,508
P5	\$65,700	\$67,700	\$69,395
P5+1	\$67,671		
P5+2	\$69,701		
P5+3	\$71,095		
AP1	\$68,200	\$70,200	\$71,895
AP2	\$70,200	\$72,200	\$73,895
AP3	\$71,587	\$73,587	\$75,282
AP4	\$73,654	\$75,654	\$75,283



Based upon \$6,359 bump plus Base Salary

## Proposed 23-24 Instructional and Pupil Services Staff

Salary Schedule  
181 Day Calendar

571 Gem Prep: Meridian South, LLC

	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	\$50,359	\$59,359	\$59,859	\$59,859
1	\$50,799	\$59,889	\$60,394	\$60,394
2	\$50,799	\$59,889	\$60,394	\$60,394
3	\$51,243	\$60,424	\$60,934	\$64,939
4	\$51,692	\$60,965	\$61,480	\$65,525
5	\$52,146	\$61,511	\$62,031	\$66,708
6	\$52,603	\$62,063	\$62,588	\$67,312
7	\$53,066	\$62,620	\$63,150	\$67,921
8		\$63,182	\$63,718	\$68,537
9		\$63,750	\$64,292	\$69,159
10		\$64,324	\$64,871	\$69,787
11		\$64,904	\$65,456	\$70,421
12		\$65,489	\$66,047	\$71,061
13			\$66,644	\$71,708
14			\$67,247	\$72,362
15			\$67,856	\$73,022
16				\$73,689
17				\$74,362
18				\$75,042
19				\$75,729
20				\$76,422

\* Instructional Staff member(s) working on an BA Alt Authorization or an Emergency Authorization will be placed on the Alt Auth step and will remain on this step until they receive their clean certification.

\*\* Pupil Services Staff member(s) working on an Alt Authorization or an Emergency Authorization will be placed on the MA Alt Auth step and will remain on this step until they receive their clear certification.

Any staff member who has not provided official transcripts to support their placement on the salary schedule will be placed at the Alt Auth step.

Transcripts will be accepted for placement and movement on the salary schedule up to September 15th, after which placement will be frozen for the year.

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



2023-2024 SALARY SCHEDULE

<b>RP1</b>	<b>\$ 55,529.00</b>
<b>RP2</b>	<b>\$ 56,285.00</b>
<b>RP3</b>	<b>\$ 57,041.00</b>
<b>P1</b>	<b>\$ 63,256.00</b>
<b>P2</b>	<b>\$ 65,629.00</b>
<b>P3</b>	<b>\$ 68,003.00</b>
<b>P4</b>	<b>\$ 70,376.00</b>
<b>P5</b>	<b>\$ 73,314.00</b>
<b>AP1</b>	<b>\$ 76,923.00</b>
<b>AP2</b>	<b>\$ 78,196.00</b>
<b>AP3</b>	<b>\$ 79,445.00</b>
<b>AP4</b>	<b>\$ 80,695.00</b>



2023-2024 SALARY SCHEDULE

<b>RP1</b>	<b>\$ 55,529.00</b>
<b>RP2</b>	<b>\$ 56,285.00</b>
<b>RP3</b>	<b>\$ 57,041.00</b>
<b>P1</b>	<b>\$ 63,256.00</b>
<b>P2</b>	<b>\$ 65,629.00</b>
<b>P3</b>	<b>\$ 68,003.00</b>
<b>P4</b>	<b>\$ 70,376.00</b>
<b>P5</b>	<b>\$ 73,314.00</b>
<b>AP1</b>	<b>\$ 76,923.00</b>
<b>AP2</b>	<b>\$ 78,196.00</b>
<b>AP3</b>	<b>\$ 79,445.00</b>
<b>AP4</b>	<b>\$ 80,695.00</b>

Based upon \$6,359 bump plus Base Salary

**Proposed 23-24 Instructional and Pupil Services Staff**

Salary Schedule  
181 Day Calendar

594 Gem Prep Twin Falls

	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	\$50,359	\$59,359	\$59,859	\$59,859
1	\$50,799	\$59,889	\$60,394	\$60,394
2	\$50,799	\$59,889	\$60,394	\$60,394
3	\$51,243	\$60,424	\$60,934	\$64,939
4	\$51,692	\$60,965	\$61,480	\$65,525
5	\$52,146	\$61,511	\$62,031	\$66,708
6	\$52,603	\$62,063	\$62,588	\$67,312
7	\$53,066	\$62,620	\$63,150	\$67,921
8		\$63,182	\$63,718	\$68,537
9		\$63,750	\$64,292	\$69,159
10		\$64,324	\$64,871	\$69,787
11		\$64,904	\$65,456	\$70,421
12		\$65,489	\$66,047	\$71,061
13			\$66,644	\$71,708
14			\$67,247	\$72,362
15			\$67,856	\$73,022
16				\$73,689
17				\$74,362
18				\$75,042
19				\$75,729
20				\$76,422

\* Instructional Staff member(s) working on an BA Alt Authorization or an Emergency Authorization will be placed on the Alt Auth step and will remain on this step until they receive their clean certification.

\*\* Pupil Services Staff member(s) working on an Alt Authorization or an Emergency Authorization will be placed on the MA Alt Auth step and will remain on this step until they receive their clear certification.

Any staff member who has not provided official transcripts to support their placement on the salary schedule will be placed at the Alt Auth step.

Transcripts will be accepted for placement and movement on the salary schedule up to September 15th, after which placement will be frozen for the year.

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

**Kootenai Classical Academy Salary Schedule 2023-2024  
SB1205 allocation)**

**(includes**

R1	\$ 47,477
R2	\$ 48,347
R3	\$ 49,219
P1	\$ 50,349
P2	\$ 52,132
P3	\$ 53,914
P4	\$ 55,696
P5	\$ 57,478
AP1	\$ 60,592
AP2	\$ 62,064
AP3	\$ 63,524
AP4	\$ 64,972

Education Allocations\*:

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

\* Only apply to instructional staff with professional endorsement (may not be issued due to freeze in Career Ladder)

No pupil services staff for 2023-2024

Pinecrest Lewiston				
Pincrest Idaho				
Doral Academy				
R1	47,000			
R2	48,000			
R3	49,000			
P1	50,000	can't be added till P1	<b>BA+24 \$\$2000</b>	<b>MA \$\$ 3500</b>
P2	51,500			
P3	53,500			
P4	55,300			
P5	57,000			
AP 1	60,200			
AP2	61,700			
AP3	63,200			
AP4	64,600			

<b>CERTIFIED TEACHER ASSUMPTIONS</b>		
	<b>2023-2024</b>	
	<b>FTE</b>	<b>Salary</b>
R1		\$ 59,282
R2		\$ 60,368
R3		\$ 61,457
P1	2.00	\$ 62,868
P2		\$ 65,095
P3		\$ 67,320
P4		\$ 69,545
P5	2.00	\$ 71,770
AP1		\$ 75,658
AP2		\$ 77,496
AP3		\$ 79,319
AP4		\$ 81,127
<b>Total FTE</b>	<b>4.00</b>	
<b># of Teachers w/ BA + 24</b>	<b>0.00</b>	<b>\$ 2,000</b>
<b># of Teachers w/ MA</b>	<b>0.00</b>	<b>\$ 3,500</b>
<b># of Occupational Specialists</b>	<b>0.00</b>	<b>\$ 3,000</b>
<b>PUPIL SERVICES ASSUMPTIONS</b>		
	<b>3.00%</b>	
	<b>2023-2024</b>	
	<b>FTE</b>	<b>Salary</b>
R1		\$ 59,282
R2		\$ 60,368
R3		\$ 61,457
P1		\$ 62,868
P2		\$ 65,095
P3		\$ 67,320
P4		\$ 69,545
P5		\$ 71,770
AP1		\$ 75,658
AP2		\$ 77,496
AP3		\$ 79,319
AP4		\$ 81,127
<b>Total FTE</b>	<b>0.00</b>	
<b># of Pupil Serv w/ BA + 24</b>	<b>0.00</b>	<b>\$ 2,000</b>
<b># of Pupil Serv w/ MA</b>	<b>0.00</b>	<b>\$ 3,500</b>

<b>2023-2024 Salary Schedule</b>				
		<b>BA</b>	<b>BA +24</b>	<b>MA</b>
<b>Residency</b>	<b>1</b>	\$45,707		
<b>Residency</b>	<b>2</b>	\$46,685		
<b>Residency</b>	<b>3</b>	\$47,645		
<b>Professional</b>	<b>1</b>	\$48,565	\$50,565	\$52,065
<b>Professional</b>	<b>2</b>	\$49,786	\$51,786	\$53,286
<b>Professional</b>	<b>3</b>	\$51,041	\$53,041	\$54,541
<b>Professional</b>	<b>4</b>	\$52,331	\$54,331	\$55,831
<b>Professional</b>	<b>5</b>	\$53,657	\$55,657	\$57,157
<b>Professional</b>	<b>6</b>	\$55,020	\$57,020	\$58,520
<b>Professional</b>	<b>7</b>	\$56,422	\$58,422	\$59,922
<b>Professional</b>	<b>8</b>	\$57,863	\$59,863	\$61,363
<b>Professional</b>	<b>9</b>	\$59,344	\$61,344	\$62,844
<b>Professional</b>	<b>10</b>	\$60,867	\$62,867	\$64,367
<b>Legacy</b>	<b>1</b>	\$62,571	\$64,571	\$66,071
<b>Legacy</b>	<b>2</b>	\$64,587	\$66,587	\$68,087
<b>Legacy</b>	<b>3</b>	\$66,674	\$68,674	\$70,174
<b>Legacy</b>	<b>4</b>	\$68,834	\$70,834	\$72,334
<b>Legacy</b>	<b>5</b>	\$71,069	\$73,069	\$74,569
<b>Legacy</b>	<b>6</b>	\$73,383	\$75,383	\$76,883
<b>Legacy</b>	<b>7</b>	\$76,120	\$78,120	\$79,620

<b>Loyalty Enhancement*</b>	
In order to be eligible for Loyalty Enhancement, employees must have a professional endorsement and either a BA +24 or master's degree.	
<b>Completed Years of District Service</b>	<b>Amount of Enhancement</b>
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.*



Meridian Medical Arts Charter High School 2023-2024 Salary Schedule
---

	BA	BA +24	MA
R1	\$ 45,707		
R2	\$ 46,685	\$ 48,685	\$ 50,185
R3	\$ 47,645	\$ 49,645	\$ 51,145
P1	\$ 48,565	50565	\$ 52,065
P2	\$ 49,786	\$ 51,786	\$ 53,286
P3	\$ 51,041	\$ 53,041	\$ 54,541
P4	\$ 52,331	\$ 54,331	\$ 55,831
P5	\$ 53,657	\$ 55,657	\$ 57,157
P6	\$ 55,020	\$ 57,020	\$ 58,520
P7	\$ 56,422	\$ 58,422	\$ 59,922
P8	\$ 57,863	\$ 59,863	\$ 61,363
P9	\$ 59,344	\$ 61,344	\$ 62,844
P10	\$ 60,867	\$ 62,867	\$ 64,367
L1	\$ 62,571	\$ 64,571	\$ 66,071
L2	\$ 64,587	\$ 66,587	\$ 68,087
L3	\$ 66,674	\$ 68,674	\$ 70,174
L4	\$ 68,834	\$ 70,834	\$ 72,334
L5	\$ 71,069	\$ 73,069	\$ 74,569
L6	\$ 73,383	\$ 75,383	\$ 76,883
L7	\$ 76,120	\$ 78,120	\$ 79,620

Certified Staff will not advance a Rung on the Salary schedule for the 2023-24 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
---

Pending Board Approval on June 13, 2023

**Alexandra McCann**

---

**From:** Patrick Goff <pgoff@pr2ta.com>  
**Sent:** Tuesday, October 10, 2023 2:34 PM  
**To:** Alexandra McCann  
**Subject:** Re: 2023-2024 Salary Schedule Collection for Instructional and Pupil Services Staff - Due 10/13/2023  
**Attachments:** image001.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.**

---

Just to remind you that we use Emmett School Districts Career Ladder for Payette River Regional Technical Academy.

Patrick B. Goff  
Superintendent/Principal  
PR2TA

On Tue, Oct 10, 2023 at 10:23 AM Alexandra McCann <[amccann@sde.idaho.gov](mailto:amccann@sde.idaho.gov)> wrote:

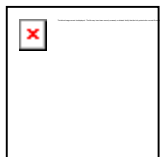
Good Morning,

Please note that the submission of your 2023-2024 salary schedule will be due this coming Friday, on **October 13, 2023**.

These documents need to be submitted to Tania Goretoy.

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

Kind regards,



**Alexandra McCann | Financial Specialist Principal**

Public School Finance  
Idaho State Department of Education  
Superintendent Debbie Critchfield  
(208) 332-6845 | [sde.idaho.gov](http://sde.idaho.gov)

2023-24

IACS New Certificated Salary Schedule  
(In alignment with Idaho Career Ladder Law)

Estimated Career Ladder Placement	BA	BA24	MA	MA36
R1	\$47,477	\$47,477	\$47,477	\$47,477
R2	\$48,347	\$48,347	\$48,347	\$48,347
R3	\$49,219	\$49,219	\$49,219	\$49,219
P1	\$50,349	\$52,349	\$53,849	\$53,849
P2	\$52,132	\$54,132	\$55,632	\$55,632
P3	\$53,914	\$55,914	\$57,414	\$57,414
P4	\$55,696	\$57,696	\$59,196	\$59,196
P5	\$57,478	\$59,478	\$60,978	\$60,978
AP1	\$60,592	\$62,592	\$64,092	\$64,092
AP2	\$62,064	\$64,064	\$65,564	\$65,564
AP3	\$63,524	\$65,524	\$67,024	\$67,024
AP4	\$64,972	\$66,972	\$68,472	\$68,472

795 Idaho Arts Charter School, Inc.

Based upon \$6,359 bump plus Base Salary

## Proposed 23-24 Instructional and Pupil Services Staff

Salary Schedule  
181 Day Calendar

796 Gem Prep: Nampa, LLC

	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	\$50,359	\$59,359	\$59,859	\$59,859
1	\$50,799	\$59,889	\$60,394	\$60,394
2	\$50,799	\$59,889	\$60,394	\$60,394
3	\$51,243	\$60,424	\$60,934	\$64,939
4	\$51,692	\$60,965	\$61,480	\$65,525
5	\$52,146	\$61,511	\$62,031	\$66,708
6	\$52,603	\$62,063	\$62,588	\$67,312
7	\$53,066	\$62,620	\$63,150	\$67,921
8		\$63,182	\$63,718	\$68,537
9		\$63,750	\$64,292	\$69,159
10		\$64,324	\$64,871	\$69,787
11		\$64,904	\$65,456	\$70,421
12		\$65,489	\$66,047	\$71,061
13			\$66,644	\$71,708
14			\$67,247	\$72,362
15			\$67,856	\$73,022
16				\$73,689
17				\$74,362
18				\$75,042
19				\$75,729
20				\$76,422

\* Instructional Staff member(s) working on an BA Alt Authorization or an Emergency Authorization will be placed on the Alt Auth step and will remain on this step until they receive their clean certification.

\*\* Pupil Services Staff member(s) working on an Alt Authorization or an Emergency Authorization will be placed on the MA Alt Auth step and will remain on this step until they receive their clear certification.

Any staff member who has not provided official transcripts to support their placement on the salary schedule will be placed at the Alt Auth step.

Transcripts will be accepted for placement and movement on the salary schedule up to September 15th, after which placement will be frozen for the year.

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

**Moscow Charter School  
Instructional Salary Schedule  
2023-2024 School Year**

CL Level	Earnings 1/Rate	FTE
P5	Kindergarten Salary 57,752.00	1
AP4+M	1st Grade Teacher Salary 68,746.00	1
FY23AP3+M	2nd Grade Teacher Salary 65,522.00	1
P1	3rd Grade Teacher Salary 50,623.00	1
P5+M	4th Grade Teacher Salary 61,252.00	1
R3	5th Grade Teacher Salary 49,493.00	1
P5	6/7/8 Language Arts Teacher Sal 57,752.00	1
P3	6/7/8 Math Teacher Salary 54,188.00	1
FY23AP3+M	6/7/8 Science Teacher Salary 65,522.00	1
P2	Middle School Electives Teacher 52,406.00	1
P5	K-5 Art Teacher 6,930.00	0.12
FY23P1+M	K-5 Key/Robo/PE Teacher 12,870.00	0.24
R2	K-8 Music/Theater Teacher 11,670.00	0.24
P5+M	Special Ed Salary (Title VI-B) 61,252.00	1
P3+M	School Counselor 57,688.00	1
FY23P1+M	School Psychologist 5,362.00	0.1
	Principal Salary 99,713.00	1