

ARTICLE I SALARY SCHEDULE

For the 2016-2017 school year only, the following provisions shall be in effect. The standard base contract, and the corresponding Salary Schedule, shall be based on 185 days.

2016-2017										
Salary Schedule										
Career Ladder Rungs	1	2	3	4	5	6	7	8	9	10
Residency	33,400	34,335	35,296							
Professional	37,249	38,385	39,556	40,762	42,006	43,287	44,607	45,967	47,369	48,814
Legacy Rungs	1	2	3	4	5	6				
Professional Legacy Rungs*	49,300	51,149	53,067	55,057	57,122	59,407				
The Rungs below include either the \$800 BA +24, the \$1,400 Masters Allocation, or the \$3,000 Occupational Specialist Certification Allocation										
Career Ladder Rungs	1	2	3	4	5	6	7	8	9	10
Professional W/ BA +24	38,049	39,185	40,356	41,562	42,806	44,087	45,407	46,767	48,169	49,614
Professional W/ Masters	38,649	39,785	40,956	42,162	43,406	44,687	46,007	47,367	48,769	50,214
Professional W/ Occ. Specialist	40,249	41,385	42,556	43,762	45,006	46,287	47,607	48,967	50,369	51,814
Legacy Rungs	1	2	3	4	5	6*				
Professional W/ BA +24	50,100	51,949	53,867	55,857	57,922	60,207				
Professional W/ Masters	50,700	52,549	54,467	56,457	58,522	60,807				
Professional W/ Occ. Specialist	52,300	54,149	56,067	58,057	60,122	62,407				
* Employees that were in Legacy Rung 6 during the 2015-16 school year will receive the following salary amounts for the 2016-17 school year : BA +24 - \$61,005, MA - \$61,307.										

2016-17		
Longevity Enhancement*		
Eligible employees	Years of District Service	Amount of Enhancement
Professional w/ BA +24 or Masters Degree	20 - 29	1,000.00
Professional w/ BA +24 or Masters Degree	30 - 34	2,000.00
Professional w/ BA +24 or Masters Degree	35 and over	3,000.00

*Employees who received Career Enhancement during the 2014-15 school year, and have been continuously employed by the District, at a higher rate than they would be entitled to receive per the table above will be grandfathered in, and continue to receive Career Enhancement at the same rate that they received in 2014-15 until such time the amount to which they are entitled per the above table is greater than the amount received through Career Enhancement.

- A. Employees will move one (1) rung on the Salary Schedule for each year that they are employed by the District (one semester of full-time employment (1.0 FTE) under contract or one contract year of half-time (.5 FTE) or greater employment for the full year will be treated as one year of experience) and meet the applicable performance criteria for the compensation rung. See Idaho Statutes 33-1001 and 33-1004B. Employees on probation will not advance on the Salary Schedule.
- B. Placement on the 2016-17 Salary Schedule for experienced new hires for 2016-17 is as follows: The Employee will be placed on the 2014-15 Salary Schedule based upon their degree and credits after initial state teacher certification and years of experience as of September 30, 2014. They will then be moved to the career ladder cohort based upon the crosswalk as depicted in Appendix A. If, during the 2015-16 school year, they were employed as a Certificated employee at least half time, they will move forward one rung for 2016-17. If they were not employed as a Certificated employee at least half time during the 2015-16 school year, they will remain in the rung placement based upon the above described 'crosswalk'.
- C. Employees must request full and official transcripts from any and all universities to be sent to the individual for review prior to submitting the transcript to the District. Only those official transcripts submitted to the District by the last Friday in September will be eligible for Salary Schedule placement purposes and for the BA +24 or Masters Stipend.
- D. In order to receive the BA +24 or Masters Allocation, credits must be submitted to the District on or before the last Friday of September. In order to qualify for this allocation, the Employee must possess a professional endorsement as defined in Idaho Code 33-1201A. For the 2016-2017 school year the BA +24 allocation of \$800 and the Masters allocation of \$1,400 will flow through to eligible Employees throughout the 12-month period.