

ARTICLE I: SALARY SCHEDULE

For the 2021-2022 school year only, the following provisions shall be in effect. The standard base contract, and the corresponding Salary Schedule, shall be based on 187 days.

Teachers are contracted to work 187 days; there will be four full non-student contact days throughout the school year that are to be used as follows: one-half of each of these days are dedicated to PLC collaboration, one-half of each of these days are dedicated for the HRS process and no staff meetings or mandatory professional development that is not related to the HRS process will be scheduled during these half days.

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

2021-2022 Salary Schedule				
		BA	BA +24	MA
Residency	1	\$40,400		
Residency	2	\$41,000		
Residency	3	\$41,600	\$43,600*	\$45,100*
Professional	1	\$43,000	\$45,000	\$46,500
Professional	2	\$44,000	\$46,000	\$47,500
Professional	3	\$45,050	\$47,050	\$48,550
Professional	4	\$46,050	\$48,050	\$49,550
Professional	5	\$47,000	\$49,000	\$50,500
Professional	6	\$47,900	\$49,900	\$51,400
Professional	7	\$49,150	\$51,150	\$52,650
Professional	8	\$50,450	\$52,450	\$53,950
Professional	9	\$51,800	\$53,800	\$55,300
Professional	10	\$53,150	\$55,150	\$56,650
Legacy	1	\$55,150	\$57,150	\$58,650
Legacy	2	\$57,150	\$59,150	\$60,650
Legacy	3	\$59,000	\$61,000	\$62,500
Legacy	4	\$61,250	\$63,250	\$64,750
Legacy	5	\$63,600	\$65,600	\$67,100
Legacy	6	\$66,050	\$68,050	\$69,550
Legacy	7	\$69,450	\$71,450	\$72,950

*To qualify for the BA+24 or Master's allocation, the Certified Employee must have a Professional Endorsement.

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

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

- A. All eligible employees who were placed on Residency 1 through Legacy 6 for both the 2019-20 and 2020-21 school year shall advance two (2) rungs from their 2020-21 placement for the 2021-22 school year (Subject to the maximum rung of Legacy 7). Each eligible employee who was placed on Residency 1 through Legacy 6 for either the 2019-20 or 2020-21 school year shall advance one rung for the 2021-22 school year. Eligible employees must have worked one semester as a 1.0 FTE Employee under contract or one contract year of .50 FTE or greater employment in order to advance a rung and meet the applicable performance criteria for movement on the Salary Schedule. See Idaho Statutes 33-1001 and 33-1004B. Employees on probation will not advance on the Salary Schedule.
- B. Placement on the 2021-2022 Salary Schedule for experienced new hires for 2021-2022 will be placed on the salary schedule according to Appendix A
- C. Employees must request and review full and official transcripts from all universities prior to submitting the transcript(s) to the District. Only those official transcripts submitted to the District by the last Friday in September will be eligible for Salary Schedule placement purposes and for the BA +24 or master's allocation.
- D. To receive the BA +24 or master's 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.
- E. In order to receive the Professional with Occupational Specialist Certificate (OSC) allocation, the certificated employee must be holding an occupational specialist certificate in the area for which they are teaching as a part of the career technical education instructional staff. Employees eligible for either the BA +24 or master's allocation in addition to the OSC allocation will receive these monies in the same manner stated above (section D).
- F. Qualified employees employed as School Psychologists, Speech Language Pathologists, Occupational Therapists, Physical Therapists and any other specialist (Qualified Specialist) that is required for IEP services that must have a Master's degree prior to receiving a teaching certificate will receive an enhancement that is equal to 11.5% of Legacy Rung 7 multiplied by their FTE as a Qualified Specialist (Enhancement).

APPENDIX A

Completed Years of Service	Placement on West Ada Salary Schedule	
-	Residency	1
1	Residency	2
2	Residency	3
3	Professional	1
4	Professional	2
5	Professional	3
6	Professional	4
7-11	Professional	5
12	Professional	6
13-15	Professional	7
16	Professional	8
17	Professional	9
18	Professional	10
19-21	Legacy	1
22	Legacy	2
23	Legacy	3
24	Legacy	4
25	Legacy	5
26	Legacy	6
27 or Greater	Legacy	7

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