

ARTICLE I: SALARY SCHEDULE

For the 2017-2018 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.

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

2017-2018 Salary Schedule				
		BA	BA+24	MA
Residency	1	\$34,600		
	2	\$35,569		
	3	\$36,565	\$37,765	\$38,665
Professional	1	\$39,000	\$40,200	\$41,100
	2	\$40,053	\$41,253	\$42,153
	3	\$41,134	\$42,334	\$43,234
	4	\$42,245	\$43,445	\$44,345
	5	\$43,386	\$44,586	\$45,486
	6	\$44,557	\$45,757	\$46,657
	7	\$45,760	\$46,960	\$47,860
	8	\$46,996	\$48,196	\$49,096
	9	\$48,265	\$49,465	\$50,365
	10	\$49,568	\$50,768	\$51,668
Legacy	1	\$51,150	\$52,350	\$53,250
	2	\$53,094	\$54,294	\$55,194
	3	\$55,112	\$56,312	\$57,212
	4	\$57,206	\$58,406	\$59,306
	5	\$59,380	\$60,580	\$61,480
	6	\$61,636	\$62,836	\$63,736

Loyalty Enhancement*	
In order to be eligible for Loyalty Enhancement, employees must have a professional endorsement and either a BA +24 or Masters 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 in Residency 1 through Professional 10 during the 2016-2017 School Year will advance one rung for the 2017-2018 School Year. Employees in Legacy 1 through Legacy 6 will remain in the same rung for the 2017-2018 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 2017-18 Salary Schedule for experienced new hires for 2017-18 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 their salary schedule cohort based upon the "crosswalk" as depicted in Appendix A. If, during the 2015-2016 school and/or the 2016-17 school year, they were employed as a Certificated employee at least half time, they will move forward one or two rung(s) for 2017-18. If they were not employed as a Certificated employee at least half time during either the 2015-2016 school year or the 2016-17 school year, they will remain in the initial rung placement based upon the above described "crosswalk".
- C. Employees must request full and official transcripts from 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. 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 2017-18

school year the BA +24 allocation of \$1,200 and the Masters allocation of \$2,100 will flow through to applicable Employees throughout the 12-month period.

- 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. For the 2017-2018 school year the OSC allocation of \$3,000 will flow through to applicable employees throughout the 12-month period. Employees eligible for either the BA +24 or Masters allocation in addition to the OSC allocation will receive these monies in the same manner stated above (section D).
- F. Employees employed as School Psychologists will receive an enhancement that is equal to 11.5% of Legacy Rung 6 multiplied by their FTE as a School Psychologist. Requirements to qualify for the School Psychologist Enhancement are as follows: a 60 credit hour Masters degree; 30 graduate credits subsequent to the Master's degree; a minimum of a 1,000-hour internship completed including clinical practicum; and certification as a School Psychologist.
- G. Individual adjustment in the Salary Schedule shall not be made except as provided for in the Supplemental Salary Schedule or as otherwise addressed in this Contract.
- H. Requirements for School Nurses are as follows: A state-certified "R.N." will be considered equivalent to a BA. Initial placement on the Salary Schedule will be on Professional Rung 1. Continuing education units (CEU) will be accepted at a ratio of fifteen (15) CEUs for one (1) college credit.
- I. Corrections to an Employee's contracted salary amount from the previous year must be made on or before December 1st of each year.
- J. Employees retained to replace an Employee on official leave will be issued a contract for the length of the leave of the Employee they are replacing. Accordingly, the contract may be for a duration of less than 185 days.
- K. The Board agrees to provide one (1) additional release period for the Middle School Activities Directors.
- L. All full time equivalent Employees shall have an eight (8) hour work day, during which time they are expected to be present upon the school's property, unless otherwise arranged through the Employee's Building Administrator (refer to Policy 401.6 Work Day).
- M. The District will work collaboratively with the Association should a revision to Policy 401.6 Work Day be necessary. This collaboration will occur prior to any revisions being presented to the Board of Trustees.
- N. Any Employee who travels between schools for their assignment, and who believes that their travel between schools occurs during their preparation period or duty-free lunch shall communicate such concern to their Building Administrator for review and possible accommodations where appropriate. If a Building Administrator finds that an Employee has an assignment that cannot be accommodated through discussion at the Building-level, the District shall be contacted to address possible solutions for the accommodations. In addition, Employees who travel between schools shall be given notice of expected locations, times, and critical development meetings for no-contact days.

- O. If administration requests an Employee cover a class other than their own, or supervise students other than those regularly assigned to the Employee, the Employee will be compensated at \$13.75 per hour.
- P. Terms and conditions in this Contract supersede all previous Contracts.