

Kootenai School District #274

Superintendent, Wade Pilloud
Business Manager,

DISTRICT OFFICE
13030 E. O'Gara Road
Harrison, ID 83833

Phone: 208-689-3631
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Teacher Negotiations Minutes September 16, 2021
Harrison Elementary Multi Purpose Room 5:30 p.m.

Call to Order: Negotiations began at 5:33 p.m.

In Attendance: Michael Stroh, Shelley Bresnen, Jerry Brown, Tom Reinhardt, Heather Wilcox, Wade Pilloud, Nicki Charles

Subject Matters: The Board team distributed a new copy of the agreement with recommended changes in red (Handout 1). Both teams reviewed KEA salary schedule (Handout 2) and neighboring District's salary schedules (Handout 3). Bus Greeter duties and salaries were the main topics discussed. KEA will provide a comparison of the salaries for the budget at the next meeting.

Conclusion: None

Attachments: New copy of Agreement (1), KEA proposed salary schedule (2), neighboring District's salary schedules (3)

Agreements: None



Nicki Charles, Substitute Board Clerk

KOOTENAI SCHOOL DISTRICT NO 274

NEGOTIATED AGREEMENT

AGREEMENT

THIS AGREEMENT is made and entered into this _____ day of _____ 2021, by the Board of Trustees of KOOTENAI SCHOOL DISTRICT 274, State of Idaho, hereinafter referred to as the "Board", and the KOOTENAI EDUCATION ASSOCIATION, hereinafter referred to as the "Association", WITNESSETH:

WHEREAS, Title 33, Sections 1271, et. seq. Idaho Code, empower the Board of Trustees of each school district in the State of Idaho to enter into negotiations agreements, and

WHEREAS, the Board and the Association recognize and declare that providing a quality education for the children of the Kootenai School District No. 274 is their mutual aim, and

WHEREAS, the Association having provided evidence to the Board that it has been selected and designated as the local education organization for the professional employees of the district, and the Board therefore being obligated to negotiate with the Association, and

WHEREAS nothing contained herein is intended to, nor shall conflict with, nor abrogate the powers or duties and responsibilities vested in the Board of Trustees of Kootenai School District No. 274 by the laws of the State of Idaho:

NOW THEREFORE, in order to promote maximum utilization of the ability, experience and judgment of all parties sharing responsibility for the quality of instruction in Kootenai School District No. 274 schools, THE PARTIES DO HEREBY AGREE AS FOLLOWS:

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ARTICLE 1- DEFINITIONS

- 1.1 District: The terms “District”, “School District”, and “School District No. 274” as used in the Agreement shall mean Kootenai School District No. 274, State of Idaho.
- 1.2 Board: The terms “Board” or “School Board” as used in this Agreement shall mean the Board of Trustees of School District No. 274.
- 1.3 Association: The term “Association” as used in this Agreement shall mean the Kootenai Education Association (hereinafter “KEA”), provided that the KEA has met the requirements for establishing that it represents fifty percent plus one of the Professional Employees for Negotiations.
- 1.4 Professional Employee: The term “Professional Employee” as used in this Agreement means any certificated employee of School District No. 274 except for the Superintendent, Supervisors, and Principals.
- 1.5 Benefits: The term “Benefits” as used in this Agreement is limited to employee insurance, leave time, retirement savings plans, and sick leave benefits.
- 1.6 Negotiated Agreement: Binding contract between the Association and the Board.
- 1.7 Negotiations: the term “Negotiations” as used in this agreement means meeting and conferring in Good Ffaith in open session by the Board and authorized local organizations for the purpose of reaching an agreement upon matters and conditions subject to Anegotiations as specified in any negotiation agreement between said parties. “Good Ffaith” means honesty, fairness and lawfulness of purpose with the absence of any intent to defraud, act maliciously or take unfair advantage or the observance of reasonable standards of fair dealing.
- 1.8 Compensation: The term “Compensation” as used in this Agreement means salary and bBenefits for the Professional Employee.
- 1.9 Fringe Benefits: The term “Fringe Benefits” as used in this Agreement shall mean Compensation in addition to direct wages or salary and may include, but not be limited to, group insurance packages, sick leave bank, or cafeteria plans (ie: pre-tax benefits plans).
- ~~1.10 Immediate Family: [1]The term “Immediate Family” shall mean spouse, children, brother, sister, mother, father, step-parent, step-child, mother/father-in-law, brother/sister-in-law, grandparent, grandchildren, aunt, uncle, or a full-time resident of the same household of said employee.~~
- 1.11 Preparation Time: The term “Preparation Time” as used in this Agreement shall mean a continuous block of ~~time-time as detailed in the Agreement via negotiations no less than forty minutes per day, during the instructional day,~~ to be used by the ~~teacher~~ Professional Employee for correcting, planning and making parent contact, and other activities determined by the teacher, administrator, and building leadership team to facilitate instruction aligned with district initiatives and building goals.

ARTICLE 2 - GENERAL

2-1. Nondiscrimination: The Board and the Association shall not discriminate against any Professional eEmployee on the basis of race, age, religion, national origin, sex, sexual orientation, marital status, handicapping condition or disability, or membership in any professional organization.

2-2. Savings: If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

ARTICLE 3 - RECOGNITION

3-1 Bargaining Unit: The Board recognizes the Association, having presented evidence that it has been selected by a majority of the qualifying Professional Employees, pursuant to Idaho Code Section 33-1273, as the exclusive representative for Negotiations for all certificated-Professional eEmployees of School District No. 274 except for the Superintendent, Supervisors and Principals.

ARTICLE 4 - NEGOTIATIONS

4-1 The Board and Association agree to meet and Negotiate, in Good ^FGfaith, on those matters specified in any such negotiation Agreement between the local Board of trustees and the Local Education Association.

4-2 Procedures Upon Agreement: When the Board and Association reach agreement, such agreement shall be placed in writing by the persons negotiating and offered for approval and ratification. Joint ratification of all final offers of settlement shall be made in open meetings. Each party must provide written evidence confirming to the other that majority ratification has occurred. Dispute resolution will be conducted pursuant to Idaho Code 33-1274 and 33-1275

ARTICLE 5 - DURATION

5-1. Duration: the provisions of this Agreement shall have a term of July 1, 2021 through June 30, 2022 and shall thereafter expire.

ARTICLE 6 - WORKING CONDITIONS

6-1 6.1aa ~~Employee Workday:~~ The workday, meaning the time that required to be at school, for ~~P~~professional ~~E~~mployees shall begin 30 minutes before the start of the school day and end 30 minutes after the end of the school _____ day.

6.1b Professional Employees shall have a daily duty free lunch period, the duration of which shall be a minimum of 25 minutes.

6.1c Non-teaching duties including playground/recess and/or lunch/breakfast, and/or bus/greeter will be covered by a non-certified employee. In the event a non-certified staff member is unavailable, certificated staff will be compensated at \$12.50 per hour to cover said duties. The Administration is charged with the responsibility of creating appropriate payroll forms to be completed by the Professional Employee and Administrator to document the coverage of these activities. Time keeping for this activity will be addressed via identification of the number of minutes of the activity covered.

6.1d During the 2021-2022 school year the KEA and Administration shall examine ways in which the District can address bus/greeter duties to minimize the amount of coverage work that has to be done by a Professional Employee. On or before the May 2022 Regularly Scheduled Board meeting, unless otherwise agreed by the Parties to this Agreement, the District Board shall receive a report on this work. Regardless of the content of the District's Professional Employee Handbook, during the 2021-2022 school year the Superintendent shall create a shedule to address bus/greeter duties to be performed by Professional Employees.

6-2 Other Duties Aas aAssigned: A mMandatory tTeaching reassignment by the District shall require include a no less than 30 day notice given to the employee by the Administration, unless mutually agreed upon for a shorter period of time less than thirty days notice. Such reassignment activities shall be done in the best interest of student educational needs.

6-3 Preparation Time: Professional Certificated employees shall have an uninterrupted daily prep time during the instructional day.

6-3a. For Secondary Teachers, this preparation time shall be equivalent to one instructional period.

6-3b For Elementary Teachers, the district will provide at a minimum 3 specialized instructional blocks for the Elementary School. Examples of these instructional blocks may include music, physical education, art, etc. Each elementary classroom teacher will be given a preparation time while the students attend specialized instruction blocks. Elementary specialists will receive the same daily preparation time as elementary classroom teachers in continuous blocks of time.

6-3c Prep time shall be used for correcting, planning, making parent contact, and other activities to facilitate instruction aligned with district initiatives and building goals.

6-3d In the event of an emergency as declared by either the governor, State Board of Education, Panhandle Health Department, or the Kootenai School Board, prep times may be reduced during the duration of the emergency. Such modification shall not be subject to the terms and provisions of section 6-3e, below.

6-3e Professional Employees who lose ½ or more of their preparation period due to a request by the Administration that they cover a class, attend a meeting or for some other purpose as requested by the Administration, Certificated staff will be reimbursed for lost prep time by the \$25.00 per hour reimbursement rate. The Administration is charged with the responsibility of creating appropriate payroll forms to be completed by the Professional Employee and Administrator to document the coverage of these activities.

6-4 Procuring Substitutes: Certificated Professional eE employees shall only be responsible for registering their absence as per procedures in the staff handbook pertaining to substitute management program as implemented by the Ddistrict. From time to time a In the event other Professional Employees certificated staff must will be needed to cover a Professional Employee's certificated staff absence. This will be done via the request of the Administration and not through a personal arrangement between Professional Employees. If the Administration requests a Certificated Employee to cover a classroom due to another Professional Employee's absence, the Professional Employee engaging in the substitute activity will be, they will be compensated \$25.00 per hour. This payment will not be in addition to any payment received by a Professional Employee due to loss of a preparation period but will be in lieu of such payment. The Administration is charged with the responsibility of creating appropriate payroll forms to be completed by the Professional Employee and Administrator to document the coverage of these activities.

ARTICLE 7 - SALARY

7-1 Placement on Salary Schedule: Professional Employees will be allowed to bring in actual years of teaching experience in any state accredited public, private or parochial school

~~for placement on the District's Salary Schedule. Substitute teaching, student teaching, half time, or half year teaching and teaching at a non-accredited institution is not credit for a year of experience for placement. Teachers employed by the district will be granted all prior K-12 and Pre-Kindergarten certificated teaching experience and level of education to determine placement on the Salary Schedule.~~ Errors that occur with an Professional Employee's salary shall include appropriate retroactive compensation. ~~Teachers will be allowed to bring in actual years of teaching experience in any state accredited public, private or parochial school. Substitute teaching, half time, or half year teaching is not credit for a year of experience.~~ Horizontal credit placement on the salary scale shall be based on official transcripts in the District Office.

7.1a Professional Employees completing academic requirements for advancement on the Salary Schedule must submit official transcripts to the District Office no later than September 15th, 2021. Transcripts must be received as of that date by the district Office to receive retro pay, effective (10) the beginning of the school year. Transcripts received after September 15th 2021 will be applied to the following school year but will have no application for Salary Schedule placement for the 2021-2022 school year.

7.1b In determining the educational placement, only credits earned after the initial certification shall be allowed.

7.1b Credits submitted for consideration for movement on the District's Salary Schedule must be credits earned beyond the BA Degree and which are in the field of education, or within the individual's major/minor field of instruction or toward an advanced degree in the field of education. For placement on the salary schedule at the MA+ level, such similar credits earned by be subsequent to a Masters Degree received after initial state certification.

7.1c The Salary Schedule is adopted only for the 2021-2022 school year. Any reference to future lane or step salary increases is advisory only and subject to further approval by the Board of Trustees and/or in the Negotiations process.

7-1a In order to move down vertically on the Salary Schedule, a Professional Employee certificated teacher must earn an overall rating of proficient or higher, and no components rated as unsatisfactory, on the state framework for teaching evaluation; and demonstrates that the majority of the students have met measurable student achievement targets or student success indicator targets. (From Idaho Code 33-1004B: and 33-1001 (20) (a))

7-2 Evaluation of Credits for Salary Schedule: If there is a disagreement concerning years of service or placement on the salary schedule the grievance policy shall be used to resolve any

issues, recognizing the ~~d~~District has the ability to supersede the state's determination of years of service / educational credits.

7-3 Salary: ~~The District's Salary Schedule includes consideration of Pursuant to Idaho Code 33-4004B(8)(7)(a/b),~~ certificated instructional and pupil personnel employees holding a professional endorsement and a Bachelor's Degree plus 24 additional credits ~~and will be paid a stipend of \$2,000.00 and~~ certificated instructional and pupil personnel employees holding a professional endorsement and a Master's Degree. Such consideration includes the District's reimbursement of \$2,000 and \$3,500 respectively for each such position and is built into the Salary Schedule. Such sums are not additional payments to the District's Professional Employees under this Agreement but rather are consumed in and considered when developing the District's Salary Schedule. ~~will be paid a stipend of \$3,500.00~~

The Salary Schedule is based upon a 186 day contract. This information is being provided in this Negotiated Agreement solely for informational purposes. The length of the school year is not a subject matter for ~~N~~negotiations and the District is not consenting or waiving such exclusive right to determine the length of the school year by including this information in the Negotiated Agreement.

7-4 The transition from the Idaho State Career ladder to a ~~S~~salary ~~S~~schedule shall not cause any ~~certificated-Professional E~~employee's salary to be less than their most recently signed contract with the ~~D~~district. No Professional Employee shall earn less than is mandated by State Code for individuals in the R-1 and P-1 positions on the Career Ladder for reimbursement.

7-5 Professional obligation to facilitate Parent-Teacher conferences outside of the defined workday will be compensated by an early release after Friday morning's conferences and will count as a part of the Professional eEmployees' one hundred and eight six (186) day contract.

7.5a Certified employees will be reimbursed \$25.00 per hour for duties assigned by administrators such as ticket taking, working/supervising events such as concerts or sporting event supervision, Title Night and Science Fairs. Such payment will be directly associated with the duties of ticket taking and/or supervision and shall not relate to an employee simply attending an event to observe. The Administration is charged with the responsibility of creating appropriate payroll forms to be completed by the Professional Employee and Administrator to document the coverage of these activities .[2]

7-6 Pursuant to Section 33-1275, Idaho Code, all Agreements shall have a one year duration and the Parties do not have the authority to enter into any agreement that has a term in force and effect for multiple years, specifically with regard to compensation and benefits. Thus, the District cannot make any representation as to salary or benefits for the 2022-23 school year. As stated hereing the District can enter into successor agreements, consistent with provisions of the Idaho Code. A cost of living increase shall be negotiated annually between the board and the association.

ARTICLE 8 - EVALUATIONS

8-1 The timing of evaluations shall be conducted as per Idaho Code 33-514.

8-2 As per- ~~the Idaho Administrative Procedures Act~~~~Idaho Admin. Code r. 08.02.02.120~~ the portion of Professional Employee certified staff evaluations based on student achievement in ~~subsection-section~~ 33-1001, Idaho Code, shall count for no more than 1/3 of the total evaluation calculation. For the purposes of Professional Employee teacher evaluations, as per ~~Section Idaho code~~ 33-1001, Idaho Code, measures and targets shall be chosen at the school level in collaboration with the Professional Employee staff member impacted by the measures and applicable Ddistrict staff and approved at the Ddistrict level. (Ex: either IPLP's or ISAT's) It shall not be mandated that results of state or district tests alone shall be used to determine staff proficiency. Should ~~Section code~~ 33-1001, Idaho Code, change at the state level, this document shall reflect those changes.

ARTICLE 9 - BENEFITS

9-1 The District shall continue to maintain a Fringe Benefit pool.

9-2 Eligible Professional employees may participate in the core Benefits which consist of the District sponsored point of service medical, dental, Idaho State PERSI, and life coverage plans. District sponsored health benefits include employee coverage for medical, dental, vision, and life insurance. The District will provide a \$300.00/month Flexible Spending Account (FSA) stipend for each full-time, Professional Employee ~~certified-staff-member to be paid only for the months of August and September of 2021~~, and \$150.00/month Flexible Spending Account (FSA) stipend for each part time Professional Employee, ~~to be paid only for the months of August and September of 2021~~. Professional Employees ~~Certified-staff~~. The District will pay up to \$1,000 toward monthly premiums for medical insurance, but not dental or vision coverage.

9-3 Professional Employees may choose from the following options:

1. Employee only, EE & child, EE & Children, EE & Spouse, or family health/vision
2. Employee only, EE & child, EE & Children, EE & Spouse, or family dental
3. Life insurance

9-4 Should the Professional employee choose Benefits whose premiums exceed the District's contribution, the employee shall authorize, in writing, payroll deduction to pay the excess amount.

9-5 The KEA will vote on changes recommended by any committee evaluating health benefits. This vote will be administered by the KEA and the results will be reported to the Board by the KEA.

ARTICLE 10- Grievance Procedure

10-1 Any complaint founded on any issue covered by this Agreement shall use the District's Grievance Policy.

This Agreement is signed on the _____ day of _____, 2021.

IN WITNESS THEREOF:

FOR THE ASSOCIATION

FOR KOOTENAI SCHOOL
DISTRICT NO, 274:

0.01 Using the Idaho State Career Ladder for the BA column plus 1%, then adding \$500 per every 12 credits horizontally.

2021-2022 school year

Education									
Years of Service	BA	BA+ 12	BA+24	BA+36	BA+48	MA	MA+12	MA+24	MA + 36
0	\$40,772	\$41,272	\$42,772	\$43,272	\$43,772	\$44,272	\$44,772	\$45,272	\$45,772
1	\$41,399	\$41,899	\$43,399	\$43,899	\$44,399	\$44,899	\$45,399	\$45,899	\$46,399
2	\$42,027	\$42,527	\$44,027	\$44,527	\$45,027	\$45,527	\$46,027	\$46,527	\$47,027
3	\$43,407	\$43,907	\$45,407	\$45,907	\$46,407	\$46,907	\$47,407	\$47,907	\$48,407
4	\$45,284	\$45,784	\$47,284	\$47,784	\$48,284	\$48,784	\$49,284	\$49,784	\$50,284
5	\$47,148	\$47,648	\$49,148	\$49,648	\$50,148	\$50,648	\$51,148	\$51,648	\$52,148
6	\$49,011	\$49,511	\$51,011	\$51,511	\$52,011	\$52,511	\$53,011	\$53,511	\$54,011
7	\$50,873	\$51,373	\$52,873	\$53,373	\$53,873	\$54,373	\$54,873	\$55,373	\$55,873
8	\$53,261	\$53,761	\$55,261	\$55,761	\$56,261	\$56,761	\$57,261	\$57,761	\$58,261
9	\$53,739	\$54,239	\$55,739	\$56,239	\$56,739	\$57,239	\$57,739	\$58,239	\$58,739

10		\$54,939	\$56,439	\$56,939	\$57,439	\$57,939	\$58,439	\$58,939	\$59,439
11		\$55,639	\$57,139	\$57,639	\$58,139	\$58,639	\$59,139	\$59,639	\$60,139
12		\$56,339	\$57,839	\$58,339	\$58,839	\$59,339	\$59,839	\$60,339	\$60,839
13		\$57,039	\$58,539	\$59,039	\$59,539	\$60,039	\$60,539	\$61,039	\$61,539
14		\$57,739	\$59,239	\$59,739	\$60,239	\$60,739	\$61,239	\$61,739	\$62,239
15		\$58,439	\$59,939	\$60,439	\$60,939	\$61,439	\$61,939	\$62,439	\$62,939
16		\$59,139	\$60,639	\$61,139	\$61,639	\$62,139	\$62,639	\$63,139	\$63,639
17		\$59,839	\$61,339	\$61,839	\$62,339	\$62,839	\$63,339	\$63,839	\$64,339
18		\$60,539	\$62,039	\$62,539	\$63,039	\$63,539	\$64,039	\$64,539	\$65,039

Annual longevity increase of \$700 after 18 years.

St. Maries Joint School District #41 2020-2021 Certified Salary Schedule

	BA	BA+24	MA
RP1	40,000		
RP2	40,000		
RP3	40,000		
P1	40,000	42,000	43,500
P2	41,008	43,008	44,508
P3	42,033	44,033	45,533
P4	42,460	44,460	45,960
P5	43,733	45,733	47,233
P6	45,154	47,154	48,654
P7	45,813	47,813	49,313
P8	46,455	48,455	49,955
P9	48,194	50,194	51,694
P10	48,845	50,845	52,345
P11	50,721	52,721	54,221
L1	51,421	53,421	54,921
L2	52,148	54,148	55,648
L3	53,257	55,257	56,757
L4	54,367	56,367	57,867
L5	55,330	57,330	58,830
L6	57,589	59,589	61,089

- Certified staff placed in L6 and having a Masters plus 36 credits or ES degree shall be paid an additional education allowance of \$600.
- To recognize 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	\$400.00
20 – 24 years	\$600.00
25 – 29 years	\$800.00
30+ years	\$1,000.00
- No movement will be made from the professional rung to the legacy rung.

Plummer Worley Jt School District #44
 2020-2021 Career Ladder Salary Schedule
 Instructional and Pupil Services Staff

	2021-2021	BA+24 \$ 2,000.00	MA \$ 3,500.00
RP1	\$ 40,000.00		
RP2	\$ 40,500.00		
RP3	\$ 41,000.00		
P1	\$ 43,531.00	\$ 45,531.00	\$ 47,031.00
P2	\$ 45,893.00	\$ 47,893.00	\$ 49,393.00
P3	\$ 48,841.00	\$ 50,841.00	\$ 52,341.00
P4	\$ 50,499.00	\$ 52,499.00	\$ 53,999.00
P5	\$ 52,374.00	\$ 54,374.00	\$ 55,874.00
P6	\$ 54,891.00	\$ 56,891.00	\$ 58,391.00

KELLOGG JOINT SCHOOL DISTRICT #391
2020-2021 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	40,000.00	40,000.00	40,000.00	40,000.00	40,000.00	40,000.00	40,000.00	41,285.84
2	40,000.00	40,000.00	40,000.00	40,000.00	40,000.00	40,000.00	40,983.90	42,558.45
3	40,000.00	40,000.00	40,000.00	40,000.00	40,000.00	40,680.86	42,255.42	43,829.97
4	40,000.00	40,000.00	40,000.00	40,000.00	40,378.93	41,953.48	43,528.04	45,102.59
5	40,000.00	40,000.00	40,000.00	40,075.89	41,650.45	43,225.00	44,799.56	46,374.11
6	40,000.00	40,000.00	40,000.00	41,347.41	42,921.97	44,496.52	46,071.08	47,645.63
7	40,000.00	40,000.00	41,045.47	42,620.03	44,194.58	45,769.14	47,343.70	48,918.25
8	40,000.00	40,742.44	42,316.99	43,891.55	45,466.11	47,040.66	48,615.22	50,189.77
9	40,439.40	42,013.96	43,588.51	45,163.07	46,737.63	48,312.18	49,886.74	51,461.29
10	41,712.02	43,286.58	44,861.13	46,435.69	48,010.24	49,584.80	51,159.36	52,733.91
11 -	-	44,559.22	46,133.77	47,708.33	49,282.88	50,857.44	52,432.00	54,006.55
12 -	-	-	47,406.41	48,980.97	50,555.52	52,130.08	53,704.64	55,279.19
13 -	-	-	-	50,253.61	51,828.16	53,402.72	54,977.28	56,551.83
14 -	-	-	-	-	53,100.80	54,675.36	56,249.92	57,824.47
15 -	-	-	-	-	-	55,948.00	57,522.55	59,097.11

522
4 schools
78 cents

340

COEUR D'ALENE SCHOOL DISTRICT SALARY SCHEDULE - FY21 CERTIFICATED STAFF (INSTRUCTIONAL & PPS STAFF)

TRUE BASE = \$31,895.00

INDEX = .05 x .05

BA = Degree in Education OR initial certification date

Years	BA	BA+10	BA+20	BA+30	BA+40	BA+50	BA+60	BA+70
1	\$40,000	\$40,000	\$40,000	\$40,000	\$40,000*	\$40,988*	\$42,581*	\$44,155*
2	\$40,000	\$40,000	\$40,000	\$40,000	\$40,988*	\$42,581*	\$44,155*	\$45,750*
3	\$40,000	\$40,000	\$40,000	\$40,966	\$42,581*	\$44,155*	\$45,750*	\$47,345*
4	\$40,000	\$40,000	\$40,966	\$42,561	\$44,155	\$45,750*	\$47,345*	\$48,940*
5	\$40,000	\$40,966	\$42,561	\$44,155	\$45,750	\$47,345	\$48,940	\$50,534
6	\$40,966	\$42,561	\$44,155	\$45,750	\$47,345	\$48,940	\$50,534	\$52,129
7	\$42,561	\$44,155	\$45,750	\$47,345	\$48,940	\$50,534	\$52,129	\$53,724
8	\$44,155	\$45,750	\$47,345	\$48,940	\$50,534	\$52,129	\$53,724	\$55,319
9	\$45,750	\$47,345	\$48,940	\$50,534	\$52,129	\$53,724	\$55,319	\$56,913
10	\$47,345	\$48,940	\$50,534	\$52,129	\$53,724	\$55,319	\$56,913	\$58,508
11	\$48,940	\$50,534	\$52,129	\$53,724	\$55,319	\$56,913	\$58,508	\$60,103
12				\$55,319	\$56,913	\$58,508	\$60,103	\$61,698
13				\$56,913	\$58,508	\$60,103	\$61,698	\$63,292
14					\$60,103	\$61,698	\$63,292	\$64,887
15					\$61,698	\$63,292	\$64,887	\$66,482

***BOLDED CELLS** BA40 (1,2,3) & BA50, BA60, BA70 (1-4) = only awarded for positions requiring Masters Degree for credential (i.e. Counselors, SLP, Skl Psychologists)

HEALTH INS. BENEFIT PER up to:	\$12,246.00
LIFE INS. BENEFIT PER YR= up to:	\$105.00
MASTER'S DEGREE = add:	\$1,993.44
DOCTORATE DEGREE = add:	\$3,986.88
HALF STEP EXPERIENCE add:	\$797.38
TRUE BASE INCREASE FROM 19/20 =	0.00%
\$1,097 CELL INCREASE SET AMOUNT FR	0.00%

LONGEVITY EXPERIENCE = add:	
BA40 with >15 years=	\$875
BA50 with >15 years=	\$875
BA60 with >15 years=	\$875
BA70 with >15 years=	\$1,650
BA70 with >19 years=	\$2,150
BA70 with >24 years=	\$2,650

- Due to the false base of \$40,000 there will be no additional pay or varied pay for half step experience or set amount added to each cell when employee is placed on the following columns:

BA on years 1, 2, 3, 4, 5 / BA10 on years 1, 2, 3, 4 / BA20 year 1, 2, 3 / BA30 year 1, 2 . BA40 year 1

- Due to the State requirement for employees who hold a professional endorsement, blue highlighted cells will pay a minimum of \$42,500. Due to this requirements, there will be no additional pay or varied pay for half step experience or set amount added to each cell when employee is placed on any of the blue highlighted cells. 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

2020-2021 SCHOOL YEAR
 POST FALLS SCHOOL DISTRICT #273
 CERTIFIED TEACHER SALARY SCHEDULE

STEP	BA	BA PRO	BA+12	BA+12 PRO	BA+24	BA+24 PRO	BA+36	BA+48	BA+60	MA	MA+12	MA+24
1	40,000		40,000		40,000		40,000	40,769	42,788	42,260	43,030	45,048
2	40,000		40,000		40,000		40,124	42,142	44,160	42,384	44,402	46,421
3	40,000		40,000		40,000		41,496	43,514	45,533	43,756	45,775	47,793
4	40,000	42,500	40,000	42,500	40,446	42,500	42,868	44,887	46,905	45,129	47,147	49,165
5	40,000	42,500	40,000	42,500	41,819	42,500	44,241	46,259	48,277	46,501	48,520	50,538
6	40,000	42,500	41,173	42,500	43,191	43,191	45,613	47,632	49,650	47,874	49,892	51,910
7	40,527	42,500	42,545	42,545	44,564	44,564	46,986	49,004	51,022	49,246	51,264	53,283
8	41,900	42,500	43,918	43,918	45,936	45,936	48,358	50,376	52,395	50,619	52,637	54,655
9	43,272	43,272	45,290	45,290	47,309	47,309	49,731	51,749	53,767	51,991	54,009	56,028
10	44,644	44,644	46,663	46,663	48,681	48,681	51,103	53,121	55,140	53,363	55,382	57,400
11	46,017	46,017	48,035	48,035	50,053	50,053	52,424	54,481	56,518	54,684	56,741	58,779
12	47,389	47,389	49,408	49,408	51,426	51,426	54,587	56,709	58,837	56,848	58,969	61,098
13							56,838	59,057	61,233	59,099	61,298	63,494
14							59,189	61,462	63,736	61,450	63,723	65,996
15							60,836	63,426	66,135	63,096	65,686	68,396
20							61,482	64,072	66,781	63,742	66,332	69,041
25							62,128	64,718	67,427	64,388	66,978	69,687

Base Salary for 2020-2021 School Year is **\$32,293** Duration of the School year shall consist of **190** days

7% of Base Salary = Masters & or Doctoral with Masters Degree Stipend **\$2,260** Amount included in above matrix
 14% of Base Salary = Doctoral without Master Degree Stipend **\$4,521**

Note: Only State-approved credit will apply to the salary schedule.

375
 Post Falls
 11 schools
 342 cert