

Category: 7000 PERSONNEL	Policy Number: 7320
Policy Title: Salary Schedule and Credit Information	Effective Date: July 17, 2019 Updated to 2020-2021 Neg. Agrmt.

Teachers' salaries shall be determined by a salary schedule adopted by the Board of Education. Only complete years of teaching experience will be considered for the salary schedule.

Advancement from step to step on the Resident Professional section of the Salary Schedule will align with Idaho Code. Advancement from step to step on the Professional section of the Salary Schedule will occur provided the employee has received an overall "proficient" on their evaluation.

In order to move across on the salary schedule, a written request and the official transcripts must be in the Superintendent's office on or before September 10th of the current school year. Credit hours claimed beyond the degree must have been earned after the degree was granted and after initial certification. Exceptions may be made for those with relevant master's degrees at the discretion of the Superintendent.

Any credits received after the September 10th deadline, will not be considered until the next school year. There will be no changes in the teacher's current salary for credits earned *after* September 10th.

Administrative and Classified Salary Schedules:

The salary schedules for the district administrators and the classified employees shall be established separately from the teacher salary schedule and require approval by the Board of Trustees.

Reference: Negotiated Agreement, Snake River Education Association with Snake River School District #52
 Procedure 7320p1, "Administrative Salary Rubric"
 Procedure 7320p2, "Teacher Salary Schedule"
 Procedure 7320p3, "Classified Salary Schedule"
 Policy 7120, "Employment Contracts"
 Procedure 7124p, "Extra-Curricular Activities "
 Policy 7174 and Procedure 7174p, "Professional Development"
 Policy 7305 "Benefit Schedule"

Category: 7000 PERSONNEL	Procedure or Form Number: 7320p1
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*Snake River School District
Administrative Salary Rubric*

1. Base Salary	\$66,529	
	<u>0%</u>	20-21 increase
	\$66,529	

- 2. Add 1% for each year of administrative experience-maximum of 15%
- 3. All contracts are 173 days. If a contract is greater than 173 days, 0.5% will be added for each day.

4. Education add-on:		
	MA	0%
	MA + 12	2%
	MA + 24	4%
	MA + 36/EDS/PhD	6%

5. Responsibility Factor:		
	Elementary Principal	1.00
	Jr. High Asst. Principal	1.03
	Jr. High Principal	1.13
	High School Asst Principal	1.07
	High School Principal	1.17

Category: 7000 PERSONNEL	Procedure or Form Number: 7320p2
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SNAKE RIVER SCHOOL DISTRICT

ARTICLE IX.

**TEACHERS SALARY SCHEDULE
2020-2021**

	BA	BA+24	MA
RP1	39,000	39,500	40,000
RP2	40,170	40,784	41,400
Professional Endorsement			
RP3 (P1)	41,375	42,109	42,849
Step 1	42,616	43,478	44,349
Step 2	43,895	44,891	45,901
Step 3	45,212	46,350	47,507
Step 4	46,568	47,856	49,170
Step 5	47,965	49,411	50,891
Step 6	49,404	51,017	52,672
Step 7	50,886	52,675	54,516
Step 8	52,413	54,387	56,424
Step 9		56,155	58,399
*Step 10		57,980	60,443
**Longevity Stipend		BA+60 1,033	1,488
	Salary w/Stipend	60,009	62,558

In alignment with the Governor's recommendations, there will be no vertical movement on the salary schedule for the 2020-2021 school year with the following adjustments and accommodations:

- a. Minimum salary at the RP1 level will be raised next year to the \$40,000 amount commensurate with Idaho Code.
- b. RP3 Level teacher placement in the Career Ladder will still receive their professional P1 endorsement if merited.
- c. The longevity amount at the top step will be preserved.
- d. Horizontal movement will be allowed and accommodated provided the District receives proper official transcript information by September 10th, per district policy #7320.

***Step 10:** Teachers on Step 9 during the 2018-19 school year and moving to Step 10 will be held harmless from the salary schedule change and will be paid at the Step 10 rate on the 2018-19 Salary Schedule. (BA+24 column will be paid \$58,976 and MA column will be paid \$61,070.)

****Longevity Stipend:** Individuals already on Step 10 and meeting the eligibility requirements during the 2018-2019 school year will receive the longevity stipend in addition to their 2018-2019 Step 10 salary.

Category: 7000 PERSONNEL	Procedure or Form Number: 7320p3
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Snake River School District
Classified Salary Schedules
2020-21

	LEP, Title 1 Parapros Library Aides	Custodians	Secretaries	SPED Parapros	
step	1	2	3	4	step
1	8.98	9.29	10.07	9.30	1
2	9.28	9.60	10.41	9.80	2
3	9.60	9.93	10.76	10.30	3
4	9.92	10.27	11.13	10.80	4
5	10.26	10.61	11.51	11.30	5
6	10.61	10.98	11.90	11.80	6
7	10.97	11.35	12.30	12.30	7
8	11.34	11.73	12.72	12.80	8
9	11.73	12.13	13.15	13.30	9
10	12.13	12.55	13.60	13.80	10
11	12.54	12.97	14.06	14.30	11
12	12.97	13.41	14.54		12
13	13.41	13.87	15.03		13
14	13.86	14.34	15.55		14
15	14.33	14.83	16.07		15

Cooks

11.56	Cook's Helper
12.18	Cooks
14.81	Managers

Bus Drivers

1	12.65
2	13.15
3	13.65
4	14.15
5	14.65
6	15.15
7	15.65
8	16.15
9	16.65
10	17.40
11	18.15
12	18.90

<p>In no case shall a bus driver be paid less than the rate a substitute would be paid. The employee will be placed on the existing salary schedule and the calculated daily rate will be supplemented to be equal to the substitute rate. The supplementation will continue until the driver's pay is higher than that of a substitute driver.</p>
