

## ARTICLE I: SALARY SCHEDULE

For the 2022-2023 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, termed Professional Learning Days, throughout the school year that are to be used as follows: 3 hours 30 minutes of each of these days are professional development AM/PM sessions (both District and building designed), 1 hour for lunch/transition, 2 hours for collaborative teams / PLC at Work and 1 hour 30 minutes for teacher prep time.

Each eligible 2022-2023 certified employee will receive the amount stated in the ARPA funds, as identified by the State Department of Education, less applicable taxes, and benefits. The first distribution will occur on or before October 15, 2022, for certified staff hired on or before September 30, 2022, and employed as of September 30, 2022. A second distribution will occur on November 15, 2022, for those eligible certified employees hired between October 1, 2022, and October 15, 2022, and employed as of October 31, 2022.

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

<b>2022-2023 Salary Schedule</b>				
		<b>BA</b>	<b>BA +24</b>	<b>MA</b>
<b>Residency</b>	<b>1</b>	\$40,742		
<b>Residency</b>	<b>2</b>	\$41,720		
<b>Residency</b>	<b>3</b>	\$42,680		
<b>Professional</b>	<b>1</b>	\$43,600	\$45,600	\$47,100
<b>Professional</b>	<b>2</b>	\$44,821	\$46,821	\$48,321
<b>Professional</b>	<b>3</b>	\$46,076	\$48,076	\$49,576
<b>Professional</b>	<b>4</b>	\$47,366	\$49,366	\$50,866
<b>Professional</b>	<b>5</b>	\$48,692	\$50,692	\$52,192
<b>Professional</b>	<b>6</b>	\$50,055	\$52,055	\$53,555
<b>Professional</b>	<b>7</b>	\$51,457	\$53,457	\$54,957
<b>Professional</b>	<b>8</b>	\$52,898	\$54,898	\$56,398
<b>Professional</b>	<b>9</b>	\$54,379	\$56,379	\$57,879
<b>Professional</b>	<b>10</b>	\$55,902	\$57,902	\$59,402
<b>Legacy</b>	<b>1</b>	\$57,606	\$59,606	\$61,106
<b>Legacy</b>	<b>2</b>	\$59,622	\$61,622	\$63,122
<b>Legacy</b>	<b>3</b>	\$61,709	\$63,709	\$65,209
<b>Legacy</b>	<b>4</b>	\$63,869	\$65,869	\$67,369
<b>Legacy</b>	<b>5</b>	\$66,104	\$68,104	\$69,604
<b>Legacy</b>	<b>6</b>	\$68,418	\$70,418	\$71,918
<b>Legacy</b>	<b>7</b>	\$71,155	\$73,155	\$74,655

<b>Loyalty Enhancement*</b>	
In order to be eligible for Loyalty Enhancement, employees must have a professional endorsement and either a BA +24 or master's degree.	
<b>Years of District Service</b>	<b>Amount of Enhancement</b>
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 Certified Staff with a year of experience during the 2021-2022 school year will advance one rung on the salary schedule for the 2022-2023 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 2022-2023 Salary Schedule for experienced new hires for 2022-2023 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. The second and third column of the salary schedule include the BA +24 and the master's allocation. To receive either of these allocations, credits must be submitted to the District on or before the last Friday of September. 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. The funding that we receive from the State of Idaho for an individual employee will be passed through to that employee as the OSC allocation. 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

## APPENDIX A

Completed Years of Certified 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	Professional	5
8-11	Professional	6
12-14	Professional	7
15	Professional	8
16	Professional	9
17	Professional	10
18-20	Legacy	1
21	Legacy	2
22	Legacy	3
23	Legacy	4
24	Legacy	5
25	Legacy	6
26 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).