

ARTICLE I: SALARY SCHEDULE

For the 2019-2020 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 certification process and no staff meetings or mandatory professional development that is not related to the HRS certification will be scheduled during these half days.

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

2019-2020 Salary Schedule				
		BA	BA+24	MA
Residency	1	\$38,500		
	2	\$39,000		
	3	\$39,500	\$41,500	\$43,000
Professional	1	\$42,500	\$44,500	\$46,000
	2	\$43,000	\$45,000	\$46,500
	3	\$43,700	\$45,700	\$47,200
	4	\$44,500	\$46,500	\$48,000
	5	\$45,679	\$47,679	\$49,179
	6	\$46,889	\$48,889	\$50,389
	7	\$48,132	\$50,132	\$51,632
	8	\$49,407	\$51,407	\$52,907
	9	\$50,716	\$52,716	\$54,216
	10	\$52,060	\$54,060	\$55,560
Legacy	1	\$53,650	\$55,650	\$57,150
	2	\$55,689	\$57,689	\$59,189
	3	\$57,805	\$59,805	\$61,305
	4	\$60,002	\$62,002	\$63,502
	5	\$62,282	\$64,282	\$65,782
	6	\$64,649	\$66,649	\$68,149
	7	\$65,450	\$67,450	\$68,950

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 in Residency 1 through Legacy 6 during the 2018-2019 School Year will advance one rung for the 2019-2020 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 2019-2020 Salary Schedule for experienced new hires for 2019-2020 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 year and/or the 2016-2017 school year and/or the 2017-2018 and/or the 2018-19 school year, they were employed as a Certificated employee at least half time, they will move forward one, two or three or four rung(s) for 2019-2020. However, if initial placement or placement based upon movement for experience in the 2016-17 or the 2017-18 school years would be on the Legacy Rungs, The new hire will be treated the same as existing West Ada employees and will not move on the Legacy Rungs for experience in the 2016-17 or the 2017-18 school years. If they were not employed as a Certificated employee at least half time during either the 2015-2016, 2016-2017, 2017-18 school years or the 2018-2019 school year, they will remain in the initial rung placement based upon the above described "crosswalk".
- 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. For the 2019-