

**Career Ladder Cohort Funding for Certificated Staff
Melba School District #136**

The information represents a summary of the Certificated Career Ladder Cohort funding amounts as found in Idaho Code 33-1004b. The information provided in the table below shows the yearly approved OR projected cohort funding. See link below for more information.

Career Ladder	Residency			Professional										
	R1 ⁽⁴⁾	R2 ⁽⁴⁾	R3 ⁽⁵⁾	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	
2015 - 2016 ⁽¹⁾	32700	33200	33822	35498	36885	38311	39775	41282	42089	43668	45305	47004	47603	
2016 - 2017 ⁽¹⁾	33400	34250	35117	37249	38758	39546	41113	41961	43591	44503	46201	47183	48202	
2017 - 2018 ⁽¹⁾	34600	35500	36411	38999	40630	41155	42825	43391	45102	45711	47467	48122	48802	
2018 - 2019 ⁽²⁾	35800	36750	37706	40750	42503	42765	44538	44820	46614	46918	48734	49061	49401 ⁽⁶⁾	
2019 - 2020 ⁽³⁾	37000	38000	39000	42500	44375	46250	48125	50000						⁽⁶⁾

⁽¹⁾ Previous year(s) Board approved Cohort funding

⁽²⁾ Board approved of Cohort funding 6.5.18

⁽³⁾ To be determined based on future State Legislation

⁽⁴⁾ Certificated staff who are in their first year of holding an Idaho certificate shall be placed in the R1 cohort and shall move one (1) cell on the residency rung for each year the staff member holds an Idaho certificate. Once the certificated staff member reaches the R3 cohort, the staff member remains in the cohort until they earn a professional endorsement and meet the criteria as listed for P1 cohort movement. (see footnote 5)

⁽⁵⁾ To move into the P1 cohort, certificated staff must receive an Idaho Professional Endorsement by meeting the following criteria:

- a - employee has held a certificate for three (3) years OR has completed an Idaho State Board of Education approved interim certificate of three (3) years or longer;
- b - employee has met the professional compensation rung performance criteria for three (3) previous years;
- c - employee has an annual individualized professional learning plan;
- d - employee has a written recommendation from the employing school district for professional endorsement status.

As a general note, certificated staff from out-of-state must apply for an Idaho Professional Endorsement once the applicant meets all State of Idaho Department of Education criteria.

⁽⁶⁾ Effective July 1, 2018, and beyond, movement between cohorts P1 - P10 will be determined based on the following criteria:

- a - employee has an Idaho Professional Endorsement;
- b - employee has met the professional compensation rung performance criteria for the three (3) previous years;
- c - employee has the majority of their students meeting the students' measurable student achievement targets.

If an employee does NOT meet the professional compensation rung performance criteria as listed above, the employee will remain in the same cohort as the previous year.