

Melba School District #136 Certificated Salary Schedule

Career Ladder Cohort Funding for Certificated & Pupil Service Staff

The information represents a summary of the Certificated Career Ladder Cohort funding amounts as found in Idaho Code 33. The information provided in the table below shows the yearly approved OR projected cohort funding. See link for more information. <https://legislature.idaho.gov/statutesrules/idstat/title33/>

Career Ladder	Residency ⁽⁷⁾			Professional ^{(6) (7)}									
	R1 ⁽⁴⁾	R2 ⁽⁴⁾	R3 ⁽⁵⁾	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10
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
2019 - 2020 ⁽³⁾	38500	39000	39500	42500	44375	46250	48125	50000					
2020 - 2021 ⁽³⁾	40000	40500	41000	42500	44375	46250	48125	50000					

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

⁽²⁾ Board approved of Cohort funding 6.4.19

⁽³⁾ To be determined based on future State Legislation

⁽⁴⁾ Certificated or Pupil Service 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 or pupil service staff must meet the following criteria: (Please note: the criteria listed below is in summary of Idaho Code 33, for further clarification affecting cohort qualifications and movements see Idaho Code 33.)

a - employee has taught in the previous year;

b - employee must meet the criteria for AND receive an Idaho Professional Endorsement

1 - 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;

2 - employee has met the professional compensation rung performance criteria for the two (2) of the three (3) previous years OR the third (3rd) year; Performance criteria is as follows:

i - employee has received 0 Unsatisfactory ratings on evaluation components;

ii - employee has received an overall evaluation rating of proficient or higher;

3 - employee has an annual individualized professional learning plan;

4 - employee has a written recommendation from the employing school district for professional endorsement status.

If an employee does NOT meet the criteria as listed above, the employee will remain in the same cohort as the previous year. As a general note, certificated or pupil service 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, 2019, in accordance with Idaho Code 33 and as determined by the State of Idaho Department of Education (SDE), cohort advancement will be determined based on the following criteria: (Please note: the criteria listed below is in summary of Idaho Code 33, for further clarification affecting cohort qualifications and movements see Idaho Code 33.)

a - employee has an Idaho Professional Endorsement;

b - employee has taught in the previous year;

c - employee has the majority of their students meeting the students' measurable student achievement targets;

d - employee has met the professional compensation rung performance criteria as follows:

1 - employees on the professional compensation rung with at least five (5) years of experience must have met the performance criteria for **three (3) of the five (5) years**, one (1) of which must be during the fourth or fifth year as listed below;

i - employee has received 0 Unsatisfactory ratings on evaluation components;

ii - employee has received an overall evaluation rating of proficient or higher.

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 **and, if applicable, the education allocation will be given at the prior year's amount.**

⁽⁷⁾ No employee should be at a higher cohort than determined by the State of Idaho Department of Education (SDE). However, if an employee was advanced to a higher cohort and it was later determined by the SDE that the employee did NOT meet the advancement criteria, the District will honor the current contract amount for the current fiscal year. However, in the next fiscal year, the District will correct the mistake and set both the cohort and corresponding contract amounts accordingly. The cohort correction will align with the cohort designation determination as stated by the State of Idaho Department of Education (SDE) AND the contract amount will align as determined by the career ladder cohort funding table above. This applies to the education monies as well.

Super Cell Salary & Qualification Criteria

The information provided in the column below shows the projected amount for qualifying employees who have both a Masters Degree AND 15+ Years of CONTINUOUS Service with the Melba School District. This criteria must be met in order for an employee to be placed in the Super Cell.

Super Cell
53000
To Be Determined (TBD)