

FY 2026-2027 Career Ladder Placement Salary Apportionment

Melba School District #136 Certificated & Pupil Services Salary Schedule

Career Ladder Funding Table

Career Ladder Category	Placement	Salary Apportionment
Residency	R1 (1)(2)	\$50,252
	R2	\$51,257
	R3	\$52,282
Professional	P1 (1)(2)	\$53,402
	P2	\$54,337
	P3	\$55,423
	P4	\$56,947
	P5	\$58,656
Advanced Professional	AP1 (1)(2)	\$64,427
	AP2	\$65,554
	AP3	\$67,193
	AP4	\$69,209
	AP5	\$71,285

State Department of Education Allocation

Education Level	Additional Allocation
BA + 24	\$2,000
MA	\$3,500

Notes and Placement Criteria

1. Certificated or Pupil Services staff who are in their first year of holding an Idaho certificate, or who have a valid out-of-state certification, shall be placed in the R1 cohort.

2. State Department of Education educator salary-based apportionment program rung cell minimums are R1 \$50,252, P1 \$53,402, and AP1 \$64,427. Additional rungs have been created as part of the Melba School District #136 Certificated and Pupil Services Salary Schedule.
3. Movement within the Residency cohorts and the Professional cohorts is based on achievement of the professional compensation criteria as listed in Idaho Code and as approved by the Idaho State Department of Education (SDE). This includes attaining appropriate Idaho endorsements as required by Idaho Code Title 33 and the Idaho State Department of Education.
4. If an employee does not meet the cohort professional compensation criteria or does not receive the appropriate Idaho professional endorsement, the employee will remain in the same cohort as the previous year and at the previous year's funding level under the Melba School District #136 Certificated and Pupil Services Salary Schedule.
5. No employee should be placed at a higher cohort level than determined by the Idaho State Department of Education. 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 placement and set both the cohort and the corresponding contract amount according to the Melba School District #136 Certificated and Pupil Services Salary Schedule. The cohort correction will align with the cohort designation determined by the Idaho State Department of Education, and the contract amount will align with the career ladder cohort funding table on this page.
6. An employee who does not meet the cohort movement criteria may remain at the previous year's funding level as determined by the SDE. This applies to all funding that may be affected by the cohort determination and for which a stipend or other payment is provided to certificated or pupil services staff, including education monies provided under Idaho Code Title 33.
7. The district hereby employs the Certified Personnel Salary Schedule pursuant to State Department of Education guidance. Based on legislative funding, additional compensation of \$6,359 shall be included in each career ladder cell for the 2026-2027 school year. The amounts represented in R1 \$50,252, P1 \$53,402, AP1 \$64,427, and the respective columns include this additional compensation amount. The \$6,359 is included in the cells but was not codified in the Idaho 2025 or 2026 legislative sessions and may be changed in future legislative sessions.
8. Approved by the Melba School Board for 2026-2027 on June 9, 2026.