

Category: <b>7000 PERSONNEL</b>	Policy Number: <b>7320</b>
Policy Title: <b>Salary Schedule and Credit Information</b>	Effective Date: <b>January 11, 2005</b> <b>Updated to 09/10 Neg Agmt.</b>

**Teachers' salaries shall be determined by a salary schedule adopted by the Board of Education. Only complete years of teaching experience will be considered for the salary schedule.**

**Public school teaching experience will count toward the experience level. Private school experience may be considered if a state approved teaching certificate was required and held. A letter of verification from the State Department of Education from the state involved will be required.**

**In order to move across on the salary schedule, a written request and the official transcripts must be in the Superintendent's office on or before September 10th of the current school year. Credit hours claimed beyond the degree must have been earned after the degree was granted and after initial certification.**

**Any credits received after the September 10th deadline, will not be considered until the next school year. There will be no changes in the teacher's current salary for credits earned *after* September 10<sup>th</sup>.**

**Administrative and Classified Salary Schedules:**

**The salary schedules for the district administrators and the classified employees shall be established separately from the teacher salary schedule and require approval by the Board of Trustees.**

**Reference: Negotiated Agreement, Snake River Education Association with Snake River School District #52**  
**Procedure 7320p1, "Administrative Salary Rubric"**  
**Procedure 7320p2, "Teacher Salary Schedule"**  
**Procedure 7320p3, "Classified Salary Schedule"**  
**Policy 7120, "Employment Contracts"**  
**Procedure 7124p, "Extra-Curricular Activities "**  
**Policy 7174 and Procedure 7174p, "Professional Development"**  
**Policy 7305 "Benefit Schedule"**

*Snake River School District  
Administrative Salary Rubric*

*Base Salary \$52,000 - Base salary will be increased consistent with percentage increase on State index.*

*Add 1% for each year of administrative experience - maximum of 15%*

<i>Education Factors:</i>	<i>MA + 0</i>	<i>=</i>	<i>0%</i>
	<i>MA + 12</i>	<i>=</i>	<i>2%</i>
	<i>MA + 24</i>	<i>=</i>	<i>4%</i>
	<i>Ed.S.</i>	<i>=</i>	<i>6%</i>

<i>Responsibility Factor:</i>	<i>Elementary Principal</i>	<i>1.0</i>
	<i>Jr. High Principal</i>	<i>1.13</i>
	<i>H. S. Principal</i>	<i>1.17</i>
	<i>H. S. Asst. Principal</i>	<i>1.07</i>

*All contracts are 210 days. Additional days will be calculated at .005% for additional day.*

**SNAKE RIVER SCHOOL DISTRICT  
ARTICLE - XI  
TEACHERS SALARY SCHEDULE  
2009-2010**

1. The salary schedule for the 2009-2010 school year shall be as follows:

<b>Years</b>	<b>BA</b>	<b>BA+12</b>	<b>BA+24</b>	<b>MA BA+36</b>	<b>MA+12 BA+48</b>	<b>MA+24 BA+60</b>	<b>MA+36 ES/DR</b>
0	28,188	29,175	30,161	31,148	32,345	33,685	35,023
1	29,059	30,037	31,027	32,017	33,522	34,875	36,197
2	29,957	30,925	31,918	32,910	34,742	36,107	37,411
3	30,882	31,839	32,834	33,828	36,005	37,382	38,665
4	31,836	32,780	33,776	34,772	37,315	38,703	39,961
5	32,820	33,749	34,746	35,742	38,673	40,070	41,301
6	33,834	34,747	35,743	36,739	40,079	41,485	42,686
7	34,879	35,774	36,769	37,764	41,538	42,950	44,117
8	35,957	36,831	37,824	38,818	43,048	44,467	45,595
9	37,068	37,920	38,910	39,901	44,615	46,038	47,124
10		39,041	40,027	41,014	46,238	47,664	48,704
11					47,920	49,348	50,337
12						51,091	52,024
13+							53,768

The District shall pay steps and lanes for those who qualify.

2. The implementation of the salary schedule shall be consistent with Idaho Code 33-515 that provides a salary no lower than that specified in the current Standard Teacher Contract. No employee shall lose salary as a result of the change of salary schedule in the 2009-2010 school year.
3. The schedule shall reflect the identical number of steps and identical lane headings as the state index.

Snake River School District

Classified Salary Schedule  
2009-2010

	<i>Instructional Assistants Library Aides</i>	<i>Custodians</i>	<i>Secretaries</i>
	<i>1</i>	<i>2</i>	<i>3</i>
<i>1</i>	<i>7.25</i>	<i>7.43</i>	<i>8.05</i>
<i>2</i>	<i>7.42</i>	<i>7.68</i>	<i>8.32</i>
<i>3</i>	<i>7.68</i>	<i>7.94</i>	<i>8.61</i>
<i>4</i>	<i>7.94</i>	<i>8.21</i>	<i>8.90</i>
<i>5</i>	<i>8.21</i>	<i>8.49</i>	<i>9.20</i>
<i>6</i>	<i>8.49</i>	<i>8.78</i>	<i>9.51</i>
<i>7</i>	<i>8.78</i>	<i>9.08</i>	<i>9.84</i>
<i>8</i>	<i>9.07</i>	<i>9.39</i>	<i>10.17</i>
<i>9</i>	<i>9.38</i>	<i>9.71</i>	<i>10.52</i>
<i>10</i>	<i>9.70</i>	<i>10.04*</i>	<i>10.88</i>
<i>11</i>	<i>10.03</i>	<i>10.38</i>	<i>11.25</i>
<i>12</i>	<i>10.37</i>	<i>10.73</i>	<i>11.63</i>
<i>13</i>	<i>10.72</i>	<i>11.10</i>	<i>12.02</i>
<i>14</i>	<i>11.09</i>	<i>11.48</i>	<i>12.43</i>
<i>15</i>	<i>11.47</i>	<i>11.87</i>	<i>12.86</i>

*\* effective 7-1-04, the starting rate of pay for the night security custodian shall be Step 10*

	<i>Food Service</i>		
	<i>9.74</i>	<i>Cooks</i>	
	<i>11.84</i>	<i>Managers</i>	

	<i>Bus Drivers</i>		
<i>1</i>	<i>10.10</i>	<p><i>In no case shall a bus driver be paid less than the rate a substitute driver would be paid. The employee will be placed on the existing salary schedule and the calculated daily rate will be supplemented to be equal to the substitute rate. The supplementation will continue until the driver's pay is higher than that of a substitute driver.</i></p> <p><i>*Effective 12-01-04</i></p>	
<i>2</i>	<i>10.60</i>		
<i>3</i>	<i>11.10</i>		
<i>4</i>	<i>11.60</i>		
<i>5</i>	<i>12.10</i>		
<i>6</i>	<i>12.60</i>		
<i>7</i>	<i>13.10</i>		
<i>8</i>	<i>13.60</i>		
<i>9</i>	<i>14.10</i>		
<i>10</i>	<i>14.85</i>		
<i>11</i>	<i>15.60</i>		
<i>12</i>	<i>16.35</i>		