

**Jefferson School District 251  
Certificated Salary Matrix 2017-2018**

	2018 Cohort	BASE	PE BA +24	PE MA
2017	R1	34,600	35,800	36,700
A	R2	35,500	36,700	37,600
B	R3	36,411	37,611	38,511
C	P1	38,999	40,199	41,099
D, E	P2	40,630	41,830	42,730
F	P3	42,000	43,200	43,800
G	P4	43,391	44,591	45,191
H	P5	44,650	45,850	46,450
I	P6	45,750	46,950	47,550
J, K	P7	47,000	48,200	48,800
L	P8	51,000	52,200	52,800
M	P9	52,500	53,700	54,300
N, O, P	P10	56,000	57,200	57,800

**Placement on Schedule:**

Certificated employees are placed on the above salary schedule based on their education and experience index from the start of FY 15 (FY 16 for Pupil Service staff), as per Idaho Code (IC 33-1201A)

**Residency Description (R1-R3):**

Teachers in their first three years of teaching.

**Professional Description (P1-P10):**

In order to advance from Residency to Professional (P1) an individual must: (a) have held a certificate for three years or longer; (b) show they met professional compensation rung performance criteria for two of the three previous years or the third year (performance criteria means an overall rating of proficient and no components rated as unsatisfactory on the state framework for teaching evaluation; and demonstrating the majority of their students have met their measureable student achievement targets or student success indicator targets); (c) have a written recommendation from the employing school district and (d) have an annual individualized professional learning plan developed with the employee's school district supervisor (IC 33-1201A).

**Grandfathered Professional Endorsement:**

Had a certificate for three (3) years at the time of implementation (July 1, 2015 for instructional staff or July 1, 2016 for Pupil Personal Services) of the Career Ladder.

**Experience:**

Once the employee's cohort is determined, the employee will move one rung on the salary schedule for each additional year of experience in which the employee has met the performance criteria for movement and is .5 FTE or more.

**Education:**

Official transcripts must be received before September 1 for any movement due to additional credits or degrees earned relating to education allocations.

*For individual questions about placement, please call Jeron Ricks (208) 745-6693*

## Certificated Salary Crosswalk to FY 18 Salary Schedule

Years	[BA]	[BA+12]	[BA+24]	[MA/BA+36]	[MA+12/BA+48]	[MA+24/BA+60]	[MA+36/ES/DR]
1	P1	P1	P1	P1	P1	P1	P1
2	P1	P1	P1	P1	P1	P1	P2
3	P1	P1	P1	P1	P1	P2	P2
4	P1	P1	P1	P1	P2	P2	P3
5	P1	P1	P1	P2	P2	P3	P4
6	P1	P1	P2	P2	P3	P4	P5
7	P1	P2	P2	P3	P4	P5	P6
8	P2	P2	P3	P4	P5	P6	P7
9	P2	P3	P4	P5	P6	P7	P7
10	P3	P4	P5	P6	P7	P7	P8
11	P3	P5	P6	P7	P7	P8	P9
12	P3	P5	P6	P7	P8	P9	P10
13	P3	P5	P6	P7	P8	P9	P10
14	P3	P5	P6	P7	P8	P9	P10
15	P3	P5	P6	P7	P8	P9	P10
16	P3	P5	P6	P7	P8	P9	P10

### Based on Education and Experience COMPLETED as of July 2014

per Idaho Code 33-1201A Career Ladder Funding  
(July 2015 for Pupil Service Staff)

- R1 First year in 2018 will be placed on the R1 rung of the schedule.
- R2 Second year in 2018 will be placed on the R2 rung of the schedule.
- R3 Third year in 2018 will be placed on the R3 rung of the schedule.

*Examples: On July 2014, a teacher with a BA +24 with 7 years experience would be placed in the P2 cohort. On the FY 2018 Salary Schedule, find the P2 row and move to the BA+24 column to find the salary for FY 2018, \$41,830.*

*A first year teacher with a BA starting in the 2015-16 school year, would be in the R3 cohort (third year teacher in FY 18). On the FY 2018 Salary Schedule, find the R3 row and move to the base column to find your salary for FY 2018, \$36,411.*

*For individual questions about placement, please call Jeron Ricks (208) 745-6693*