

2019-2020 TFSD #411 Career Ladder (Based on 188 days)

Cohort	Professional BA +24 credits		Professional Masters
	Professional BA	BA 24	MA
2019-2020 Salary Schedule			
Rung	BA	BA 24	MA
Resident/Prof 1*	\$38,500.00	\$40,500.00	\$42,000.00
Resident/Prof 2*	\$39,000.00	\$41,000.00	\$42,500.00
Resident/Prof 3*	\$39,500.00	\$41,500.00	\$43,000.00
P1	\$42,500.00	\$44,500.00	\$46,000.00
P2	\$43,488.00	\$45,488.00	\$46,988.00
P3	\$45,788.00	\$47,788.00	\$49,288.00
P4	\$48,366.00	\$50,366.00	\$51,866.00
P5	\$52,000.00	\$54,000.00	\$55,500.00
P6**	\$55,222.00	\$57,222.00	\$58,722.00

*Resident teachers are not eligible for an education stipend. Professional teachers, who hold a professional endorsement, are eligible

For those instructional or pupil services staff on the professional rung of the career ladder in FY19 (P1-P10) to move forward, they must have held a certificated contract in FY19 **and** must have not failed to meet the performance criteria for the previous four years. These performance criteria as defined in Idaho Code 33-1001(12), (14), and (22) are:

- ❖ An overall rating of proficient or higher on their evaluation,
- ❖ No component rated as unsatisfactory on their evaluation
- ❖ Demonstrating the majority of their students have met their measureable student achievement targets or student success indicator targets

In order to advance an individual must meet all 3 criteria in at least 2 of the 4 previous years.

2018-19	2019-2020
RP1*	RP1*
RP2*	RP2*
RP3*	RP3*
P1	P1
P2	P2
P3	P2
P4	P3
P5	P3
P6	P4
P7	P4
P8	P5
P9	P5
P10	P6**

P6**: Grandfathered. Employees at P5 for the 2019-2020 contract will not automatically move to P6 for 2020-2021. This will be determined during contract negotiations for 2020-2021.