

2018-2019 TFSD #411 Career Ladder (Based on 188 days)

Cohort	Professional	Professional	Professional
	Professional	BA +24 credits	Masters
Resident/Prof 1*	\$ 35,800.00	\$ 37,400.00	\$ 38,600.00
Resident/Prof 2*	\$ 37,100.00	\$ 38,700.00	\$ 39,900.00
Resident/Prof 3*	\$ 38,300.00	\$ 39,900.00	\$ 41,100.00
Professional 1	\$ 40,900.00	\$ 42,500.00	\$ 43,700.00
Professional 2	\$ 42,600.00	\$ 44,200.00	\$ 45,400.00
Professional 3	\$ 43,000.00	\$ 44,600.00	\$ 45,800.00
Professional 4	\$ 44,600.00	\$ 46,200.00	\$ 47,400.00
Professional 5	\$ 45,600.00	\$ 47,200.00	\$ 48,400.00
Professional 6	\$ 47,800.00	\$ 49,400.00	\$ 50,600.00
Professional 7	\$ 48,800.00	\$ 50,400.00	\$ 51,600.00
Professional 8	\$ 51,000.00	\$ 52,600.00	\$ 53,800.00
Professional 9	\$ 52,100.00	\$ 53,700.00	\$ 54,900.00
Professional 10	\$ 54,500.00	\$ 56,100.00	\$ 57,300.00

*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 FY18 (P1-P10) to move forward, they must have held a certificated contract in FY18 **and** must have not failed to meet the performance criteria for the previous three 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 1 of the 3 previous years.

The chart below is only used for the placement of new staff to the TFSD.

Salary Chart Used for Placement of New Staff

Years of service COMPLETED: (Certified as of Sept. 2014 and Pupil Personnel as of Sept. 2015)	BA	BA+12	BA+24	MA or BA+36	MA+12 or BA+48	MA+24 or BA+60	MA+36 or ES/DR
0	\$ 31,750.00	\$ 31,750.00	\$ 31,750.00	\$ 31,750.00	\$ 31,750.00	\$ 31,750.00	\$ 31,750.00
1	\$ 31,750.00	\$ 31,750.00	\$ 31,750.00	\$ 31,750.00	\$ 31,750.00	\$ 31,750.00	\$ 31,750.00
2	\$ 31,750.00	\$ 31,750.00	\$ 31,750.00	\$ 31,750.00	\$ 31,750.00	\$ 31,750.00	\$ 31,750.00
3	\$ 31,750.00	\$ 31,750.00	\$ 31,750.00	\$ 31,750.00	\$ 31,750.00	\$ 31,750.00	\$ 31,750.00
4	\$ 31,750.00	\$ 31,750.00	\$ 31,750.00	\$ 31,750.00	\$ 31,750.00	\$ 31,750.00	\$ 31,750.00
5	\$ 31,750.00	\$ 31,750.00	\$ 31,750.00	\$ 31,750.00	\$ 31,750.00	\$ 31,750.00	\$ 31,750.00
6	\$ 31,750.00	\$ 31,750.00	\$ 31,750.00	\$ 31,750.00	\$ 31,750.00	\$ 31,750.00	\$ 31,750.00
7	\$ 31,750.00	\$ 31,750.00	\$ 31,750.00	\$ 31,750.00	\$ 31,750.00	\$ 31,750.00	\$ 31,750.00
8	\$ 31,750.00	\$ 31,750.00	\$ 31,750.00	\$ 31,750.00	\$ 31,750.00	\$ 31,750.00	\$ 31,750.00
9	\$ 32,530.00	\$ 33,749.00	\$ 35,015.00	\$ 36,327.00	\$ 37,689.00	\$ 39,102.00	\$ 40,568.00
10	\$ 32,530.00	\$ 35,015.00	\$ 36,327.00	\$ 37,689.00	\$ 39,102.00	\$ 40,568.00	\$ 42,089.00
11	\$ 32,530.00	\$ 35,015.00	\$ 36,327.00	\$ 37,689.00	\$ 40,568.00	\$ 42,089.00	\$ 43,667.00
12	\$ 32,530.00	\$ 35,015.00	\$ 36,327.00	\$ 37,689.00	\$ 40,568.00	\$ 43,667.00	\$ 45,304.00
13 or more	\$ 32,530.00	\$ 35,015.00	\$ 36,327.00	\$ 37,689.00	\$ 40,568.00	\$ 43,667.00	\$ 47,002.00