

**MATERIAL COLLECTED AND ASSEMBLED BY
THE STAFF OF THE
IDAHO SCHOOL BOARDS ASSOCIATION**



**P.O. BOX 9797
BOISE, ID 83707-4797
(208) 854-1476**

This salary schedule is provided for informational purposes only and cannot be used to estimate any form of state appropriations or school district funding. Adjustments may be made at any time by individual district boards. Every attempt has been made to ensure the accuracy and completeness of the information contained herein. The ISBA apologizes for any omissions or errors.

THESE MATERIALS ARE INTENDED SOLELY FOR ISBA MEMBER USE AND ARE NOT INTENDED FOR NOR AUTHORIZED FOR ANY OTHER PURPOSE OR USE. SUCH MATERIALS SHALL NOT BE USED BY ANY AGENT OR EMPLOYEE OF THE DISTRICT/CHARTER FOR ANY OTHER PURPOSE -- PERSONAL, PRIVATE, OR PROPRIETARY.

CLASSIFIED SALARY SCHEDULE

Information contained in this salary schedule was acquired from school districts, the State Department of Education, and other resources.

The student enrollment figures were obtained from reports provided by the State Department of Education.

*ISBA thanks all the school districts,
the State Department of Education, and others
who provided the information for this Salary Schedule.*



2025 - 2026 Executive Board

President
President-Elect
Vice President
Immediate Past President

Jason Sevy, Marsing Joint SD #363
Eric Smallwood, Twin Falls SD #411
Brett Plummer, Challis Joint SD #181
Brian Pyper, Madison SD #321

<u>Region 1 Chair</u> Teresa Rae, Boundary County SD #101	<u>Region 1 Vice Chair</u> Rich Meyer, Kootenai Joint SD #274
<u>Region 2 Chair</u> Polley McLeod, Nezperce Joint SD #302	<u>Region 2 Vice Chair</u> Charlette Kremer, Lewiston Independent SD #340
<u>Region 3 Chair</u> Pamela Wagoner, Middleton SD #134	<u>Region 3 Vice Chair</u> Cassea Daugherty, Marsing Joint SD #363
<u>Region 4 Chair</u> Jamie Turner, Hagerman Joint SD #233	<u>Region 4 Vice Chair</u> Joe Maloney, Filer SD #413
<u>Region 5 Chair</u> Raini Hayden, North Gem SD #149	<u>Region 5 Vice Chair</u> Debbie Keetch, Bear Lake County SD #033
<u>Region 6 Chair</u> Kristin Galbraith, Sugar-Salem Joint SD #322	<u>Region 6 Vice Chair</u> Julianne Hill, Fremont County Joint SD #215
<u>Region 7 Chair</u> Karen Pyron, Butte County Joint SD #111	<u>Region 7 Vice Chair</u> Jim Chamberlain, Challis Joint SD #181
<u>Region 8 Chair</u> Brandee Kline, Basin SD #072	<u>Region 8 Vice Chair</u> Andy Kirkendall, Payette Joint SD #371
<u>Region 9 Chair</u> Leslie Baker, Moscow Charter School	<u>Region 9 Vice Chair</u> Janelle Hill, Blackfoot Charter School

Empower and champion school boards to foster student success.

Aberdeen SD #058

ABERDEEN SCHOOL DISTRICT
SCHOOL YEAR: 2025-2026
(Adding New Position to be hired in 2015-2016 *)**
CLASSIFIED SALARY SCHEDULE (HOURLY)
Effective Date: 07/01/2025

*Staff will remain on the same step but receive \$1.05 increase for the 2025-26 school year

	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15
	Completed	Completed	Completed	Completed	Completed	Completed	Completed	Completed	Completed	Completed	Completed	Completed	Completed	Completed	Completed	Completed
A&B	\$11.05	\$11.30	\$11.55	\$11.80	\$12.30	\$12.55	\$13.05	\$13.55	\$13.90	\$14.05	\$14.30	\$14.55	\$15.05	\$15.55	\$16.05	\$16.30
C	\$11.55	\$11.80	\$12.05	\$12.30	\$12.80	\$13.30	\$13.80	\$14.30	\$14.70	\$14.75	\$14.80	\$15.05	\$15.55	\$16.05	\$16.55	\$16.80
D	\$13.05	\$13.30	\$13.55	\$14.05	\$14.65	\$15.20	\$15.80	\$16.40	\$16.90	\$16.95	\$17.00	\$17.55	\$18.05	\$18.55	\$19.05	\$19.55
E	\$15.05	\$15.30	\$15.55	\$16.15	\$16.85	\$17.55	\$18.20	\$18.90	\$19.45	\$19.80	\$20.05	\$20.30	\$20.55	\$21.05	\$21.55	\$21.80
F	\$16.55	\$16.80	\$17.15	\$17.90	\$18.65	\$19.40	\$20.20	\$20.95	\$21.55	\$21.80	\$22.05	\$22.30	\$22.80	\$23.55	\$23.80	\$24.05
G**	\$18.55	\$18.80	\$19.05	\$19.30	\$19.55	\$19.80	\$20.05	\$20.30	\$20.55	\$21.05	\$21.55	\$22.05				
H***	\$13.55	\$13.80	\$14.05	\$14.30	\$14.85	\$15.45	\$16.05	\$16.65	\$17.15	\$17.55	\$17.80	\$18.05	\$18.30	\$18.55	\$19.55	\$19.80
I*	\$14.05	\$14.55	\$15.05	\$15.30	\$15.55	\$15.80	\$16.30	\$16.80	\$17.05	\$17.55	\$18.05	\$18.55				

- A Paraprofessional/Aide, Custodian, Cook, Kitchen Assit
- B Head Cook, Asst. Transportation Director, Success Room Coordinator
- C Program Secretary, Home School Coordinator, LEP Instructional Coordinator, Certified Nurse Assistant
- D Grounds Supervisor, Registrar, Administrative Secretary
- E Food Service Director/ESL/Assistant Title Teacher
- F Director/Supervisor: Transportation, Maintenance, Custodial Supervisor
- G** Bus Drivers hired after December 18, 2013 (See Note**)
- **Bus Drivers hired before December 18, 2013 will be given the option to remain on Row I and retain Employee Health Benefits or move to Row G without Employee Health Benefits.
- H*** Data Specialist/School Registrar
- I* Bus Drivers
- IT, District Office Personnel, Transportation Supervisor/Mechanic, Electrician/HVAC Technition
- Will be set by School Board

SUBSTITUTES	Pay Rate
Teacher Aide, Secretarial, Bus Aide, Food Admin, Cook	11.00/hr
Handicap Aide, Custodial	11.00/hr
Teacher (Certified)	110.00/ day \$14.67
Teacher (4 Year Degree)	100.00/day \$13.33
Teacher (No Degree)	85.00/day \$11.33

\$10/day consecutive teacher sub x-tra at start of 11th day

* Substitute bus drivers that work for the school district will be paid \$18.50/ hour. If overtime is required it will be 1.5 x \$18.50 or \$27.75/hour.

10/10/2024

American Falls SD #381

2025-2026																						
	Grounds/Gen eral Labor/Tempo rary	1 Cooks	Custodi al	PT Custodial	Bld Sec	Admin Sec	² Teacher Aide (Salary)	3 Teacher Aide Hourly	⁴ Total Aid Salary	Child nutritional Secretary	Trans Drivers	Director of maintenance	Skilled maintenance	Director of Child Nutrition Licensed	Director of Child Nutrition with BS	Business Manager	Payroll Specialist	Report Specialist	Trans Director	IT Assistant	IT Director	Drivers Ed Teacher
Days	N/A	163	250	250	200	246	153	18		196	180	250	250	246	246	246	246	246	246	250	250	
Hours	Varies	7.82	8.00	4.00	8.00	8.00	7.50	7.00		8.00	7.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	
Total Hours	Varies	1,274	2,000	1,000	1,600	1,968	1,148	126		1,568	1,260	2,000	2,000	1,968	1,968	1,968	1,968	1,968	1,968	2,000	2,000	
Step 0		0	27,340	15,000	0	0	0			0	0	0	0	0	0	0	0		0	0	0	
Step 1		18,789	29,500	16,000	29,200	35,916	16,926	1,859	18,784	24,696	22,995	54,500	43,500	41,230	60,516	69,372	61,500	48,216	58,548	46,000	65,500	
Step 2		19,643	31,500	17,000	30,800	37,884	17,499	1,922	19,421	25,966	23,625	56,500	45,500	43,080	62,956	71,340	64,452	50,184	60,516	48,000	67,500	
Step 3		20,496	33,500	0	32,400	39,852	18,073	1,985	20,058	27,330	24,255	58,500	47,500	44,929	65,318	73,308	66,420	52,152	62,484	50,520	69,500	
Step 4		21,350	35,500	0	34,000	41,820	18,647	2,048	20,694	28,600	24,885	60,500	49,500	46,779	67,719	75,276	68,388	54,120	64,452	53,000	71,500	
Step 5		22,190	37,500	0	35,600	43,788	19,221	2,111	21,331	29,870	25,515	62,500	51,500	48,629	70,120	77,244					73,500	
Step 6		23,044	39,500	0	37,200	45,756	19,794	2,174	21,968	31,140	26,145	64,500	53,500	50,479	72,521						75,500	
Step 7		23,885	41,500	0	38,800	47,724	20,368	2,237	22,605	32,411	26,775	66,500	55,500	52,329	74,922							
Misc	Grounds Hourly	Cooks Hourly	Custodia l Hourly	PT Custodial	Bldg Sec Hourly	Admin Sec Hourly	Teacher Aide Hourly (Salary)	Teacher Aide Hourly		Child Nut. Sec. Hourly	Bus Drivers Hourly	Director Maint. Hourly	Skilled Maint Hourly	Director of Nut. No BA Hourly	Director of Nut. w/BS Hourly	Business Mgr. Hourly	Payroll Spec. Hourly	Report Spec. Hourly	Trans Dir Hourly	IT Assist. Hourly	IT Director Hourly	Hourly
		Sub Coo	Probatio n & subs																			
Step 0		13.70	13.67	15.00																		
Step 1	12.50	14.75	14.75	16.00	18.25	18.25	14.75	14.75		15.75	18.25	27.25	21.75	20.95	30.75	35.25	31.25	24.50	29.75	23.00	32.75	20.00
Step 2	13.00	15.42	15.75	17.00	19.25	19.25	15.25	15.25		16.56	18.75	28.25	22.75	21.89	31.99	36.25	32.75	25.50	30.75	24.00	33.75	21.00
Step 3	13.50	16.09	16.75		20.25	20.25	15.75	15.75		17.43	19.25	29.25	23.75	22.83	33.19	37.25	33.75	26.50	31.75	25.26	34.75	22.00
Step 4	14.00	16.76	17.75		21.25	21.25	16.25	16.25		18.24	19.75	30.25	24.75	23.77	34.41	38.25	34.75	27.50	32.75	26.50	35.75	23.00
Step 5	14.50	17.42	18.75		22.25	22.25	16.75	16.75		19.05	20.25	31.25	25.75	24.71	35.63	39.25					36.75	Director 25.00
Step 6	15.00	18.09	19.75		23.25	23.25	17.25	17.25		19.86	20.75	32.25	26.75	25.65	36.85						37.75	
Step 7	15.50	18.75	20.75		24.25	24.25	17.75	17.75		20.67	21.25	33.25	27.75	26.59	38.07							

¹ Full time cooks schedule will be 8hrs/day 4 days per week for 153 days plus 5hr/day for 10 Fridays

² Due to Friday Intervention, full time teacher aid salary will be based on 7.5hr/day 4 days per week.

³ Teacher aid Friday hours are approximate and will be paid via timecard

⁴ This is the potential yearly amount to be earned and is approximate

Board Approved: 6-23-2025

STEP	Hourly Rate	Head Cook Stipend
Step 0	12.00	\$2,400
Step 1	13.00	\$2,400
Step 2	13.67	\$2,400
Step 3	14.34	\$2,400
Step 4	15.01	\$2,400
Step 5	15.67	\$2,400
Step 6	16.34	\$2,400
Step 7	17.00	\$2,400

Based on an 8 hour day, 4 days/week for 153 days.

Basin SD #072

BasinSD 72 Classified Wages and Steps

	Maintenance/Custodial		Paraprofessional/Aide		Food Service			Business & Other Support Personnel			Transportation			Early Childhood	
STEP	Maintenance Worker & Custodian	Maintenance Supervisor	Duty Aide	W/Certificate	Cook	Lead Cook	Supervisor	Special Projects	Admin Assist/Business Manager Assist	Business Manager	Student Bus Aid	Driver/Mechanic	Supervisor	Preschool Leadership	Preschool Assistant Lead
1	15.00	22.50	14.90	15.00	15.00	16.00	22.50	16.00	19.00	26.00	7.25	24.00	27.00	22.50	16.00
2	15.15	22.70	14.96	15.15	15.15	16.16	22.70	16.16	19.29	26.39	7.47	24.24	27.17	22.70	16.16
3	15.30	22.91	15.02	15.30	15.30	16.32	22.91	16.32	19.57	26.79	7.69	24.39	27.35	22.91	16.32
4	15.45	23.11	15.08	15.45	15.45	16.48	23.11	16.48	19.87	27.19	7.92	24.53	27.52	23.11	16.48
5	15.61	23.32	15.14	15.61	15.61	16.65	23.32	16.65	20.17	27.60	8.16	24.68	27.70	23.32	16.65
6	15.77	23.53	15.20	15.77	15.77	16.82	23.53	16.82	20.47	28.01	8.40	24.83	27.88	23.53	16.82
7	15.92	23.74	15.26	15.92	15.92	16.98	23.74	16.98	20.78	28.43	8.66	24.98	28.05	23.74	16.98
8	16.08	23.96	15.32	16.08	16.08	17.15	23.96	17.15	21.09	28.86	8.92	25.13	28.23	23.96	17.15
9	16.24	24.17	15.38	16.24	16.24	17.33	24.17	17.33	21.40	29.29	9.18	25.28	28.41	24.17	17.33
10	16.41	24.39	15.45	16.41	16.41	17.50	24.39	17.50	21.72	29.73	9.46	25.43	28.60	24.39	17.50
11	16.57	24.61	15.51	16.57	16.57	17.67	24.61	17.67	22.05	30.17	9.74	25.58	28.78	24.61	17.67
12	16.74	24.83	15.57	16.74	16.74	17.85	24.83	17.85	22.38	30.63	10.04	25.73	28.96	24.83	17.85
13	16.90	25.05	15.63	16.90	16.90	18.03	25.05	18.03	22.72	31.09	10.34	25.89	29.15	25.05	18.03
14	17.07	25.28	15.69	17.07	17.07	18.21	25.28	18.21	23.06	31.55	10.65	26.04	29.33	25.28	18.21
15	17.24	25.51	15.76	17.24	17.24	18.39	25.51	18.39	23.40	32.03	10.97	26.20	29.52	25.51	18.39
16	17.41	25.74	15.82	17.41	17.41	18.58	25.74	18.58	23.75	32.51	11.30	26.36	29.71	25.74	18.58
17	17.59	25.97	15.88	17.59	17.59	18.76	25.97	18.76	24.11	32.99	11.63	26.52	29.90	25.97	18.76
18	17.76	26.20	15.95	17.76	17.76	18.95	26.20	18.95	24.47	33.49	11.98	26.67	30.09	26.20	18.95

Step movement is based on satisfactory performance. Movement is not guaranteed if performance is less than satisfactory or there are budget constraints.

***The Basin School Board may approve additional movement on the steps in special circumstances.**

Initial step placement on this schedule may vary based on the individual's applicable prior work experience and educational degree:

Associate's Degree or equivalent credits = Two (2) steps of experience credit
 Bachelor's Degree = Three (3) steps of experience credit
 Bachelor's Degree in applicable field of work= Four (4) steps of experience credit.

Longevity stipend begins after final step completed:

Full Time \$1000
 Part Time \$500

Bear Lake SD #033

Bear Lake County School District #33
Support Staff Salary Schedule
2025-2026

	A	B	C	D	E	F	G	H
1	13.83	14.52	15.25	16.01	16.81	18.49	22.41	31.83
2	14.24	14.96	15.70	16.49	17.31	19.04	23.08	32.78
3	14.67	15.40	16.17	16.98	17.83	19.62	23.78	33.77
4	15.11	15.87	16.66	17.49	18.37	20.20	24.49	34.78
5	15.56	16.34	17.16	18.02	18.92	20.81	25.22	35.82
6	16.03	16.83	17.67	18.56	19.49	21.43	25.98	36.90
7	16.51	17.34	18.20	19.11	20.07	22.08	26.76	38.00
8	17.01	17.86	18.75	19.69	20.67	22.74	27.56	39.14
9	17.52	18.39	19.31	20.28	21.29	23.42	28.39	40.32
10	18.04	18.95	19.89	20.89	21.93	24.12	29.24	41.53

A. Bus Aide
Food Service
Summer Maintenance

E. Building Secretary of Qualified Schools
Custodial Supervisor

B. Aides
Custodians
Food Service Manager

F. District Level Secretary
Head High School Secretary

C. Lead Custodians
Food Service Manager of Qualified-Schools

G. Maintenance
Mechanic
Food Service Director

D. Building Secretary
Lead Custodian of Qualified Schools
Bus Driver
Grant Writer

H. Technology Technician
Maintenance Director
Business Manager

- Qualified schools= Schools that have more than 50% of traditional (Brick and Mortar) at that age level.
- Bus Driver Trip Pay= \$18.17 per hour
- Substitute Teacher Pay=\$120.00 per day

Blackfoot SD #055

**BLACKFOOT SCHOOL DISTRICT NO. 55
PARAPROFESSIONAL SALARY SCHEDULE
2025-26**

<u>High School Education</u>			<u>College*</u>	
<u>Step</u>	<u>Salary</u>	<u>Hourly Rate</u>	<u>Salary</u>	<u>Hourly Rate</u>
1	\$ 15,540	\$ 11.80	\$ 18,043	\$13.70
2	\$ 16,014	\$ 12.16	\$ 18,569	\$14.10
3	\$ 16,489	\$ 12.52	\$ 19,136	\$14.53
4	\$ 17,002	\$ 12.91	\$ 19,715	\$14.97
5	\$ 17,503	\$ 13.29	\$ 20,295	\$15.41
6	\$ 18,029	\$ 13.69	\$ 20,900	\$15.87
7	\$ 18,569	\$ 14.10	\$ 21,533	\$16.35
8	\$ 19,123	\$ 14.52	\$ 22,178	\$16.84
9	\$ 19,702	\$ 14.96	\$ 22,850	\$17.35
10	\$ 20,281	\$ 15.40	\$ 23,534	\$17.87
11	\$ 20,900	\$ 15.87	\$ 24,232	\$18.40
12	\$ 21,533	\$ 16.35	\$ 24,957	\$18.95
13	\$ 22,178	\$ 16.84	\$ 25,707	\$19.52
14	\$ 22,836	\$ 17.34	\$ 26,471	\$20.10
15	\$ 23,521	\$ 17.86	\$ 27,275	\$20.71

*An individual must have at least 32 college semester credits to be placed on the college salary schedule

Longevity Benefit:

Employees must have been employed in the district for at least 15 consecutive years or a combined 20 years and meet the Rule of 85 (age and years of service), or be age 62 in the year they will retire. Employees must notify the district administration by **March 1** of their plan to retire at the end of the following year. The longevity benefit for a full time paraeducator is \$4,000 on the High School scale and \$4,650 on the College scale.

Work Schedule: 8.25 hours per day(Mon-Thurs)
7 hours per day (8 Fridays)
for a total of 161 days
Average hours 8.18

Sick Leave: 12 days

Personal Leave: 5 days

Bereavement Leave: Bereavement leave is granted to employees in the event of the death of an immediate employee who is a member of the bereavement leave bank must first use two (2) days of sick leave and may then be granted an additional five (5) days from the bereavement leave bank. Employees who are not members of the bereavement leave bank may use five (5) days sick leave in the event of the death of an immediate family member. These days are per occurrence.

Benefits: Employee Health Insurance
Life Insurance

BLACKFOOT SCHOOL DISTRICT NO. 55
SECRETARY SALARY SCHEDULE
2025-26

STEP	Hourly Rate	OFFICE 177 DAYS	HIGH SCHOOL PRINCIPAL 185 DAYS	DISTRICT Year-round 217 DAYS
1	\$16.47	\$ 23,875	\$ 24,985	\$30,022
2	\$16.97	\$ 24,600	\$ 25,743	\$30,933
3	\$17.48	\$ 25,340	\$ 26,517	\$31,863
4	\$18.00	\$ 26,093	\$ 27,306	\$32,810
5	\$18.53	\$ 26,862	\$ 28,110	\$33,776
6	\$19.10	\$ 27,688	\$ 28,975	\$34,815
7	\$19.67	\$ 28,514	\$ 29,839	\$35,854
8	\$20.27	\$ 29,384	\$ 30,750	\$36,948
9	\$20.87	\$ 30,254	\$ 31,660	\$38,042
10	\$21.49	\$ 31,153	\$ 32,600	\$39,172
11	\$22.14	\$ 32,095	\$ 33,586	\$40,357
12	\$22.80	\$ 33,052	\$ 34,588	\$41,560
13	\$23.48	\$ 34,037	\$ 35,619	\$42,799
14	\$24.20	\$ 35,081	\$ 36,711	\$44,112
15	\$24.92	\$ 36,125	\$ 37,804	\$45,424
16	\$25.67	\$ 37,212	\$ 38,941	\$46,791
17	\$26.44	\$ 38,328	\$ 40,109	\$48,195
18	\$27.23	\$ 39,473	\$ 41,308	\$49,635

Longevity Benefit: Employees must have been employed in the district for at least 15 consecutive years or a combined 20 years and meet the Rule of 85 (age and years of service), or be age 62 in the year they will retire. Employees must notify the district administration by **March 1** of their plan to retire at the end of the following year. The longevity benefit for a full-time secretary is \$6,711 on the Office scale, \$7,022 on the Secondary scale, and \$8,438 on the Year-round scale.

Sick Leave:

177 Day Work Schedule: 13 days
185 Day Work Schedule: 14 days
217 Day Work Schedule: 16 days

Work Schedule:

177 Day (Office) - 8.25 hrs/day (Mon-Thurs); 7 hrs/day (8 Fri) Average Hrs 8.19
185 Day (Secondary) - 8.25 hrs/day (Mon-Thurs); 7 hrs/day (8 Fri) Average Hrs 8.20
217 Day (Year-round) - 8.5 hrs/day (Mon-Thurs); 6 hrs/day (9 Fri) Average Hours 8.40

Personal Leave: (217 days) - 5 days

All others: (177 and 185 days) - 6 days

Vacation:

217 Day Work Schedule: 15 days

Bereavement Leave:

Bereavement leave is granted to employees in the event of the death of an immediate family member. Prior to receiving days from the bereavement leave bank, the employee who is a member of the bereavement leave bank must first use two (2) days of sick leave and may then be granted an additional five (5) days from the bereavement leave bank. Employees who are not members of the bereavement leave bank may use five (5) days sick leave in the event of the death of an immediate family member. These days are per occurrence.

Benefits:

Employee Health Insurance
Life Insurance

Blaine County SD #061

2025-2026 Classified Salary Schedule

	101	102	103	104	105	106	107	108	109
1	\$18.15	\$19.51	\$20.97	\$22.54	\$24.23	\$26.05	\$28.00	\$30.10	\$32.36
2	\$18.54	\$19.93	\$21.42	\$23.03	\$24.75	\$26.61	\$28.60	\$30.75	\$33.06
3	\$18.94	\$20.36	\$21.88	\$23.53	\$25.28	\$27.18	\$29.22	\$31.41	\$33.77
4	\$19.35	\$20.80	\$22.35	\$24.04	\$25.83	\$27.77	\$29.85	\$32.09	\$34.50
5	\$19.77	\$21.25	\$22.83	\$24.56	\$26.39	\$28.37	\$30.49	\$32.78	\$35.24
6	\$20.20	\$21.71	\$23.32	\$25.09	\$26.96	\$28.98	\$31.15	\$33.49	\$36.00
7	\$20.64	\$22.18	\$23.82	\$25.63	\$27.54	\$29.61	\$31.82	\$34.21	\$36.78
8	\$21.09	\$22.66	\$24.33	\$26.18	\$28.13	\$30.25	\$32.51	\$34.95	\$37.57
9	\$21.54	\$23.15	\$24.85	\$26.74	\$28.74	\$30.90	\$33.21	\$35.70	\$38.38
10	\$22.00	\$23.65	\$25.39	\$27.32	\$29.36	\$31.57	\$33.93	\$36.47	\$39.21
11	\$22.47	\$24.16	\$25.94	\$27.91	\$29.99	\$32.25	\$34.66	\$37.26	\$40.06
12	\$22.95	\$24.68	\$26.50	\$28.51	\$30.64	\$32.95	\$35.41	\$38.06	\$40.92
13	\$23.45	\$25.21	\$27.07	\$29.12	\$31.30	\$33.66	\$36.17	\$38.88	\$41.80
14	\$23.96	\$25.75	\$27.65	\$29.75	\$31.98	\$34.39	\$36.95	\$39.72	\$42.70
15	\$24.48	\$26.31	\$28.25	\$30.39	\$32.67	\$35.13	\$37.75	\$40.58	\$43.62
16	\$25.01	\$26.88	\$28.86	\$31.05	\$33.37	\$35.89	\$38.56	\$41.46	\$44.56
17	\$25.55	\$27.46	\$29.48	\$31.72	\$34.09	\$36.66	\$39.39	\$42.35	\$45.52
18	\$26.10	\$28.05	\$30.12	\$32.40	\$34.83	\$37.45	\$40.24	\$43.26	\$46.50
19	\$26.66	\$28.66	\$30.77	\$33.10	\$35.58	\$38.26	\$41.11	\$44.19	\$47.50
20	\$27.24	\$29.28	\$31.43	\$33.81	\$36.35	\$39.09	\$42.00	\$45.14	\$48.52

Pay Grade 101

Summer Crew

Pay Grade 102

Bus Aide

Custodian

Delivery Driver

Pay Grade 103

Activity Driver

Bus Driver

Paraprofessional

Pay Grade 104

Building Secretary

Elementary Librarian

Lead Custodian

Paraprofessional - Special Education

Parenting Center Program Specialist

Secondary Library Assistant

Test Proctor and Coordinator

Pay Grade 105

Administrative Assistant

District Translator & Interpreter

Help Desk Technician

Principal Secretary

Transportation Coordinator

Pay Grade 106

Admin Asst - Bookkeeper

IT Support Technician I

Maintenance Technician I

Mechanic

Pay Grade 107

Clerk of the Board

Assistant to the Superintendent

IT Support Technician II

Maintenance Technician II

Technical Records Clerk

Pay Grade 108

Database Specialist

Senior HR Specialist

Pay Grade 109

Accounting Manager

Custodial Manager

Boise City Independent SD #001

**INDEPENDENT SCHOOL DISTRICT OF BOISE CITY
BOISE, IDAHO
2025-2026 CLASSIFIED
DISTRICT SUPPORT CLASSIFIED SALARY SCHEDULE**

	Minimum													Maximum
INDEX	2	3	4	5	6	7	8	9	10	11	12	13	14	
C		16.57	17.22	17.91	18.36	18.80	19.27	19.76	20.26	20.77	21.27	21.81	22.37	
D	17.20	17.90	18.61	19.35	19.83	20.34	20.84	21.35	21.89	22.44	23.00	23.58	24.18	
E	18.58	19.32	20.09	20.90	21.42	21.95	22.51	23.07	23.64	24.25	24.87	25.48	26.10	
F	20.05	20.85	21.69	22.57	23.13	23.71	24.31	24.92	25.55	26.20	26.86	27.54	28.23	
G	21.66	22.53	23.44	24.37	24.98	25.62	26.27	26.92	27.60	28.29	29.01	29.74	30.48	
H	23.41	24.34	25.31	26.33	26.99	27.67	28.36	29.07	29.80	30.54	31.31	32.08	32.89	
I	25.26	26.28	27.33	28.43	29.14	29.87	30.61	31.37	32.16	32.97	33.79	34.63	35.50	
J	27.30	28.40	29.53	30.71	31.47	32.27	33.07	33.90	34.74	35.60	36.49	37.41	38.36	
K	29.48	30.66	31.89	33.16	33.99	34.85	35.71	36.60	37.52	38.47	39.43	40.42	41.43	
L	31.84	33.11	34.44	35.81	36.70	37.62	38.57	39.53	40.51	41.52	42.57	43.62	44.71	
M	35.65	37.09	38.57	40.11	41.11	42.14	43.18	44.27	45.37	46.52	47.67	48.88	50.09	
N	39.93	41.54	43.19	44.92	46.04	47.20	48.37	49.59	50.81	52.10	53.40	54.75	56.10	

Starting July 1, 2022, the initial step placement on this schedule may vary based on the individual's applicable prior work experience.

Bonneville Joint SD #093

2025-2026 Classified Salary Schedule

	A	B	C	D	E	F	G	H	H+1	I	I+1	J	K	L	M	N	O	P	Q	R	S	T
[Year 1]	14.15	14.65	15.15	20.00	14.28	14.34	14.40	14.73	15.73	15.59	16.59	16.85	17.51	18.14	19.46	21.66	24.21	25.80	26.93	28.27	31.98	35.71
[Year 2]	14.15	14.65	15.15	20.00	14.38	14.49	14.50	15.02	16.02	15.87	16.87	17.16	17.81	18.50	19.85	22.08	24.65	26.33	27.49	28.87	32.67	36.49
[Year 3]	14.15	14.65	15.15	20.00	14.49	14.65	14.74	15.29	16.29	16.17	17.17	17.49	18.15	18.84	20.23	22.53	25.06	26.86	28.05	29.53	33.35	37.29
[Year 4]	14.15	14.65	15.15	20.00	14.61	14.80	15.03	15.55	16.55	16.47	17.47	17.81	18.50	19.22	20.67	23.03	25.55	27.43	28.64	30.09	34.06	38.10
[Year 5]	14.15	14.65	15.15	20.00	14.71	14.95	15.32	15.83	16.83	16.77	17.77	18.15	18.87	19.59	21.03	23.45	26.00	28.02	29.26	30.72	34.83	38.94
[Year 6]	14.15	14.65	15.15	20.00	14.81	15.13	15.57	16.14	17.14	17.09	18.09	18.52	19.25	19.98	21.48	23.93	26.45	28.62	29.90	31.38	35.60	39.81
[Year 7]	14.15	14.65	15.15	20.00	14.91	15.31	15.85	16.43	17.43	17.43	18.43	18.87	19.61	20.39	21.88	24.43	26.94	29.22	30.53	32.08	36.39	40.72
[Year 8]	14.15	14.65	15.15	20.00	15.05	15.57	16.15	16.74	17.74	17.75	18.75	19.26	19.99	20.78	22.34	24.92	27.45	29.87	31.22	32.77	37.17	41.60
[Year 9]	14.15	14.65	15.15	20.00	15.32	15.86	16.45	17.06	18.06	18.08	19.08	19.62	20.41	21.20	22.82	25.45	28.00	30.51	31.89	33.49	38.01	42.56
[Year 10]	14.15	14.65	15.15	20.00	15.61	16.20	16.80	17.45	18.45	18.48	19.48	20.04	20.85	21.67	23.31	26.02	28.54	31.22	32.63	34.29	38.90	43.58
[Year 11]	14.15	14.65	15.15	20.00	15.91	16.52	17.14	17.77	18.77	18.88	19.88	20.48	21.34	22.12	23.83	26.63	29.14	31.98	33.43	35.08	39.84	44.64
[Year 12]	14.15	14.65	15.15	20.00	16.25	16.85	17.49	18.12	19.12	19.29	20.29	20.91	21.86	22.62	24.34	27.21	29.73	32.69	34.19	35.91	40.79	45.73
[Year 13]	14.15	14.65	15.15	20.00	16.60	17.21	17.87	18.53	19.53	19.68	20.68	21.40	22.25	23.13	24.93	27.86	30.41	33.50	35.03	36.81	41.85	46.94
[Year 14]	14.15	14.65	15.15	20.00	16.97	17.60	18.28	18.96	19.96	20.15	21.15	21.92	22.79	23.70	25.55	28.57	31.20	34.38	35.90	37.79	42.98	48.22
[Year 15]	14.15	14.65	15.15	20.00	17.37	18.00	18.70	19.41	20.41	20.63	21.63	22.45	23.35	24.29	26.19	29.30	32.00	35.29	36.79	38.80	44.15	49.54
[Year 16]	14.15	14.65	15.15	20.00	17.77	18.42	19.14	19.86	20.86	21.13	22.13	23.00	23.92	24.88	26.85	30.06	32.83	36.21	37.71	39.84	45.34	50.89
[Year 17]	14.15	14.65	15.15	20.00	18.17	18.83	19.57	20.31	21.31	21.62	22.62	23.55	24.48	25.48	27.51	30.81	33.65	37.14	38.63	40.88	46.54	52.24
	Sub Accompanist	Sub Cook-All Locations	Sub Para Bilingual	Substitute Bus Driver			Crossing Guard	Attendance Clerk	Special Ed Para-C.N.A.	Custodian	Special Unit Para-C.N.A.	Utility Cook	HS Bookkeeper	Elem Head Custodian	General Maintenance Apprentice	Accounting Clerk	Bus Mechanic	Accounts Payable	Support Professional	Accounting Assistant	Cert Comp Tech Level II	Network Admin
	Substitute Custodian			Bus Driver in Training			Duty Aide	BI/PCS Para	BI/PCS-C.N.A.	ESL Tracker			Child Nutrition Warehouse Worker	Elem Kitchen Manager	Maint Assistant	Admin Assistant	Area Kitchen Manager	College Career Adv	Deaf Interpreter	HR Asst - Benefits	Senior Networking Tech	System Admin
	Substitute Cook							MS Bookkeeper	PE/Music Para Certified	Transition Para			Elem Sch Secretary	LHS Custodian	Migrant Liaison	HR Generalist	Electrician	Computer Technician	SLP Intern	Payroll	LF Software Support	Server Admin
	Substitute Duty Aide							Bus Aide	ESL Para w/Spanish	Special Unit Para			Human Resource Clerk		Tech-in-Training	Maintenance Personnel	Plumber	LPN	BA-HI Prof	Payroll Clerk II		
	Student Kitchen Worker							Counseling Secretary	Migrant Graduation Liaison	Tracker			DO Receptionist		Warehouse Assistant	Concrete Worker	Refridge/Controls Specialist	Head Bus Mechanic	Speech Prog Manager W/Degree	Cert Comp Tech Level I		
	PT Kitchen Server							Special Ed Para		Cook			Registrar			Finish Carpenter	Driver Trainer	Maint Shop Foreman	SLP Assistant	Dig-Aud Video Tech		
	Substitute Secretary							PE/Music Para					Sec Sch Secretary			Locksmith	Dispatch Routing Clerk	Maint Grounds Foreman		College/Career Advisor Lead		
	Testing Proctor							SLP Para					Substitute Placement Clerk			Maint Grounds-keeper		Certified Deaf Interpreter		MA-HI Prof		
	Sub HQ Para							Accompanist								Medicaid Clerk				Support Pro Manager		
	Sub Bus Aide							Child Care Provider								District Warehouse Manager				Human Resource Assistant		
								Classroom Para								Support Pro in Training				HR Records Clerk		
								Computer Lab Para								Sp Ed Compliance Clerk						
								Elem/HS Media Para								Bus Driver						
								ISS Para								Utility Driver						
								Overflow Para								Spec Needs Manager						
								Study Skills Para								Dispatch Routing Assistant						
								ESL Para								Assistant Driver Trainer						
								Title I Para								Career/Testing Advisor						
								SSS Para								Speech Prog Manager No Degree						
								Online Support Para								Sec Head Custodian						
								After Sch Band								Child Nutition Secretary						
								Elem Asst Secretary								Sec Kitchen Manager						
																Child Nutrition Warehouse Manager						
																Free Reduced Clerk						
																Menu Planning/Production Clerk						
																Inventory/Procurement Clerk						
																Training Clerk						

Bruneau-Grand View Joint SD #365

The schedule is on page 2!!!

2021-2022 Classified Salary Schedule

	1ST YEAR	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Paraprofessional	\$10.00	\$11.00	\$12.00	\$12.42	\$12.85	\$13.30	\$13.77	\$14.25	\$14.75	\$15.27	\$15.80	\$16.35	\$16.93	\$17.52	\$18.13
Secretary	\$11.00	\$12.50	\$14.10	\$14.59	\$15.10	\$15.63	16.18	\$16.75	\$17.33	17.94	\$18.57	\$19.22	\$19.89	\$20.59	\$21.31
Custodian	\$10.00	\$10.50	\$11.00	\$11.39	\$11.78	\$12.20	\$12.62	\$13.06	\$13.52	\$14.00	\$14.48	14.99	15.52	\$16.06	\$16.62
Maintenance Worker	\$10.24	\$11.82	\$13.30	\$13.77	\$14.25	\$14.75	15.26	\$15.80	\$16.35	16.92	17.51	18.13	\$18.76	\$19.42	\$20.10
Salary	\$22,120.00	\$25,535.00	\$28,729.00												
Maintenance Supervisor	29,918.00 \$	31,551.00	34,912.00	\$36,000.00	\$40,000.00	\$41,400.00	\$42,849.00	\$44,348.00	\$45,900.00	\$47,507.00	\$49,170.00	\$50,891.00	\$52,672.00	\$54,515.00	\$56,423.00
School Cook	\$10.50	\$11.25	\$12.25	\$12.68	\$13.12	\$13.58	\$14.06	\$14.55	\$15.06	\$15.59	\$16.13	\$16.70	\$17.28	\$17.88	\$18.51
Food Service Supervisor/cook	\$14.00	\$15.00	16.00	\$16.56	\$17.14	\$17.74	\$18.36	\$19.00	\$19.67	\$20.36	\$21.07	\$21.81	\$22.57	\$23.36	\$24.18
Athletic Director	\$4,750.00	\$5,500.00	\$6,800.00	7038	\$7,284.00	\$7,539.00	\$7,803.00	\$8,076.00	8,358	\$8,651.00	\$8,954.00	\$9,267.00	9,592	\$9,927.00	\$10,275.00
Bus Driver	\$13.61	\$14.30	\$15.82	\$16.37	\$16.95	\$17.54	\$18.15	18.79	\$19.45	\$20.13	\$20.83	\$21.56	\$22.32	\$23.10	\$23.91
Migrant Home School Coordinator	\$10.00	\$10.50	\$11.00	\$11.39	\$11.78	\$12.20	\$12.62	\$13.06	\$13.52	\$14.00	\$14.48	\$14.99	\$15.52	\$16.06	\$16.62
Sub & Part Time Cook	\$10.00														
Sub & Part time Custodian	\$10.00														
Sub Bus Driver	\$11.77														
Bus Driver Training Hours	\$10.00														
Activities Bus Driver	\$12.00														
					10 year	11 year	12 year	13 year	14 year	15 year	16 year	17 year	18 year	19 year	20 year
Clerk/Business Manager	\$14.57	\$15.90	\$18.20	\$43,000.00	\$45,000.00	46,350.00	47,740.50	49,172.72	50,647.90	\$52,167.00	\$53,732.00	\$55,344.00	\$57,004.00	\$58,714.00	\$60,476.00
Salary															
Substitutes: teacher or para	certified \$90	Non-certified - \$80													
	Long term (more than 2 full weeks) - Certified Salary Schedule 25.00 PER HOUR DO BENEFITS.														
	Classified - add \$12 per hour														
*** PARAS GRANDFATHERED AT 10.51 *** CLASSIFIED STAFF WITH 15+ YEARS WILL RECEIVE AN END-OF-YEAR BONUS JUNE OF \$100										Associate Degree for Para's 12.5% increase					
** Bachelor's Degree for Para's 25% increase															
Mileage	\$.50 per mile														

Blue Cross Health/Vision Insurance-District pays **\$605.90** of premium-
Dental Optional
Standard Life Insurance \$20,000.
Sick Leave, Bereavement, Personal/Family, Professional Development

Board approved:June 2021

Bruneau-Grand View School District 365 2021-2022 Classified Salary Schedule

[illegible]

BRUNEAU GRAND VIEW CLASSIFIED SCHEDULE 2025-2026															
	1ST YEAR	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Paraprofessional	\$12.60	\$13.04	\$13.49	\$13.97	\$14.46	\$14.96	\$15.49	\$16.03	\$16.59	\$17.17	\$17.78	\$18.40	\$19.04	\$19.64	\$20.02
Day Care	\$13.49	\$13.97	\$14.46	\$14.96	\$15.49	\$16.03	\$16.59	\$17.17	\$17.78	\$18.40	\$19.04	\$19.70	\$20.38	\$21.09	\$21.83
Secretary	\$13.13	\$14.81	\$15.32	\$15.86	\$16.41	16.18*	\$17.59	\$18.20	17.94†	\$19.50	\$20.18	\$20.88	\$21.62	\$22.38	\$23.00
Custodian	\$11.55	\$11.96	\$12.37	\$12.81	\$13.25	\$13.71	\$14.20	\$14.70	\$15.20	\$15.73	\$16.28	\$16.86	\$17.45	18.05	18.67
Maintenance Worker	\$12.41	\$13.97	\$14.46	\$14.96	\$15.49	15.26*	\$15.79	\$16.35	16.92†	\$17.51	\$18.12	\$18.76	\$19.41	\$20.09	\$20.80
Salary	\$23,226.00	\$26,812.00	\$30,165.00	\$31,222.00	\$32,314.00	\$33,446.00	\$34,615.00	\$35,826.00	\$37,080.00	\$38,378.00	\$39,720.00	\$41,111.00	\$42,549.00	\$44,038.00	\$45,579.00
Maintenance Supervisor	\$42,000.00	\$43,470.00	\$44,991.00	\$46,565.00	\$48,195.00	\$49,883.00	\$51,629.00	\$53,436.00	\$55,306.00	\$57,241.00	\$59,244.00	\$61,022.00	\$62,852.00	\$64,738.00	\$66,680.00
School Cook	\$11.81	\$12.86	\$13.31	\$13.78	\$14.26	\$14.76	\$15.28	\$15.81	\$16.37	\$16.94	\$17.54	\$18.14	\$18.77	\$19.44	\$20.02
Food Service Supervisor/cook	\$14.70	\$15.75	16.00†	\$17.39	\$18.00	\$18.63	\$19.28	\$19.95	\$20.65	\$21.38	\$22.12	\$22.90	\$23.70	\$24.53	\$25.39
Athletic Director	\$7,648.00	\$7,916.00	\$8,193.00	\$8,480.00	\$8,358.00	\$9,084.00	\$9,402.00	\$9,730.00	9,592,†	\$10,423.00	\$10,789.00	\$11,112.00	\$11,446.00	\$11,789.00	\$12,143.00
Bus Driver	\$15.02	\$16.61	\$17.19	\$17.80	\$18.42	\$19.06	18.79†	\$20.42	\$21.14	\$21.87	\$22.64	\$23.44	\$24.26	\$25.11	\$25.86
Migrant Home School Coordinator	\$11.96	\$12.37	\$12.81	\$13.25	\$13.71	\$14.20	\$14.70	\$15.20	\$15.74	\$16.30	\$16.86	\$17.45	\$17.97	\$18.51	\$19.07
Sub & Part Time Cook	\$11.81	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Sub & Part time Custodian	\$11.55	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Sub Bus Driver	\$15.02	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Bus Driver Training Hours	\$10.50	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Activities Bus Driver	\$13.50	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
					10 year	11 year	12 year	13 year	14 year	15 year	16 year	17 year	18 year	19 year	20 year
Clerk/Business Manager	\$19.11	\$45,150.00	\$47,250.00	46,350.00†	\$47,741.00	\$49,173.00	\$50,648.00	\$54,775.00	\$56,419.00	\$58,111.00	\$59,854.00	\$61,650.00	\$63,500.00	\$65,405.00	\$67,367.00
Substitutes: teacher or para	certified \$160	Non-certified - \$100 Long term Sub (more than 2 full weeks)-Certified Salary Schedule 25.00 per hour no benefits													
Classified staff with 15+Years will receive an end-of-year-bonus of \$100 per year after 15															
Para's 12.5% increase															
increase															
Pays-\$846.35 of premium-Dental optional paid by employee															
Sick leave, Bereavment, Personal/Family. Professional D. Board approve March 2025															
*Associate Degree for															
** Bachelor's Degree for Para's 25%															
Blue Cross Health Vision Insurance-District															
Standard Life Insurance-\$20,000 no cost to employee															

Buhl Joint SD #412

<u>Classified staff, multiply thirty-eight thousand eight hundred two dollars (\$38,802) by the district classified State staff allowance determined as provided in section 33-1004(5), Idaho Code.</u> FY2025-26 5% increase from FY25 on base reimbursed by state (41,964 per allowable classified SU)							
Base:		\$ 39,996.00					
1.03 ParaPro BI-SPEECH Secretaries Kitchen Worker Kitchen Manager Custodian Maintenance							
1	13.69	20.20	17.02	14.36	16.86	15.45	16.71
2	13.96	20.60	17.36	14.65	17.20	15.76	17.04
3	14.24	21.02	17.71	14.94	17.54	16.07	17.39
4	14.53	21.44	18.06	15.24	17.89	16.40	17.73
5	14.82	21.87	18.42	15.54	18.25	16.72	18.09
6	15.11	22.30	18.79	15.85	18.61	17.06	18.45
7	15.42	22.75	19.17	16.17	18.99	17.40	18.82
8	15.73	23.20	19.55	16.50	19.37	17.75	19.19
9	16.04	23.67	19.94	16.83	19.75	18.10	19.58
10	16.36	24.14	20.34	17.16	20.15	18.46	19.97
11	16.69	24.62	20.75	17.50	20.55	18.83	20.37
12	17.02	25.12	21.16	17.85	20.96	19.21	20.78
13	17.36	25.62	21.59	18.21	21.38	19.59	21.19
14	17.71	26.13	22.02	18.58	21.81	19.99	21.62
15	18.06	26.65	22.46	18.95	22.25	20.39	22.05

Caldwell SD #132

POSITION	Prior Level	LEVEL
Administrative Assistant to Certified Director (II)		M
Administrative Assistant to Classified Director (I)		L
Assistant Kitchen Manager		C
Attendance Clerk - High School		G
Attendance Clerk - Middle and Elementary		D
BI - Tech		G
Bookkeeper - High School		H
Certified SLP Assistant (SLPA)		Q
Community School Liason		H
Computer Lab Aide		C
Cook (Food Handler Cert.)		B
Copy Center Clerk		C
COTA		R
Credit Recovery Aide		C
Custodian		D
Custodian - Head Elementary		G
Custodian - Seasonal/Temporary		B
Data Entry Clerk (DEC)		D
DEC Coordinator		K
District Accounting Clerk		P
District Accounts Payable		L
District Behavior Specialist		R
District Interpreter/Translator		J
District ASL Interpreter		S
ESP - BI		C
ESP - Computer Lab		C
ESP - Credit Recovery		C
ESP - ERR/TEAM		C
ESP - ESL		C
ESP - JDC		B
ESP - Migrant/Instructional		B
ESP - Overflow		B
ESP - Praxis		B
ESP - Preschool		B
ESP - RBT		G
ESP - SLP		B

POSITION	Prior Level	LEVEL
ESP - SPED Resource Room		B
Family Engagement/Community Schools Coordinator		P
General Maintenance Worker		J
Grounds/Sprinkler Lead	J	M
Grounds/Landscaper		G
Head Custodian - Middle School/High School	G	J
Health Aide		B
Health Aide - C.N.A.		C
Health Aide - LPN		G
Health Aide - Medical Assistant		C
HR Specialist		P
Human Resource Assistant		J
ITS - Seasonal/Temporary		B
ITS System Administrator	P	R
ITS Technician	M	N
Journeyman/Skilled Maintenance Worker (25 yrs +)	S	T
Kitchen Manager - Elementary		H
Kitchen Manager - Secondary		J
Library Media Manager - Elementary		C
Licensed/Skilled Maintenance Worker (10 yrs+)	R	S
Mail Courier		B
McKinney Vento Specialist		H
Medicaid Clerk		K
Medicaid Coordinator		L
Migrant Liaison Recruiter		L
Migrant/EL Graduation Specialist		H
Operations Assistant - Child Nutrition		P
Payroll Coordinator		P
Safe School Aide		C
Secretary - Counseling		D
Secretary - Elementary School		G
Secretary - Secondary School		G
SPED Spanish Interpreter		H
Warehouse Assistant - Child Nutrition		G
Warehouse Lead		H

Note - The following Levels have been removed -A, E, F, I, O

**CALDWELL SCHOOL DISTRICT
2025-2026 SALARY SCHEDULE**

DISTRICT SUPPORT

STEP	H	J	K	L	P	Q	R	S
1	\$17.67	\$18.21	\$19.11	\$20.07	\$24.40	\$25.62	\$26.90	\$28.24
2	\$18.02	\$18.57	\$19.50	\$20.48	\$24.89	\$26.13	\$27.44	\$28.81
3	\$18.38	\$18.94	\$19.89	\$20.88	\$25.38	\$26.66	\$27.98	\$29.38
4	\$18.75	\$19.32	\$20.28	\$21.30	\$25.89	\$27.19	\$28.54	\$29.97
5	\$19.12	\$19.71	\$20.69	\$21.73	\$26.41	\$27.73	\$29.11	\$30.57
6	\$19.51	\$20.10	\$21.10	\$22.16	\$26.94	\$28.29	\$29.70	\$31.18
7	\$19.90	\$20.50	\$21.53	\$22.61	\$27.48	\$28.86	\$30.29	\$31.81
8	\$20.29	\$20.91	\$21.96	\$23.06	\$28.03	\$29.43	\$30.90	\$32.44
9	\$20.70	\$21.33	\$22.40	\$23.52	\$28.59	\$30.02	\$31.51	\$33.09
10	\$21.11	\$21.76	\$22.84	\$23.99	\$29.16	\$30.62	\$32.14	\$33.75
11	\$21.54	\$22.19	\$23.30	\$24.47	\$29.74	\$31.23	\$32.79	\$34.43
12	\$21.97	\$22.64	\$23.77	\$24.96	\$30.34	\$31.86	\$33.44	\$35.12
13	\$22.41	\$23.09	\$24.24	\$25.46	\$30.94	\$32.50	\$34.11	\$35.82
14	\$22.86	\$23.55	\$24.72	\$25.97	\$31.56	\$33.15	\$34.79	\$36.54

H	McKinney Vento Specialist, SPED Spanish Interpreter, Migrant/EL Graduation Specialist, Community School Liason
J	District Interpreter/Translator, HR Assistant
K	DEC Coordinator, Medicaid Clerk, District Office Receptionist
L	District Accounts Payable, Migrant Liason Recruiter, Medicaid Coordinator
P	Family Engagement/Community Schools Coordinator, District Accounting Clerk, Payroll Coordinator, HR Specialist, ISEE/Powerschool Coordinator
Q	Certified SLP Assistant (SLPA)
R	District Behavior Specialist, Certified Occupational Therapy Assistant (COTA)
S	District ASL Interpreter

*Level P for advanced placement, a Bachelor's (placement to Q) or Master's (placement to R) degree may be considered.

Bilingual Differential = \$.30 per hour upon successful completion of the proficiency exam**

Bilingual After Hours = \$15 per hour upon successful completion of the proficiency exam**

**Proficiency exam scheduled with ESL Coordinator

**CALDWELL SCHOOL DISTRICT
2025-2026 SALARY SCHEDULE
CLERICAL & OFFICE SUPPORT**

STEP	D	G	H	K	L	M
1	\$16.53	\$16.83	\$17.67	\$19.11	\$20.07	\$21.07
2	\$16.86	\$17.17	\$18.02	\$19.50	\$20.48	\$21.49
3	\$17.20	\$17.51	\$18.38	\$19.89	\$20.88	\$21.92
4	\$17.55	\$17.86	\$18.75	\$20.28	\$21.30	\$22.36
5	\$17.90	\$18.22	\$19.12	\$20.69	\$21.73	\$22.81
6	\$18.26	\$18.58	\$19.51	\$21.10	\$22.16	\$23.27
7	\$18.62	\$18.95	\$19.90	\$21.53	\$22.61	\$23.73
8	\$18.99	\$19.33	\$20.29	\$21.96	\$23.06	\$24.21
9	\$19.37	\$19.72	\$20.70	\$22.40	\$23.52	\$24.69
10	\$19.76	\$20.11	\$21.11	\$22.84	\$23.99	\$25.18
11	\$20.16	\$20.52	\$21.54	\$23.30	\$24.47	\$25.69
12	\$20.56	\$20.93	\$21.97	\$23.77	\$24.96	\$26.20
13	\$20.97	\$21.34	\$22.41	\$24.24	\$25.46	\$26.73
14	\$21.39	\$21.77	\$22.86	\$24.72	\$25.97	\$27.26

D	Elementary Attendance Clerk, Middle School Attendance Clerk, Counseling Secretary, Data Entry Clerk (DEC)
G	Elementary Secretary, Secondary Secretary, High School Attendance Clerk
H	High School Bookkeeper
K	District Office Receptionist
L	Administrative Assistant I - Classified Director
M	Administrative Assistant II - Certified Director

Bilingual Differential = \$.30 per hour upon successful completion of the proficiency exam*
 Bilingual After Hours = \$15 per hour upon successful completion of the proficiency exam*
 *Proficiency exam scheduled with ESL Coordinator

**CALDWELL SCHOOL DISTRICT
2025-2026 SALARY SCHEDULE**

EDUCATION SUPPORT PROFESSIONAL AND AIDES

STEP	A	B	C	G
1		\$15.75	\$16.53	\$16.83
2		\$16.06	\$16.86	\$17.17
3		\$16.39	\$17.20	\$17.51
4		\$16.71	\$17.55	\$17.86
5		\$17.05	\$17.90	\$18.22
6		\$17.39	\$18.26	\$18.58
7		\$17.74	\$18.62	\$18.95
8		\$18.09	\$18.99	\$19.33
9		\$18.45	\$19.37	\$19.72
10		\$18.82	\$19.76	\$20.11
11		\$19.20	\$20.16	\$20.52
12		\$19.58	\$20.56	\$20.93
13		\$19.97	\$20.97	\$21.34
14		\$20.37	\$21.39	\$21.77
A	N/A			
B	Health Aide, ESP - SLP, ESPs - Preschool, Resource Room, Juvenile Detention Center, Migrant, Instructional, and Title			
C	ESP - Team, Health Aide - CNA, Safe Schools Aide, Health Aide - Medical Assistant or Pharmacy Tech Certificate, Library Media Manager - Elementary, ESPs - BI, Computer Lab, Credit Recovery, Extended Resource Room, and English as a Second Language (ESL)			
G	Health Aide with LPN, BI - Tech, RBT - ESP			

Idaho Education Support Professional (Paraprofessional) requirements:

Official Transcripts-32 Credits OR ParaPro Praxis Test (passing score 460)

Instructional ESPs must meet the Idaho Paraprofessional requirements under Idaho Code 08.02.02.007.10 by passing the ParaPro Praxis Assessment within 45 days of hire date. The assessment can be scheduled through the HR Department. ESP will be re-rated after passing the assessment.

***Instructional and BI ESPs who meet the Idaho Paraprofessional requirements with a college degree under Idaho Code 08.02.02.007.10 will receive the following experience credit for initial placement:**

Associate's Degree = Two (2) years of experience credit

Bachelor's Degree = Four (4) year of experience credit

***BI - ESP must meet the Idaho Paraprofessional requirements listed above.**

***BI - Tech must be within 24 credits of a degree in human services field OR have a degree in a Human Service field and working on supervision hours to become a specialist.**

***RBT - ESP must hold certification as a Registered Behavior Technician.**

Bilingual Differential = \$.30 per hour upon successful completion of the proficiency exam*

Bilingual After Hours = \$15 per hour upon successful completion of the proficiency exam*

*Proficiency exam scheduled with ESL Coordinator

**CALDWELL SCHOOL DISTRICT
2025-2026 SALARY SCHEDULE**

CHILD NUTRITION

STEP	B	C	G	H	J	P
1	\$15.75	\$16.53	\$16.83	\$17.67	\$18.21	\$24.40
2	\$16.06	\$16.86	\$17.17	\$18.02	\$18.57	\$24.89
3	\$16.39	\$17.20	\$17.51	\$18.38	\$18.94	\$25.38
4	\$16.71	\$17.55	\$17.86	\$18.75	\$19.32	\$25.89
5	\$17.05	\$17.90	\$18.22	\$19.12	\$19.71	\$26.41
6	\$17.39	\$18.26	\$18.58	\$19.51	\$20.10	\$26.94
7	\$17.74	\$18.62	\$18.95	\$19.90	\$20.50	\$27.48
8	\$18.09	\$18.99	\$19.33	\$20.29	\$20.91	\$28.03
9	\$18.45	\$19.37	\$19.72	\$20.70	\$21.33	\$28.59
10	\$18.82	\$19.76	\$20.11	\$21.11	\$21.76	\$29.16
11	\$19.20	\$20.16	\$20.52	\$21.54	\$22.19	\$29.74
12	\$19.58	\$20.56	\$20.93	\$21.97	\$22.64	\$30.34
13	\$19.97	\$20.97	\$21.34	\$22.41	\$23.09	\$30.94
14	\$20.37	\$21.39	\$21.77	\$22.86	\$23.55	\$31.56

A	N/A
B	Cook - Food Handler Certificate Required
C	Assistant Kitchen Manager
G	Warehouse Assistant
H	Elementary Kitchen Manager, Warehouse Lead
J	Secondary Kitchen Manager
P	*Operations Assistant

*Level P, for advanced placement, a Bachelor's (placement to Q) or Master's (placement to R) degree may be considered.

Bilingual Differential = \$.30 per hour upon successful completion of the proficiency exam**

Bilingual After Hours = \$15 per hour upon successful completion of the proficiency exam**

** Proficiency exam scheduled with ESL Coordinator

**CALDWELL SCHOOL DISTRICT
2024-2025 SALARY SCHEDULE
BEHAVIOR INTERVENTIONIST**

STEP	A	B
1	19.21	20.18
2	20.19	21.20
3	21.21	22.27
4	22.28	23.39
5	23.41	24.57
6	24.58	25.83
7		27.12
A	Certified Intervention Specialist	
B	Certified Intervention Specialist Lead	

STEP	C	G
1	\$16.53	\$16.83
2	\$16.86	\$17.17
3	\$17.20	\$17.51
4	\$17.55	\$17.86
5	\$17.90	\$18.22
6	\$18.26	\$18.58
7	\$18.62	\$18.95
8	\$18.99	\$19.33
9	\$19.37	\$19.72
10	\$19.76	\$20.11
11	\$20.16	\$20.51
12	\$20.56	\$20.93
13	\$20.97	\$21.35
14	\$21.39	\$21.77
C	BI - ESP	
G	BI - Tech, RBT - ESP	

***BI - ESP must have a minimum of 32 semester credits OR ParaPro Praxis Test (passing score 460).**

***BI - Tech must be within 24 credits of a degree in human services field OR have a degree in a Human Service field and working on supervision hours to become a specialist.**

***RBT - ESP must hold certification as a Registered Behavior Technician.**

***BI ESPs, BI - Techs and RBT - ESPs who meet the Idaho Paraprofessional requirements with a college degree under Idaho Code 08.02.02.007.10 will receive the following experience credit for initial placement:**

Associate's Degree = Two (2) years of experience credit

Bachelor's Degree = Four (4) year of experience credit

Initial placement for staff hired on or after 7/1/2022: Experience credit will be given for each year of commensurate experience.

Revisions to this salary schedule are dependent on the Idaho School Based Medicaid reimbursement schedule and the Federal Medicaid Assistance Percentage (FMAP) and will be evaluated annually.

Bilingual Differential = \$.30 per hour upon successful completion of the proficiency exam*

Bilingual After Hours = \$15 per hour upon successful completion of the proficiency exam*

*Proficiency exam scheduled with ESL Coordinator

CALDWELL SCHOOL DISTRICT

2025-2026 SALARY SCHEDULE

MAINTENANCE & OPERATIONS

STEP	B	D	G	J	M	S	T
1	\$15.75	\$16.53	\$16.83	\$18.21	\$21.07	\$28.24	\$29.66
2	\$16.06	\$16.86	\$17.17	\$18.57	\$21.49	\$28.81	\$30.25
3	\$16.39	\$17.20	\$17.51	\$18.94	\$21.92	\$29.38	\$30.86
4	\$16.71	\$17.55	\$17.86	\$19.32	\$22.36	\$29.97	\$31.48
5	\$17.05	\$17.90	\$18.22	\$19.71	\$22.81	\$30.57	\$32.11
6	\$17.39	\$18.26	\$18.58	\$20.10	\$23.27	\$31.18	\$32.75
7	\$17.74	\$18.62	\$18.95	\$20.50	\$23.73	\$31.81	\$33.41
8	\$18.09	\$18.99	\$19.33	\$20.91	\$24.21	\$32.44	\$34.07
9	\$18.45	\$19.37	\$19.72	\$21.33	\$24.69	\$33.09	\$34.75
10	\$18.82	\$19.76	\$20.11	\$21.76	\$25.18	\$33.75	\$35.45
11	\$19.20	\$20.16	\$20.52	\$22.19	\$25.69	\$34.43	\$36.16
12	\$19.58	\$20.56	\$20.93	\$22.64	\$26.20	\$35.12	\$36.88
13	\$19.97	\$20.97	\$21.34	\$23.09	\$26.73	\$35.82	\$37.62
14	\$20.37	\$21.39	\$21.77	\$23.55	\$27.26	\$36.54	\$38.37

A	N/A
B	Mail Courier, Temporary Seasonal
D	Custodian
G	Head Custodian - Elementary, Grounds Worker
J	General Maintenance Worker, Middle School/CHS Head Custodian, Landscaper
M	Grounds/Sprinkler Lead
S	Skilled Maintenance Worker (10 yrs +), Grounds Supervisor
T	Journeyman Worker, Skilled Maintenance/Trades (25 yrs +)

Bilingual Differential = \$.30 per hour upon successfully completing the proficiency exam*

Bilingual After Hours = \$15 per hour upon successful completion of the proficiency exam*

*Proficiency exam scheduled with ESL Coordinator

**CALDWELL SCHOOL DISTRICT
2025-2026 SALARY SCHEDULE**

INFORMATION TECHNOLOGY SUPPORT

STEP	A	B	C	N	R
1		\$15.75	\$16.53	\$22.13	\$26.90
2		\$16.06	\$16.86	\$22.58	\$27.44
3		\$16.39	\$17.20	\$23.03	\$27.99
4		\$16.71	\$17.55	\$23.49	\$28.54
5		\$17.05	\$17.90	\$23.96	\$29.11
6		\$17.39	\$18.26	\$24.44	\$29.69
7		\$17.74	\$18.62	\$24.93	\$30.29
8		\$18.09	\$18.99	\$25.43	\$30.90
9		\$18.45	\$19.37	\$25.93	\$31.52
10		\$18.82	\$19.76	\$26.45	\$32.14
11		\$19.20	\$20.16	\$26.98	\$32.78
12		\$19.58	\$20.56	\$27.52	\$33.45
13		\$19.97	\$20.97	\$28.07	\$34.11
14		\$20.37	\$21.39	\$28.63	\$34.79

A	N/A
B	Temporary Seasonal
C	Copy Center Clerk
N	ITS Technician
R	ITS System Administrator

Bilingual Differential = \$.30 per hour upon successful completion of the proficiency exam**

Bilingual After Hours = \$15 per hour upon successful completion of the proficiency exam**

**Proficiency exam scheduled with ESL Coordinator

**CALDWELL SCHOOL DISTRICT
2025-2026 SALARY SCHEDULE**

OCCUPATIONAL THERAPIST (OT), DISTRICT REGISTERED NURSE (RN)

STEP	A
1	\$53.06
2	\$54.40
3	\$55.74
4	\$57.14
5	\$58.57

Must hold appropriate Idaho credential from the State Department of Education for Occupational Therapy or School Nurse.

REGISTERED NURSE (BS), BOARD CERTIFIED BEHAVIOR ANALYST (BCBA), BOARD CERTIFIED BEHAVIOR ANALYST (BCBA) - LEAD

STEP	A	B - Lead
1	\$51.00	\$53.06
2	\$52.53	\$54.40
3	\$54.10	\$55.74
4	\$55.72	\$57.14
5	\$57.40	\$58.57

Must hold appropriate Idaho credential from the State Department of Education for School Nurse with BCBA must hold BCBA certification.

REGISTERED NURSE (RN - AS)

STEP	A
1	\$30.00
2	\$31.80
3	\$32.70
4	\$33.60
5	\$34.50

Must hold appropriate Idaho credential from the State Department of Education for School Nurse with an Associate's Degree.

Bilingual Differential = \$.30 per hour upon successful completion of the proficiency exam*

Bilingual After Hours = \$15 per hour upon successful completion of the proficiency exam*

*Proficiency exam scheduled with ESL Coordinator - Shani Cummins

Cassia County Joint SD #151

**DISTRICT SUPERVISOR & DIRECTOR
2025-2026**

STEP	EXEMPT	SUP-1	SUP-2	DIRECTOR
0	46,680	52,529	62,510	85,638
1	48,080	54,105	64,385	88,207
2	49,523	55,728	66,316	90,853
3	51,008	57,400	68,306	93,579
4	52,539	59,122	70,355	96,386
5	54,115	60,896	72,466	99,278
6	55,738	62,722	74,640	102,256
7	57,411	64,604	76,879	105,324
8	59,133	66,542	79,185	108,484
9	60,907	68,538	81,561	111,738
10	62,734	70,595	84,008	115,090
11	64,616	72,712	86,528	118,543
12	66,555	74,894	89,124	122,099
13				125,762

EXEMPT 12 month employees who perform administrative or professional duties district wide.

SUP-1 Dept Supervisors based on job description
(No Degree Required)

SUP-2 Manager (BA degree or advanced training required)

DIRECTOR District Administration & Directors

ASST SUP. Top step of Director salary schedule reserved for
Assistant Superintendent

PARAEDUCATOR SALARY SCHEDULE 2025-2026

PARAEDUCATOR I

Exp Step	Education Credits		
	Hourly	24	66/AA
0	14.06	15.47	17.01
1	14.27	15.70	17.27
2	14.48	15.93	17.53
3	14.70	16.17	17.79
4	14.92	16.42	18.06
5	15.15	16.66	18.33
6	15.37	16.91	18.60
7	15.60	17.16	18.88
8	15.84	17.42	19.16
9	16.08	17.68	19.45
10	16.32	17.95	19.74
11	16.56	18.22	20.04
12	16.81	18.49	20.34
13	17.06	18.77	20.65
14	17.32	19.05	20.96
15	17.58	19.34	21.27
16	17.84	19.63	21.59
17	18.11	19.92	21.91
18		20.22	22.24
19		20.52	22.57

PARAEDUCATOR 2

Exp Step	Education Credits		
	Hourly	24	66/AA
0	14.31	15.74	17.32
1	14.52	15.98	17.57
2	14.74	16.22	17.84
3	14.96	16.46	18.11
4	15.19	16.71	18.38
5	15.42	16.96	18.65
6	15.65	17.21	18.93
7	15.88	17.47	19.22
8	16.12	17.73	19.51
9	16.36	18.00	19.80
10	16.61	18.27	20.09
11	16.86	18.54	20.40
12	17.11	18.82	20.70
13	17.37	19.10	21.01
14	17.63	19.39	21.33
15	17.89	19.68	21.65
16	18.16	19.98	21.97
17	18.43	20.27	22.30
18		20.58	22.64
19		20.89	22.98

PARAEDUCATOR 3

Exp Step	Education Credits		
	Hourly	66/AA	BA+
0	15.47	17.32	18.16
1	15.70	17.58	18.43
2	15.94	17.84	18.71
3	16.18	18.11	18.99
4	16.42	18.38	19.27
5	16.67	18.66	19.56
6	16.92	18.94	19.86
7	17.17	19.22	20.15
8	17.43	19.51	20.46
9	17.69	19.80	20.76
10	17.95	20.10	21.08
11	18.22	20.40	21.39
12	18.50	20.71	21.71
13	18.77	21.02	22.04
14	19.06	21.33	22.37
15	19.34	21.65	22.70
16	19.63	21.98	23.04
17	19.93	22.31	23.39
18		22.64	23.74
19		22.98	24.10

Paraeducator 1	Paraeducator/Instructional Aide - Prep Time, Title I, EL, District
Paraeducator 2	Special Education Aide, Speech Technician
Paraeducator 3	Behavior Technician, Migrant Specialist

Minimum requirements: Complete two years of college (32 education credits) or hold a two year college degree or pass the ParaPro Assessment in reading, writing, and math.

Personnel with Para educator experience shall receive all prior full years of comparable experience upon receiving employment verification. Exception: intermittent non-regular work schedule.

The normal work week shall be: 31 hours per week (Days per year determined annually by "days in school calendar".) Step increments for years of experience allocated (when funding is available). Official college/university transcripts required for lanes across this schedule. Transcripts are due to the district office/HR Department by September 1st annually. For non-degree related credits they need to be in a job related course of study.

SCHOOL CLERICAL SALARY SCHEDULE

2025-2026

BASE SALARY			Category 1 (197 Day)		Category 2 (192 Day)		Category 3 (187 Day)		Category 4 (177 Day)	
Step	Hourly	Daily	Monthly	Annual	Monthly	Annual	Monthly	Annual	Monthly	Annual
0	13.80	110.40	1,812	21,749	1,766	21,197	1,720	20,645	1,628	19,541
1	14.63	117.02	1,921	23,054	1,872	22,469	1,824	21,883	1,726	20,713
2	15.51	124.05	2,036	24,437	1,985	23,817	1,933	23,196	1,830	21,956
3	16.44	131.49	2,159	25,903	2,104	25,246	2,049	24,588	1,939	23,273
4	16.93	135.43	2,223	26,680	2,167	26,003	2,110	25,326	1,998	23,972
5	17.44	139.50	2,290	27,481	2,232	26,783	2,174	26,086	2,058	24,691
6	17.96	143.68	2,359	28,305	2,299	27,587	2,239	26,868	2,119	25,431
7	18.50	147.99	2,430	29,154	2,368	28,414	2,306	27,674	2,183	26,194
8	19.05	152.43	2,502	30,029	2,439	29,267	2,375	28,505	2,248	26,980
9	19.63	157.00	2,577	30,930	2,512	30,145	2,447	29,360	2,316	27,790
10	20.21	161.71	2,655	31,858	2,587	31,049	2,520	30,240	2,385	28,623
11	20.82	166.57	2,734	32,813	2,665	31,981	2,596	31,148	2,457	29,482
12	21.45	171.56	2,816	33,798	2,745	32,940	2,674	32,082	2,531	30,367
13-14	22.09	176.71	2,901	34,812	2,827	33,928	2,754	33,045	2,606	31,278
15-19	22.75	182.01	2,988	35,856	2,912	34,946	2,836	34,036	2,685	32,216
20	23.66	189.29	3,108	37,290	3,029	36,344	2,950	35,397	2,792	33,504

EDUCATIONAL LANE			Category 1 (197 Day)		Category 2 (192 Day)		Category 3 (187 Day)		Category 4 (177 Day)	
Step	Hourly	Daily	Monthly	Annual	Monthly	Annual	Monthly	Annual	Monthly	Annual
0	14.35	114.82	1,885	22,619	1,837	22,045	1,789	21,471	1,694	20,322
1	15.21	121.70	1,998	23,976	1,947	23,367	1,897	22,759	1,795	21,542
2	16.13	129.01	2,118	25,414	2,064	24,769	2,010	24,124	1,903	22,834
3	17.09	136.75	2,245	26,939	2,188	26,256	2,131	25,572	2,017	24,204
4	17.61	140.85	2,312	27,747	2,254	27,043	2,195	26,339	2,078	24,930
5	18.13	145.08	2,382	28,580	2,321	27,855	2,261	27,129	2,140	25,678
6	18.68	149.43	2,453	29,437	2,391	28,690	2,329	27,943	2,204	26,449
7	19.24	153.91	2,527	30,320	2,463	29,551	2,398	28,781	2,270	27,242
8	19.82	158.53	2,603	31,230	2,536	30,437	2,470	29,645	2,338	28,059
9	20.41	163.28	2,681	32,167	2,613	31,351	2,545	30,534	2,408	28,901
10	21.02	168.18	2,761	33,132	2,691	32,291	2,621	31,450	2,481	29,768
11	21.65	173.23	2,844	34,126	2,772	33,260	2,699	32,394	2,555	30,661
12	22.30	178.42	2,929	35,150	2,855	34,258	2,780	33,365	2,632	31,581
13-14	22.97	183.78	3,017	36,204	2,940	35,285	2,864	34,366	2,711	32,529
15-19	23.66	189.29	3,108	37,290	3,029	36,344	2,950	35,397	2,792	33,504
20	24.61	196.86	3,232	38,782	3,150	37,798	3,068	36,813	2,904	34,845

SCHOOL LUNCH SALARY SCHEDULE 2025-2026

COOKS

Years of Service	Non-Certified	Certified II	Certified III	Certified IV or SFNS
0	13.80	14.21	14.64	15.08
1	14.21	14.64	15.08	15.53
2	14.64	15.08	15.53	16.00
3	15.08	15.53	16.00	16.48
4	15.53	16.00	16.48	16.97
5	16.00	16.48	16.97	17.48
6	16.48	16.97	17.48	18.01
7-9	16.97	17.48	18.01	18.55
10-14	17.48	18.01	18.55	19.10
15	18.01	18.55	19.10	19.68

MANAGERS

Years of Service	Non-Certified	Certified II	Certified III	Certified IV or SFNS
0	17.48	18.01	18.55	19.10
1	18.01	18.55	19.10	19.68
2	18.55	19.10	19.68	20.27
3	19.10	19.68	20.27	20.87
4	19.68	20.27	20.87	21.50
5	20.27	20.87	21.50	22.14
6	20.87	21.50	22.14	22.81
7-9	21.50	22.14	22.81	23.49
10-14	22.14	22.81	23.49	24.20
15-19	22.81	23.49	24.20	24.92
20	23.49	24.20	24.92	25.67

Note: Schedules are based on 7.5 hours per day, times 155 days.

Schedule increased by 3% cumulative based on job classification and 3% based on experience. (Step increments for years of experience allocated when funding is available).

New hires with prior food service experience may receive up to five (5) years of experience on the food service salary schedule. (nine months work equals one year experience.)

Substitutes: Shall be paid at the rate of \$12.75 as of July 1, 2024.

Cooks and Managers:

Non Certified Employees: All employees without certification

Certified II: Certification by ASFSA - Level II

Certified III: Certification by ASFSA - Level III

Certified IV: Certification by ASFSA - Level IV

Certified SFNS Passed the credentialing exam administered by ASFSA

Cashiers receive 2% additional pay.

Note: Managers will be placed on the level according to their certification and will be paid 1% per employee of their base for supervision (FTE/6 hours).

BUS DRIVER SALARY SCHEDULE 2025-2026

Step	Hourly	Daily 6Hr Day	Annual 151 Days
0	19.42	116.52	17,595
1	20.00	120.02	18,122
2	20.60	123.62	18,666
3	21.22	127.32	19,226
4	21.86	131.14	19,803
5	22.51	135.08	20,397
6-7	23.19	139.13	21,009
8-9	23.88	143.30	21,639
10-14	24.60	147.60	22,288
15	25.34	152.03	22,957

Bus drivers will be paid an established rate for each route on the basis of time allotted for that route. This is determined from the time the bus leaves the yard (or place of origin) until it returns plus an additional 22.5 minutes for pre-trip and post-trip inspection, fueling, and cleaning.

Salary for routes will be determined on an hourly rate basis based upon years of accepted service by the District. (Step increments for years of experience allocated when funding is available.)

District may accept up to three (3) years previous bus driving experience towards placement on the salary schedule upon written verification of such work record. Driver must have at least 7 months experience in one school year to qualify for a year of experience.

Extra-Trips will be paid at the step 3 amount for both drive time and layover time. (8-1-23)

Substitute drivers will be paid at first year (Step 0) and will be given credit for each year as a substitute driver to a maximum of 8 years. Substitute drivers salary for extra activity trips will be the same as individual's pay rate as determined on an hourly rate based upon years of accepted service by the district.

Coeur d'Alene SD #271

COEUR D'ALENE SCHOOL DISTRICT
CLASSIFIED SALARY GUIDE - FY26

INDEX						
STEP: 3.00%			COLUMN: \$1.50			
STEP	A	B	C	D	E	F
1	16.32	17.85	19.38	20.91	22.44	28.05
2	16.81	18.39	19.96	21.54	23.11	28.89
3	17.31	18.94	20.56	22.18	23.81	29.76
4	17.83	19.51	21.18	22.85	24.52	30.65
5	18.37	20.09	21.81	23.53	25.26	31.57
6	18.92	20.69	22.47	24.24	26.01	32.52
7	19.49	21.31	23.14	24.97	26.79	33.49
8	20.07	21.95	23.83	25.72	27.60	34.50
9	20.67	22.61	24.55	26.49	28.43	35.53
10	21.29	23.29	25.29	27.28	29.28	36.60
11	21.93	23.99	26.05	28.10	30.16	37.70
12	22.59	24.71	26.83	28.94	31.06	38.83

*Steps DO NOT equal years of service; all seniority information is tracked within Skyward.

When promoted or taking a job in a higher column; the employee will be placed in the cell closest to but not less than \$1.50 over their current hourly rate.

YEARLY HEALTH & VISION BENEFIT (up to) =	\$17,034
YEARLY LIFE INS. BENEFIT =	\$105.00
PERSI CONTRIBUTION RATE =	11.96%
PERSI CONTRIBUTION RATE (BUS DRIVERS) =	13.48%

Columns

A	Playground Assistant; School PLUS Assistant; Crossing Guard; Gym Monitor; Bus Assistant; Book Warehouse Assistant; Student Custodian; Summer Crew; Classroom Assistant (classroom support, remediation, isolation room, title, technology, prep, library, etc.); EarlyPlus Assistant
B	Certified Nurse Assistant; Special Education Paraprofessional; Preschool Paraprofessional; Building Secretary; Special Education Vision Para; SLP Assistant; Health Aide; EarlyPlus Coordinator
C	Warehouse Worker; Mail transport; Grounds worker; Custodian; Elementary Day Custodian; HS Registrar, Library Manager; SchoolPlus Coordinator
D	D.O. Receptionist; Secondary Head Custodian; Building Office Manager; Noncertified interpreter; Lead Warehouse; Behavior Support Assistant; Campus Security Officer; Student Safety Aide; Administrative Assistant for Medicaid; Brailist; Administrative Secretaries for Special Services; Accounts Payable Assistant; Bus Driver; Data Analyst; EarlyPlus Lead
E	BI Paraprofessional; Classified Department Office Manager; H.S. Assistant Treasurers; Administrative Assistants (H/R, Operations, Curriculum & Sp. Ed, Technology, Finance); Accounting Technician; Transportation Router Technician; Bus Driver Trainer; SchoolPlus Trainer
F	Maintenance Worker; Specialist (P/R, A/P, H/R , and Medicaid); Executive Assistant; ESL; BI Professional; Computer (non-cert); Mechanic; Certified Interpreter; Certified Occupational Therapy Assistants; Title Liaison

Challis Joint SD #181

SALARY SCHEDULES

2025-26

Category	1	2
1	11.24	14.83
2	11.64	15.36
3	12.05	15.93
4	12.48	16.50
5	12.93	17.07
6	13.38	17.70
7	13.87	18.34
8	14.37	19.01
9	14.89	19.71
10	15.45	20.41
11	15.98	21.16
12	16.54	21.93
13	17.16	22.73
14	17.77	23.56

Category 1: Para Professionals, Custodians & Maintenance/Grounds, Cooks

(Head Cooks paid on Category 1 Step two when starting)

Uncertified Substitutes paid on Category 1 Step 1 hourly rate

Certified Substitutes paid on Category 1 Step 3 hourly rate

Category 2: Bus Drivers

Activity Bus Drivers Current step Plus \$1.00

Drivers Education \$21.00 an hour

Adopted 7/1/2025

2025-26		1 (Base)	2	3	4	5	6	7	8	9	10	11	12	13	14	15
District Treasurer/Mgr	\$ 20.26	42145	43505	44908	46357	47853	49397	50990	52636	54334	56087	57896	59764	61693	63683	65738
District Clerk	\$ 20.26	42145	43505	44908	46357	47853	49397	50990	52636	54334	56087	57896	59764	61693	63683	65738
Technology	\$ 20.26	42145	43505	44908	46357	47853	49397	50990	52636	54334	56087	57896	59764	61693	63683	65738
Transportation Supv	\$ 20.26	42145	43505	44908	46357	47853	49397	50990	52636	54334	56087	57896	59764	61693	63683	65738
Maintenance Supv	\$ 20.26	42145	43505	44908	46357	47853	49397	50990	52636	54334	56087	57896	59764	61693	63683	65738
Behavior Interventionist	\$ 18.90	27216	28094	29001	29936	30902	31899	32928	33991	35087	36219	37388	38594	39839	41125	42451
Food Service Supv	\$ 17.85	28560	29481	30433	31414	32428	33474	34554	35669	36820	38008	39234	40500	41807	43156	44548
Secretaries	\$ 15.75	25200	26013	26852	27719	28613	29536	30489	31473	32488	33536	34618	35735	36888	38078	39307

Adopted 7/1/2025

Business Manager, District Clerk, Technology, Transportation, Maintenance salaries are \$19.30 starting hourly salary.

10 hours a day 4 weeks a month is 40 hours a month.

Works 52 weeks a year (12 months)

40 hours a week * 52 weeks a year is 2,080 hours per year

2,080 hours per year times \$20.26 = \$42,145

Food Service salaries are \$17 starting hourly salary

10 hours a day 4 weeks a month is 40 hours a month.

Works 40 weeks a year (10 months)

40 hours a week * 40 weeks a year is 1,600 hours per year

1,600 hours per year times \$17.85 = \$28,560

Secretaries salaries are \$15 starting hourly salary

10 hours a day 4 weeks a month is 40 hours a month.

Works 40 weeks a year (10 months)

40 hours a week * 40 weeks a year is 1,600 hours per year

1,600 hours per year times \$15.75 = \$25,200

Behavior Interventionist salaries are \$18 starting hourly salary

10 hours a day 4 weeks a month is 40 hours a month.

Works 36 weeks a year. (9 months)

40 hours a week * 36 weeks a year is 1,440 hours per year

1440 hours per year times \$18.90= \$27,216

Clark County Joint SD #161

Classified Schedule

2025-2026

Step	B	C	D	E		
0	\$12.74	\$13.90	\$15.06	\$25.49		
1	\$12.98	\$14.13	\$15.29	\$25.72		
2	\$13.21	\$14.37	\$15.52	\$25.95		
3	\$13.44	\$14.60	\$15.76	\$26.18		
4	\$13.67	\$14.83	\$15.99	\$26.41		
5	\$13.90	\$15.06	\$16.22	\$26.65		
6	\$14.13	\$15.29	\$16.45	\$26.88		
7	\$14.37	\$15.52	\$16.68	\$27.11		
8	\$14.60	\$15.76	\$16.91	\$27.34		
9	\$14.83	\$15.99	\$17.15	\$27.57		
10	\$15.06	\$16.22	\$17.38	\$27.80		
11	\$15.29	\$16.45	\$17.61	\$28.04		
12	\$15.52	\$16.68	\$17.84	\$28.27		
13	\$15.76	\$16.91	\$18.07	\$28.50		
14	\$15.99	\$17.15	\$18.30	\$28.73		
15	\$16.22	\$17.38	\$18.54	\$28.96		
16	\$16.45	\$17.61	\$18.77	\$29.19		
17	\$16.68	\$17.84	\$19.00	\$29.43		
18	\$16.91	\$18.07	\$19.23	\$29.66		
19	\$17.15	\$18.30	\$19.46	\$29.89		
20	\$17.38	\$18.54	\$19.69	\$30.12		
21			\$19.93	\$30.35		

B	Bus Drivers, Board Clerk, Asst Cooks, Custodians, Summer Grounds, Bus Detail, Para
C	Admin Assist., Para w/2+yrs of Education, Para Pro, LR secretary,
D	Food Service Director, Head of Transportation, Tech Coordinator
E	Business Manager, Maintenance Director**

Cottonwood Joint SD #242

Classified Schedule

Py/Grd	Cottonwood School District #242																	
	2025-2026																	
0.025 0.050 5%	0	1	2	3	4	5	6	7	8	9	10	13	16	19	22	25	28	31
G1	12.24	12.55	12.86	13.18	13.51	13.85	14.19	14.55	14.91	15.29	15.67	16.06	16.46	16.87	17.29	17.73	18.17	18.62
G2	12.85	13.17	13.50	13.84	14.19	14.54	14.90	15.28	15.66	16.05	16.45	16.86	17.28	17.72	18.16	18.61	19.08	19.56
G3	13.49	13.83	14.18	14.53	14.90	15.27	15.65	16.04	16.44	16.85	17.27	17.71	18.15	18.60	19.07	19.54	20.03	20.53
G4	14.17	14.52	14.89	15.26	15.64	16.03	16.43	16.84	17.26	17.70	18.14	18.59	19.06	19.53	20.02	20.52	21.03	21.56
G5	14.88	15.25	15.63	16.02	16.42	16.83	17.25	17.69	18.13	18.58	19.04	19.52	20.01	20.51	21.02	21.55	22.09	22.64
G6	15.62	16.01	16.41	16.82	17.24	17.67	18.12	18.57	19.03	19.51	20.00	20.50	21.01	21.53	22.07	22.62	23.19	23.77
G7	16.40	16.81	17.23	17.66	18.11	18.56	19.02	19.50	19.99	20.48	21.00	21.52	22.06	22.61	23.18	23.76	24.35	24.96
G8	17.22	17.65	18.09	18.55	19.01	19.49	19.97	20.47	20.98	21.51	22.05	22.60	23.16	23.74	24.34	24.94	25.57	26.21
G9	18.08	18.54	19.00	19.47	19.96	20.46	20.97	21.50	22.03	22.58	23.15	23.73	24.32	24.93	25.55	26.19	26.85	27.52
G10	18.99	19.46	19.95	20.45	20.96	21.48	22.02	22.57	23.14	23.71	24.31	24.91	25.54	26.18	26.83	27.50	28.19	28.89
G11	19.94	20.44	20.95	21.47	22.01	22.56	23.12	23.70	24.29	24.90	25.52	26.16	26.81	27.48	28.17	28.88	29.60	30.34
G12	20.93	21.46	21.99	22.54	23.11	23.69	24.28	24.88	25.51	26.14	26.80	27.47	28.15	28.86	29.58	30.32	31.08	31.85
G13	21.98	22.53	23.09	23.67	24.26	24.87	25.49	26.13	26.78	27.45	28.14	28.84	29.56	30.30	31.06	31.84	32.63	33.45
G14	23.08	23.66	24.25	24.86	25.48	26.11	26.77	27.44	28.12	28.82	29.54	30.28	31.04	31.82	32.61	33.43	34.26	35.12
G15	24.23	24.84	25.46	26.10	26.75	27.42	28.10	28.81	29.53	30.27	31.02	31.80	32.59	33.41	34.24	35.10	35.98	36.88
G16	25.45	26.08	26.73	27.40	28.09	28.79	29.51	30.25	31.00	31.78	32.57	33.39	34.22	35.08	35.95	36.85	37.77	38.72
G17	26.72	27.39	28.07	28.77	29.49	30.23	30.99	31.76	32.55	33.37	34.20	35.06	35.93	36.83	37.75	38.70	39.66	40.66
G18	28.05	28.76	29.47	30.21	30.97	31.74	32.53	33.35	34.18	35.04	35.91	36.81	37.73	38.67	39.64	40.63	41.65	42.69
G19	29.46	30.19	30.95	31.72	32.52	33.33	34.16	35.02	35.89	36.79	37.71	38.65	39.62	40.61	41.62	42.66	43.73	44.82

<u>Position</u>	<u>Class Pay Grade</u>
Student Summer Help	G1
Cooks	G4
Teachers Asst	G4
Head Cook & Custodians	G6
Administrative Assistant	G8

<u>Position</u>	<u>Class Pay Grade</u>
Site Coord.	G11
Bus Drivers	G13
Maint/Trans Supervisor	G15
District Clerk/Treas.	G15
Tech/Counselor	G18

<u>Sub Rates</u>	
Cooks	12.24 hour
Janitors	12.24 hour
Aide	12.24 hour
Secretary	12.24 hour
Bus	45.42 route
Bus/Act/Training	21.63 hour
	12.24 stand by
	170.10 overnight

<u>Base of Certified Salary Schedule</u>	38,364
1st day Certified Teachers	.003018 115.80
1st day Non-Certified Teachers	.002515 96.50
11th day Certified Teachers	.003262 125.14
11th day Non-Certified Teachers	.002775 106.46
31st day Certified Teachers	.005200 199.49
31st day Non-Certified Teachers	.004000 153.46

Extra Teacher Duties	G14	23.08
Drivers Education Teacher	G18	28.05

Culdesac Joint SD #342

Culdesac Joint School District #342			
FY2025-2026 Classified Salary Schedule			
Instructional Aides/Technology Services		18.38	
Instructional Para-Educators (0-1 Years)		18.38	
Instructional Para-Educators (1-6 Years in District)		19.79	
Instructional Para-Educators (7-12 Years in District)		21.00	
Instructional Para-Educators (12+ Years in District)		22.17	
Custodians		19.81	
Grounds		27.04	
Maintenance		27.04	
*Bus Driver II		30.28	
*Bus Driver I		25.95	
Activity/Extra-Curricular Driver		19.50	
Substitute Bus Driver - Route/Extra-Curricular		19.50	
Student Transport (NCH, Head Start, etc)		20.55	
Food Services Head Cook/Manager		23.79	
Food Service POS		22.17	
Substitute Cook/Food Service		18.00	
Clerk/Treasurer/Business Manager		29.50	
School Secretary/Administrative Assistant		22.17	
Substitute Para-Educator/Office		115/day-15.33/hr	
Substitute Custodial		18.00	
Transportation Reports/Training (as needed)		30.28	
Transportation Mechanic (as needed)		42.00	
Volunteer Activity Drivers (Own Vehicle Used)		.70/mile	
Bus/FT Use (Reimbursed)		3.32/mile	
Student Help		17.00	
Substitute Teacher (Certificate)		160/day-21.33/hr	
Substitute Teacher (No Certificate)		130/day - 17.33/hr	
Substitute Teacher (10+ consecutive days)		As Arranged	
Driver Training Teacher		20.00	
School Nurse		30.00	

CULDESAC JOINT SCHOOL DISTRICT #342								
FY2025-2026 EXTRA CURRICULAR Salary Schedule								
	Year 1	2	3	4	5	6	7	8
Athletic Director	2500	2600	2800	3000	3200	3400	3700	4000
H.S Boys/Girls Varsity Basketball	2500	2600	2800	3000	3200	3400	3700	4000
H.S. Varsity Volleyball	2500	2600	2800	3000	3200	3400	3700	4000
H.S. Varsity Softball	2500	2600	2800	3000	3200	3400	3700	4000
H.S. Varsity Baseball	2500	2600	2800	3000	3200	3400	3700	4000
H. S. Track	2500	2600	2800	3000	3200	3400	3700	4000
H. S. Tennis	2500	2600	2800	3000	3200	3400	3700	4000
H.S/J.H. Cross Country	2500	2600	2800	3000	3200	3400	3700	4000
H.S. J.V Boys/Girls Basketball	1500	1600	1800	2000	2200	2400	2600	2800
H.S. J.V. Volleyball	1500	1600	1800	2000	2200	2400	2600	2800
H.S. Assistant Softball	1500	1600	1800	2000	2200	2400	2600	2800
J.H. Boys/Girls Basketball	1000	1100	1300	1500	1700	1900	2100	2300
J.H. Volleyball	1000	1100	1300	1500	1700	1900	2100	2300
J.H. Track (F)	1000	1100	1300	1500	1700	1900	2100	2300
J. H. Track (M)	1000	1100	1300	1500	1700	1900	2100	2300
Honor Society	125							
Sixth Grade Advisor	50							
Seventh Grade Advisor	50							
Eighth Grade Advisor	50							
Freshman Advisor	100							
Sophomore Advisor	100							
Junior Advisor	250							
Senior Advisor	1000							
Trapshooting Club Advisor	1000							
Youth Legislature Advisor	600							
FFA Advisor	1000							
BPA Advisor	1000							
Robotics Club Advisor 1	1000							
Robotics Club Advisor 2	1000							
ASB Advisor	1000							
Twirling Advisor	350							
Yearbook	300 and IHSA Activity Pass							
Newsletter	300 w/class, 1,500 w/o class							
Game Supervision	25/game (as assigned by Activity Director)							

Emmett Independent SD #221

Filer SD #413

Filer School District #413
Classified Salary Schedule 2025-2026

Years	A	B	C	D	E	F	G	H	I	J
1	\$15.04	\$15.40	\$16.61	\$16.92	\$17.36	\$17.65	\$19.16	\$21.57	\$23.49	\$29.90
2	\$15.31	\$15.69	\$16.93	\$17.23	\$17.69	\$17.99	\$19.73	\$22.17	\$24.03	\$30.51
3	\$15.58	\$15.97	\$17.24	\$17.57	\$18.03	\$18.34	\$20.30	\$22.80	\$24.59	\$31.15
4	\$15.87	\$16.26	\$17.57	\$17.90	\$18.39	\$18.70	\$20.86	\$23.43	\$25.17	\$31.79
5	\$16.16	\$16.58	\$17.91	\$18.25	\$18.74	\$19.07	\$21.43	\$24.06	\$25.77	\$32.46
6	\$16.45	\$16.88	\$18.26	\$18.61	\$19.11	\$19.46	\$22.00	\$24.69	\$26.37	\$33.14
7	\$16.76	\$17.20	\$18.61	\$18.97	\$19.50	\$19.85	\$22.56	\$25.32	\$26.99	\$33.83
8	\$17.07	\$17.52	\$18.96	\$19.34	\$19.89	\$20.24	\$23.13	\$25.95	\$27.62	\$34.55
9	\$17.39	\$17.86	\$19.34	\$19.72	\$20.29	\$20.64	\$23.70	\$26.58	\$28.28	\$35.28
10	\$17.72	\$18.20	\$19.72	\$20.12	\$20.69	\$21.06	\$24.27	\$27.21	\$28.94	\$36.03
11	\$18.06	\$18.55	\$20.12	\$20.52	\$21.11	\$21.48	\$24.83	\$27.84	\$29.63	\$36.79
12	\$18.41	\$18.91	\$20.52	\$20.94	\$21.53	\$21.92	\$25.40	\$28.47	\$30.32	\$37.58
13	\$18.76	\$19.28	\$20.94	\$21.36	\$21.97	\$22.37	\$25.97	\$29.10	\$31.05	\$38.39
14	\$19.13	\$19.67	\$21.36	\$21.80	\$22.41	\$22.83	\$26.53	\$29.73	\$31.78	\$39.22
15	\$19.50	\$20.06	\$21.80	\$22.25	\$22.87	\$23.30	\$27.10	\$30.36	\$32.53	\$40.07
16	\$19.88	\$20.45	\$22.24	\$22.70	\$23.34	\$23.78	\$27.67	\$30.99	\$33.31	\$40.94
17	\$20.28	\$20.85	\$22.70	\$23.17	\$23.82	\$24.27	\$28.23	\$31.62	\$34.10	\$41.84
18	\$20.67	\$21.27	\$23.17	\$23.66	\$24.31	\$24.78	\$28.80	\$32.25	\$34.91	\$42.76
19	\$21.09	\$21.69	\$23.66	\$24.15	\$24.82	\$25.31	\$29.37	\$32.88	\$35.74	\$43.70
20	\$21.51	\$22.13	\$24.14	\$24.64	\$25.35	\$25.82	\$29.94	\$33.51	\$36.59	\$44.66
	General Aide	Instructional Para	IDLA Coordinator	Kitchen Manager	Skilled Maintenance	Migrant Liason	Mechanic	Bus Route Driver	IBI Provider	IBI Lead
	Food Service Worker	Custodian	Dispatcher	Admin Assistant	Activity Bus Driver	Tech Helpdesk	Bus Driver Trainer		SLPA	
	Bus Aide	Speech Aide				Full-Time Bus Driver	Data Specialist		Diesel Mechanic	
	Bus Driver Trainee					District Admin Asst.	Maintenance Supervisor			

Fremont County Joint SD #215

% increase on base	4.00%
--------------------	-------

[illegible]

Fruitland SD #373

FRUITLAND SCHOOL DISTRICT – CLASSIFIED SCHEDULE 2025-2026 SCHOOL YEAR

Approved by Board of Trustees: _____

The District reserves the right to assign temporary seasonal workers at a minimum wage.

Level 1	Educational Assistant with completed Para-pro test, Bus Aide.
Level 2	Educational Assistant with Parapro test & 75 units of professional development.
Level 3	Educational Assistant with Associates Degree or 150 units of professional development, Library Assistant.
Level 4	Custodian, Cook, Librarian.
Level 5	Grounds Keeper, Registrar/Attendance, Clerk/Administrative Assistant, Kitchen Manager, IDLA/Attendance High School.
Level 6	Building Secretary, Bookkeeper, Tech Aide, Lead Custodian, High School Registrar.
Level 7	Maintenance Worker, Facilities/Grounds Technician.

Level STEP	1	2	3	4	5	6	7
1	\$14.00	\$14.25	\$14.75	\$15.00	\$15.30	\$15.50	\$16.40
2	\$14.25	\$14.50	\$15.00	\$15.30	\$15.60	\$15.80	\$16.70
3	\$14.50	\$14.75	\$15.25	\$15.60	\$15.90	\$16.10	\$17.00
4	\$14.75	\$15.00	\$15.50	\$15.90	\$16.20	\$16.40	\$17.30
5	\$15.00	\$15.25	\$15.75	\$16.20	\$16.50	\$16.70	\$17.60
6	\$15.25	\$15.50	\$16.00	\$16.50	\$16.80	\$17.00	\$18.10
7	\$15.50	\$15.75	\$16.25	\$16.80	\$17.10	\$17.30	\$18.45
8	\$15.75	\$16.00	\$16.50	\$17.10	\$17.40	\$17.60	\$18.80
9	\$16.00	\$16.25	\$16.75	\$17.40	\$17.70	\$17.90	\$19.15
10	\$16.25	\$16.50	\$17.00	\$17.70	\$18.00	\$18.20	\$19.50
11-15	\$16.50	\$17.00	\$17.50	\$18.00	\$18.30	\$18.50	\$20.40
16- 20	\$17.50	\$18.00	\$18.50	\$19.00	\$19.30	\$19.50	\$21.30
21-25	\$18.50	\$19.00	\$19.75	\$20.25	\$20.55	\$20.75	\$22.20
26 above	\$19.50	\$20.00	\$21.00	\$21.25	\$21.55	\$21.75	\$2314.75.10

Facilities/Grounds/Custodian, Transportation, Business Manager and Food Service Supervisor positions are salaried positions with compensation set annually by the Board of Trustees.

Garden Valley SD #071

	1	2
0	\$25,056.00	\$29,232.00
1	\$25,557.12	\$29,846.64
2	\$26,068.26	\$30,412.97
3	\$26,589.63	\$31,021.23
4	\$27,121.42	\$31,641.66
5	\$27,663.85	\$32,150.83
6	\$28,217.13	\$32,919.98
7	\$28,781.47	\$33,578.38
8	\$29,357.10	\$34,249.95
9	\$29,944.24	\$34,934.95
10	\$30,543.12	\$35,633.64
11	\$31,153.99	\$36,346.32
12	\$31,777.07	\$37,073.24
13	\$32,412.61	\$37,814.71

	248 Days	256 Days
0	\$45,632.00	\$47,104.00
1	\$46,544.64	\$48,046.08
2	\$47,475.53	\$49,007.00
3	\$48,425.04	\$49,987.14
4	\$49,393.54	\$50,986.88
5	\$50,381.42	\$52,006.62
6	\$51,389.04	\$53,046.75
7	\$52,416.82	\$54,107.69
8	\$53,465.16	\$55,189.84
9	\$54,534.46	\$56,293.64
10	\$55,625.15	\$57,419.51
11	\$56,737.66	\$58,567.90
12	\$57,872.41	\$59,739.26
13	\$59,029.86	\$60,934.05

	1	2	3
0	\$28,672.00	\$39,672.00	\$29,232.00
1	\$29,245.44	\$40,465.44	\$29,846.64
2	\$29,839.36	\$41,274.75	\$30,412.97
3	\$30,433.28	\$42,100.24	\$31,021.23
4	\$31,027.20	\$42,942.25	\$31,641.66
5	\$31,662.08	\$43,801.00	\$32,274.49
6	\$32,296.96	\$44,677.12	\$32,919.98
7	\$32,931.84	\$45,570.66	\$33,578.38
8	\$33,587.20	\$46,482.07	\$34,249.95
9	\$34,263.04	\$47,411.71	\$34,934.95
10	\$34,959.36	\$48,359.95	\$35,633.64
11	\$35,655.68	\$49,327.15	\$36,346.32
12	\$36,372.48	\$50,313.69	\$37,073.24
13	\$37,089.28	\$51,319.96	\$37,814.71

	1	2	3	4
0	\$15,072.00	\$17,584.00	\$18,840.00	\$21,352.00
1	\$15,373.44	\$17,935.68	\$19,216.80	\$21,779.04
2	\$15,674.88	\$18,299.92	\$19,606.16	\$22,218.64
3	\$15,988.88	\$18,664.16	\$19,995.52	\$22,658.24
4	\$16,315.44	\$19,028.40	\$20,397.44	\$23,110.40
5	\$16,642.00	\$19,417.76	\$20,799.36	\$23,575.12
6	\$16,968.56	\$19,807.12	\$21,213.84	\$24,039.84
7	\$17,307.68	\$20,196.48	\$21,640.88	\$24,529.68
8	\$17,659.36	\$20,598.40	\$22,067.92	\$25,019.52
9	\$18,011.04	\$21,012.88	\$22,502.08	\$25,521.92
10	\$18,375.28	\$21,439.92	\$22,959.68	\$26,024.32
11	\$18,739.52	\$21,866.96	\$23,424.40	\$26,551.84
12	\$19,116.32	\$22,306.56	\$23,889.12	\$27,079.36
13	\$19,493.12	\$22,746.16	\$24,366.40	\$27,619.44
14	\$19,882.48	\$23,198.32	\$24,856.24	\$28,172.08
15	\$20,284.40	\$23,663.04	\$25,358.64	\$28,737.28
16	\$20,686.32	\$24,140.32	\$25,861.04	\$29,315.04
17	\$21,100.08	\$24,617.60	\$26,376.00	\$29,892.80
18	\$21,527.84	\$25,120.00	\$26,903.52	\$30,495.68
19	\$21,954.88	\$25,622.40	\$27,443.60	\$31,111.12

Genesee Joint SD #282

Genesee Jt School District 282

Classified Compensation Schedule 2025-2026

	Probation (up to 60 days)	Competent (after 60 days)	Mastery *after 1st successful evaluation
Full time:			
Business Manager	\$21.00	\$23.00	\$25.00
School Secretary	\$14.50	\$15.00	\$16.00
Para-educator	\$13.00	\$14.50	\$15.00
Food Service Director	\$14.50	\$16.50	\$18.00
Food Service Worker	\$12.50	\$14.50	\$15.00
Maintenance Supervisor	\$21.00	\$23.00	\$25.00
Head Custodian	\$14.50	\$16.50	\$18.00
Custodian	\$12.50	\$14.50	\$15.00
Technology Director	\$18.00	\$19.00	\$20.00
Transportation Supervisor	\$19.65	\$20.25	\$20.85

***longevity of 2.5% added to wages/salary following the completion of 5, 10, 15, 20, 25 and 30 years of service.**

	Probation (up to 60 days)	Competent (after 60 days)	Mastery *after 1st successful evaluation
Part-time:			
Bus Driver - Drive time	\$16.55	\$17.38	\$18.62
Bus Driver - Standby	\$8.50	\$9.50	\$10.00
Bus Mechanic	\$16.55	\$17.38	\$18.62

Substitute Pay: (no benefits)

For Certificated Staff: \$100.00/day

For Classified Staff: \$12.50/hr

Movement on the schedule is based on a successful evaluation, or approved by Administration

***Starting July 1, 2022, placement on this schedule may vary based on the individual's applicable prior work experience.**

Glenns Ferry Joint SD #192

**Classified Salary Schedule
Glenns Ferry School District #192
2025-2026**

Paraprofessionals				Substitutes	
Years Experience	ParaPro Test	32+ Post HS Credits	AA or Certification	Non Certified/Day	Certified/Day
1	1	1.125	1.25	\$75.00	\$95.00
2	\$13.32	\$14.72	\$16.11	Transportation	
3	\$13.43	\$14.84	\$16.25		
4	\$13.54	\$14.96	\$16.38	Years Experience	Mechanic/Hr.
5	\$13.65	\$15.08	\$16.52	0-5 Years	\$14.46
6	\$13.76	\$15.21	\$16.65	\$33.72/Route	
7	\$13.87	\$15.33	\$16.79	5+	
8	\$13.98	\$15.45	\$16.93	\$34.81/Route	
9	\$14.09	\$15.57	\$17.07		
10	\$14.20	\$15.70	\$17.20		
11	\$14.31	\$15.82	\$17.34		
12	\$14.41	\$15.94	\$17.47		
13	\$14.52	\$16.06	\$17.61		
14	\$14.63	\$16.19	\$17.75		
15	\$14.74	\$16.31	\$17.89		
16	\$14.85	\$16.43	\$18.02		
17	\$14.96	\$16.55	\$18.16		
18	\$15.07	\$16.69	\$18.29		
19	\$15.18	\$16.81	\$18.43		
20	\$15.29	\$16.93	\$18.56		
20+	\$15.40	\$17.05	\$18.71		
	\$15.51	\$17.18	\$18.84		
Admin Assistant/Secretarial Positions		Custodial/ Grounds Maintenance		Food Service	
Years Experience	Pay Amount	Years Experience	Pay Amount	Years Experience	Pay Amount
1	\$14.99	1	\$15.03	1	\$13.52
2	\$15.19	2	\$15.23	2	\$13.72
3	\$15.45	3	\$15.43	3	\$13.92
4	\$15.72	4	\$15.63	4	\$14.12
5	\$15.99	5	\$15.83	5	\$14.32
6	\$16.65	6	\$16.03	6	\$14.52
7	\$16.99	7	\$16.23	7	\$14.72
8	\$17.32	8	\$16.43	8	\$14.92
9	\$17.59	9	\$16.63	9	\$15.12
10	\$17.99	10	\$16.83	10	\$15.32
11	\$18.16	11	\$17.03	11	\$15.52
12	\$18.52	12	\$17.23	12	\$15.72
13	\$18.78	13	\$17.43	13	\$15.92
14	\$18.98	14	\$17.63	14	\$16.12
15	\$19.18	15	\$17.83	15	\$16.32
16	\$19.66	16	\$18.03	16	\$16.52
17	\$20.12	17	\$18.23	17	\$16.72
18	\$20.38	18	\$18.43	18	\$16.92
19	\$20.65	19	\$18.63	19	\$17.12
20	\$20.92	20	\$18.83	20	\$17.32
20+	\$21.05	20+	\$19.03	20+	\$17.52

Hagerman Joint SD #233

2025-2026									
Para 1	\$15.30	Office 1	\$17.24	Lunch 1	\$13.35	LunSup 1	\$19.13	Custod 1	\$13.35
Para 2	\$15.61	Office 2	\$17.59	Lunch 2	\$13.62	LunSup 2	\$19.51	Custod 2	\$13.62
Para 3	\$15.92	Office 3	\$17.94	Lunch 3	\$13.89	LunSup 3	\$19.90	Custod 3	\$13.89
Para 4	\$16.24	Office 4	\$18.30	Lunch 4	\$14.17	LunSup 4	\$20.30	Custod 4	\$14.17
Para 5	\$16.56	Office 5	\$18.66	Lunch 5	\$14.45	LunSup 5	\$20.71	Custod 5	\$14.45
Para 6	\$16.89	Office 6	\$19.04	Lunch 6	\$14.74	LunSup 6	\$21.12	Custod 6	\$14.74
Para 7	\$17.23	Office 7	\$19.42	Lunch 7	\$15.04	LunSup 7	\$21.54	Custod 7	\$15.04
Para 8	\$17.58	Office 8	\$19.80	Lunch 8	\$15.34	LunSup 8	\$21.97	Custod 8	\$15.34
Para 9	\$17.93	Office 9	\$20.20	Lunch 9	\$15.64	LunSup 9	\$22.41	Custod 9	\$15.64
Para 10	\$18.29	Office 10	\$20.60	Lunch 10	\$15.96	LunSup 10	\$22.86	Custod 10	\$15.96
Para 11	\$18.65	Office 11	\$21.02	Lunch 11	\$16.28	LunSup 11	\$23.32	Custod 11	\$16.28
Para 12	\$19.03	Office 12	\$21.44	Lunch 12	\$16.60	LunSup 12	\$23.79	Custod 12	\$16.60
Para 13	\$19.41	Office 13	\$21.87	Lunch 13	\$16.93	LunSup 13	\$24.26	Custod 13	\$16.93
Para 14	\$19.79	Office 14	\$22.30	Lunch 14	\$17.27	LunSup 14	\$24.75	Custod 14	\$17.27
Para 15	\$20.19	Office 15	\$22.75	Lunch 15	\$17.62	LunSup 15	\$25.24	Custod 15	\$17.62

Jefferson County Joint SD #251

Jefferson School District 251
Substitute Teacher Pay Schedule 2025-2026

Non Degreed	32+ College Credits	4 year degree or higher (add 1.50 to base)	Standard Rate	approx. 7 hour days needed for increase	pay increase
\$12.50	\$13.00	\$14.00	base rate		
\$12.64	\$13.14	\$14.14	rate after 100 hours	14	0.10
\$12.78	\$13.28	\$14.28	rate after 200 hours	29	0.10
\$13.10	\$13.60	\$14.60	rate after 400 hours	57	0.25
\$13.61	\$14.11	\$15.11	rate after 600 hours	86	3.75%
\$14.10	\$14.60	\$15.60	rate after 800 hours	114	3.75%

Long Term Rates

\$3.00	\$3.00	\$3.00	Long term assignments 11-60 days. Standard rate will be paid during assignment, and a lump sum difference will be paid retroactive to day 1 in the month following completion of full assignment. Add \$3.00 to current rate per employee placement.
\$3.00	\$3.00	\$3.00	Long term assignments 61 days and longer. Standard rate will be paid during assignment, and a lump sum difference will be paid retroactive to day 1 in the month following completion of full assignment. Add \$6.00 to current employee placement.

\$100 bonus given for 70 hours worked in one month.

Additional hour is given for any assignment in Roberts, Midway, or Jefferson High School to offset travel.

School Lunch for Subs are free

Para/Library/Secretary sub - \$12.25

Proctor - \$13.95

Cafeteria Full-Time Over 20 Hrs/Wk 2025-2026

	School Lunch	Cafeteria Manager	Food Service Secretary
[Year 1]	\$14.02	\$16.97	\$18.01
[Year 2]	\$14.24	\$17.15	\$18.26
[Year 3]	\$14.46	\$17.34	\$18.53
[Year 4]	\$14.67	\$17.54	\$18.72
[Year 5]	\$14.88	\$17.73	\$18.95
[Year 6]	\$15.08	\$17.95	\$19.19
[Year 7]	\$15.28	\$18.17	\$19.43
[Year 8]	\$15.48	\$18.38	\$19.64
[Year 9]	\$15.72	\$18.60	\$19.91
[Year 10]	\$15.90	\$18.81	\$20.16
Year11	\$16.16	\$19.05	\$20.41
Year 12	\$16.38	\$19.25	\$20.66
Year 13	\$16.60	\$19.47	\$20.91
Year14	\$16.81	\$19.71	\$21.18
Year 15	\$17.06	\$19.96	\$21.44
Year 16	\$17.30	\$20.18	\$21.76

School Lunch Sub = \$13.06/hr

Classified/Non-Exempt Full-Time over 20 Hrs/Wk 2025-2026

	Secretary/Clerk	9 Mo Aides	College and Career	Bookkeeper
Year 1	\$16.09	\$12.81	\$22.54	\$18.26
Year 2	\$16.33	\$13.02	\$22.81	\$18.49
Year 3	\$16.57	\$13.24	\$23.09	\$18.74
Year 4	\$16.83	\$13.44	\$23.40	\$19.00
Year 5	\$17.07	\$13.66	\$23.77	\$19.24
Year 6	\$17.33	\$13.85	\$24.10	\$19.50
Year 7	\$17.59	\$14.06	\$24.47	\$19.76
Year 8	\$17.84	\$14.25	\$24.84	\$20.00
Year 9	\$18.12	\$14.49	\$25.21	\$20.29
Year 10	\$18.39	\$14.68	\$25.59	\$20.56
Year 11	\$18.66	\$14.94	\$25.98	\$20.83
Year 12	\$18.94	\$15.15	\$26.37	\$21.11
Year 13	\$19.21	\$15.38	\$26.76	\$21.38
Year 14	\$19.50	\$15.59	\$27.17	\$21.67
Year 15	\$19.80	\$15.84	\$27.58	\$21.97
Year 16	\$20.13	\$16.07	\$27.98	\$22.30

Special Services Salary Schedule 2025-2026

	Interpreter Prov	LPN/ Interpreter	BI Special	SLPA/ Tech	BI	HQ Unit Para	BA Unit Para	Behavior Para
[Year 1]	\$18.00	\$25.21	\$23.78	\$20.44		\$15.19	\$17.09	\$18.26
[Year 2]	\$18.28	\$25.59	\$24.13	\$20.75		\$15.41	\$17.36	\$18.53
[Year 3]	\$18.56	\$25.98	\$24.50	\$21.06		\$15.64	\$17.64	\$18.80
[Year 4]	\$18.83	\$26.37	\$24.83	\$21.38		\$15.87	\$17.90	\$19.02
[Year 5]	\$19.11	\$26.76	\$25.25	\$21.69		\$16.10	\$18.15	\$19.22
[Year 6]	\$19.41	\$27.16	\$25.62	\$22.03		\$16.33	\$18.40	\$19.47
[Year 7]	\$19.67	\$27.54	\$26.00	\$22.35		\$16.53	\$18.62	\$19.67
[Year 8]	\$19.95	\$27.92	\$26.39	\$22.69		\$16.78	\$18.90	\$19.87
[Year 9]	\$20.24	\$28.31	\$26.81	\$23.02		\$17.00	\$19.20	\$20.11
[Year 10]	\$20.52	\$28.71	\$27.19	\$23.37		\$17.25	\$19.47	\$20.34
[Year 11]	\$20.79	\$29.09	\$27.58	\$23.71		\$17.50	\$19.86	\$20.55
[Year 12]	\$21.07	\$29.48	\$28.01	\$24.07		\$17.74	\$20.02	\$20.80
[Year 13]	\$21.37	\$29.87	\$28.45	\$24.44		\$18.05	\$20.28	\$21.04
[Year 14]	\$21.64	\$30.27	\$28.85	\$24.81		\$18.24	\$20.55	\$21.34
[Year 15]	\$21.92	\$30.65	\$29.28	\$25.18		\$18.49	\$20.87	\$21.52
[Year 16]	\$22.21	\$31.03	\$28.78	\$25.55		\$18.71	\$21.15	\$21.76

>Behavior Para - Has 32 college credits or has passed the para test. Will be 1 on 1 with student

>Behavior Tech - Enrolled to complete Cert in Human Services Field/or BA in Human Services

>Behavior Specialist - ID Cert or Hab Intervent Cert/ or BA in HS Field/
or BA w/ min 24 credits in HS field and 1040 hrs

>SLPA - licensed Speech Language Pathology Assistant

>Interpreter Povisional - sign language interpreter that is not licensed.

>LPN/Interpreter - Licensed LPN or Licensed interpreter

>HC Unit Para - Highly qualified para via credits or para test working in DAC/ERR

>BA Unit Para - Para with BA degree working in DAC/ERR

Paraprofessional Pay Scale 2025-2026

	HQ	HQ with BA	Supervisor Specialist	Specialist/Sa fety
Year 1	\$14.09	\$16.03	\$24.39	\$19.71
Year 2	\$14.32	\$16.28	\$24.77	\$20.02
Year 3	\$14.56	\$16.55	\$25.14	\$20.33
Year 4	\$14.79	\$16.81	\$25.52	\$20.63
Year 5	\$15.01	\$17.06	\$25.93	\$20.94
Year 6	\$15.24	\$17.32	\$26.32	\$21.25
Year 7	\$15.45	\$17.54	\$26.70	\$21.57
Year 8	\$15.70	\$17.81	\$27.06	\$21.90
Year 9	\$15.91	\$18.11	\$27.52	\$22.22
Year 10	\$16.16	\$18.38	\$27.94	\$22.56
Year 11	\$16.42	\$18.78	\$28.34	\$22.89
Year 12	\$16.66	\$18.93	\$28.77	\$23.23
Year 13	\$16.97	\$19.20	\$29.19	\$23.57
Year 14	\$17.15	\$19.47	\$29.65	\$23.93
Year 15	\$17.40	\$19.80	\$30.10	\$24.29
Year 16	\$17.64	\$20.07	\$30.49	\$24.67
Year 17	\$17.64	\$20.07	\$30.49	\$25.03

Supervisor Specialist - 18-21 Program Coordinator or Family Liason
 Safety - RHS Safety Monitor

Technology Over 20 Hours Per Wk

2025 - 2026

	JR Tech	SR Tech	Lead Tech	Intune Specialist
Year 1	\$20.50	\$25.92	\$28.78	\$30.40
Year 2	\$20.77	\$26.19	\$29.07	\$30.70
Year 3	\$21.04	\$26.46	\$29.37	\$31.00
Year 4	\$21.42	\$26.85	\$29.66	\$31.32
Year 5	\$21.76	\$27.19	\$29.96	\$31.64
Year 6	\$22.05	\$27.48	\$30.21	\$31.91
Year 7	\$22.36	\$27.79	\$30.51	\$32.22
Year 8	\$22.71	\$28.14	\$30.79	\$32.52
Year 9	\$23.05	\$28.48	\$31.10	\$32.84
Year 10	\$23.39	\$28.82	\$31.41	\$33.17
Year 11	\$23.78	\$29.20	\$31.67	\$33.51
Year 12	\$24.10	\$29.52	\$31.95	\$33.84
Year 13	\$24.46	\$29.88	\$32.25	\$34.19
Year 14	\$24.85	\$30.28	\$32.55	\$34.53
Year 15	\$25.23	\$30.66	\$32.83	\$34.89
Year 16	\$25.57	\$31.00	\$33.11	\$35.24

Custodial/Maintenance 2025 - 2026

	PT Custodian	FT Custodian	Maintenance	Summer Grounds
[Year 1]	\$14.90	\$17.08	\$20.45	\$13.00
[Year 2]	\$15.15	\$17.32	\$20.76	\$13.00
[Year 3]	\$15.40	\$17.56	\$21.08	\$13.00
[Year 4]	\$15.64	\$17.81	\$21.41	\$13.00
[Year 5]	\$15.87	\$18.11	\$21.76	\$13.00
[Year 6]	\$16.14	\$18.38	\$22.06	\$13.00
[Year 7]	\$16.35	\$18.64	\$22.36	\$13.00
[Year 8]	\$16.60	\$18.93	\$22.72	\$13.00
[Year 9]	\$16.84	\$19.20	\$23.07	\$13.00
[Year 10]	\$17.09	\$19.50	\$23.40	\$13.00
[Year 11]	\$17.37	\$19.77	\$23.77	\$13.00
[Year 12]	\$17.62	\$20.09	\$24.10	\$13.00
[Year 13]	\$17.87	\$20.38	\$24.47	\$13.00
[Year 14]	\$18.16	\$20.68	\$24.84	\$13.00
[Year 15]	\$18.42	\$20.99	\$25.23	\$13.00
[Year16]	\$18.68	\$21.33	\$25.60	\$13.00

Transportation Full-Time Over 20Hrs/Wk 2025-2026

	Bus Aide	Bus Driver	Bus Mechanic
[Year 1]	\$12.82	\$19.74	\$22.82
[Year 2]	\$13.00	\$21.30	\$23.11
[Year 3]	\$13.23	\$21.64	\$23.40
[Year 4]	\$13.47	\$21.99	\$23.74
[Year 5]	\$13.66	\$22.35	\$24.06
[Year 6]	\$13.85	\$22.71	\$24.38
[Year 7]	\$14.05	\$23.03	\$24.69
[Year 8]	\$14.25	\$23.34	\$25.03
[Year 9]	\$14.49	\$23.64	\$25.36
[Year 10]	\$14.68	\$23.95	\$25.69
[Year 11]	\$14.94	\$24.22	\$26.05
[Year 12]	\$15.14	\$24.50	\$26.40
[Year 13]	\$15.38	\$24.82	\$26.76
[Year 14]	\$15.58	\$25.13	\$27.17
[Year 15]	\$15.84	\$25.39	\$27.51
[Year 16]	\$16.07	\$25.69	\$27.88
[Year 17]	\$16.07	\$26.00	\$27.88

Kamiah Joint SD #304

2025-2026
Classified Salary Schedule

Pay Grade	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
<i>(FULL-TIME)</i>															
A (Cooks)	\$ 10.18	\$ 10.43	\$ 10.70	\$ 10.96	\$ 11.24	\$ 11.52	\$ 11.81	\$ 12.10	\$ 12.40	\$ 12.71	\$ 13.03	\$ 13.36	\$ 13.69	\$ 14.03	\$ 14.38
B (Instructional/Media Assistants)	\$ 10.18	\$ 10.43	\$ 10.70	\$ 10.96	\$ 11.24	\$ 11.52	\$ 11.81	\$ 12.10	\$ 12.40	\$ 12.71	\$ 13.03	\$ 13.36	\$ 13.69	\$ 14.03	\$ 14.38
C (Custodians)	\$ 11.31	\$ 11.59	\$ 11.88	\$ 12.18	\$ 12.48	\$ 12.80	\$ 13.12	\$ 13.44	\$ 13.78	\$ 14.12	\$ 14.48	\$ 14.84	\$ 15.21	\$ 15.59	\$ 15.98
D (Building Secretaries)	\$ 13.58	\$ 13.92	\$ 14.27	\$ 14.62	\$ 14.99	\$ 15.36	\$ 15.75	\$ 16.14	\$ 16.55	\$ 16.96	\$ 17.38	\$ 17.82	\$ 18.26	\$ 18.72	\$ 19.19
E (Bus Drivers)															
(Bus Drivers - Standby Time)			\$ 22.54	\$ 23.10	\$ 23.68	\$ 24.27	\$ 24.88	\$ 25.50	\$ 26.13	\$ 26.79					
			\$ 16.44												

<i>(PART-TIME)</i>															
A (Cooks)	\$ 16.00	\$ 16.40	\$ 16.81	\$ 17.23	\$ 17.66	\$ 18.10	\$ 18.56	\$ 19.02	\$ 19.49	\$ 19.98	\$ 20.48	\$ 20.99	\$ 21.52	\$ 22.06	\$ 22.61
B (Instructional/Media Assistants)	\$ 16.00	\$ 16.40	\$ 16.81	\$ 17.23	\$ 17.66	\$ 18.10	\$ 18.56	\$ 19.02	\$ 19.49	\$ 19.98	\$ 20.48	\$ 20.99	\$ 21.52	\$ 22.06	\$ 22.61
C (Custodians)	\$ 16.00	\$ 16.40	\$ 16.81	\$ 17.23	\$ 17.66	\$ 18.10	\$ 18.56	\$ 19.02	\$ 19.49	\$ 19.98	\$ 20.48	\$ 20.99	\$ 21.52	\$ 22.06	\$ 22.61

Grades	Substitute Rates	
Classified Staff	\$100	Day
Certified Staff	\$125	Day

- *Placement Depends on Verified Experience*
- *Bus Driver Placement is not done on Years of Experience (All Drivers make the same pay)*
- *FULL-TIME with Benefits
- *PART-TIME without Benefits

Kellogg Joint SD #391



CLASSIFIED SALARY MATRIX
2025-2026

	Column 1	Column 2	Column 3	Column 4	Column 5	Column 6	Column 7	Column 8	Column 9	Column 10
B	11.36	11.61	11.57	12.11	12.38	12.65	12.93	13.22	13.51	13.80
D	12.48	12.76	13.03	13.33	13.62	13.92	14.23	14.54	14.88	15.20
E	13.05	13.33	13.62	13.93	14.24	14.55	14.89	15.21	15.56	15.90
F	13.61	13.91	14.22	14.53	14.87	15.19	15.53	15.88	16.24	16.60
H	14.67	14.99	15.34	15.68	16.04	16.38	16.76	17.14	17.53	17.93
J	15.29	15.64	15.99	16.35	16.72	17.09	17.48	17.89	18.30	18.69
K	15.98	16.34	16.71	17.08	17.47	17.88	18.29	18.13	19.12	19.56
M	17.47	17.88	18.29	18.69	19.12	19.56	20.02	20.47	20.95	21.42
N	18.29	18.69	19.13	19.56	20.02	20.48	20.95	21.43	21.95	22.46
O	19.03	19.48	19.92	20.38	20.85	21.33	21.83	22.32	22.85	23.39
P	19.91	20.37	20.84	21.32	21.81	22.31	22.84	23.38	23.91	24.48
Q	20.78	21.27	21.76	22.26	22.78	23.30	23.85	24.41	24.98	25.57
R	21.54	22.03	22.54	23.07	23.60	24.15	24.72	25.29	25.90	26.50
S	25.27	25.87	26.48	27.10	27.74	28.39	29.05	29.74	30.44	31.17

B Warehouse, Non Classified (Substitute): Cook, Secretary, Custodian

D Para (Praxis), Bus Aide

E Hourly Secretary

F Food Services Assistant

H Custodian

J Para (15+ credits, B.I., RBT), Certified Nurse Assistant, Food Services Manager

K Custodian (Maintenance)

M Para (Corresponding BS Degree), Building Secretary, Program Assistant

N Bus Driver

O Dispatcher/Trainer, Mechanic, Medicaid, Program Coordinator, Custodial Supervisor

P Certified Mechanic, Finance Clerk, Maintenance

Q Bi-Professional/CBRS (BS Degree & Specialized Training)

R Technology Technician

S Asst Tech Coordinator, Salaried, District Admin Asst, Facility Asst Manager

If an employee is hired into a new position at a lower row, move to the corresponding row that is not less than their current hourly wage and \$0.10 higher.

If an employee is hired into a new position that is in a higher row, that employee will be moved straight up remaining on the same column.

Upon hire, new employees will begin on the 1st column on the appropriate row or at supervisor's discretion based upon prior experience.

Movement to the next column and hourly rates are at the discretion of the school board.

Kendrick Joint SD #283

Kendrick Joint School District #283
Classified Starting Pay

*Starting Hourly Rates

\$15.50/Hour	\$17.50/Hour	\$20/Hour
Assistant Cook Office Assistant General Classroom Aide Librarian Special Education Aide Speech/Language Aide	Custodian Head Cook Title I Aide Lead Test & Online Coordinator	HR Building Secretary
Salary		
Business Manager Maintenance/Transportation Supervisor Technology Director		

Substitute Position	Rate
Aides	13.50/hr.
Cafeteria Worker	13.50/hr.
Secretary	13.50/hr.
Custodian	13.50/hr.
Bus Driver (route)	20.00/hr
Teacher	85.00/day
Long-Term Teacher (10+ consecutive days)	125.00/day
Miscellaneous Position	Rate
Summer Maint./Cleaning	13.50/hr
Student Worker	10.00/hr
Driver Ed Instructor	25.00/hr
Bus - Daily Route	\$21.00/hr
Bus Activity	\$21.00/hr
Bus Activity - standby	\$15.00/hr
Bus Training	\$19.00/hr

NOTE

Paraprofessional substitutes paid 1/2 day (3.5 hrs) minimum or actual hours, whichever is greater.
Teacher substitutes paid 1/2 day (3.5 hrs) minimum or full day if over 3.5 hrs.

**updated September 2025*

Kimberly SD #414

Board Approved FY26 Classiified Salary Schedule

	Year 0	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10	Year 11	Year 12	Year 13+	Position
Level A	\$14.88	\$15.22	\$15.29	\$15.55	\$15.86	\$16.17	\$16.50	\$16.83	\$17.16	\$17.51	\$17.86	\$18.22	\$18.58	\$19.64	Food Service Server-Traywasher /General Classroom Aide / Recess Aide / Helpdesk Support Tech
Level B	\$15.32	\$15.67	\$15.75	\$16.01	\$16.33	\$16.66	\$16.99	\$17.33	\$17.68	\$18.03	\$18.39	\$18.76	\$19.14	\$20.23	Paraeducator / Library Assistant / Food Service Cook-Cashier / Transportation Paraeducator
Level C	\$15.78	\$16.14	\$16.22	\$16.49	\$16.82	\$17.16	\$17.50	\$17.85	\$18.21	\$18.57	\$18.95	\$19.32	\$19.71	\$20.84	Bilingual Paraeducator /SPED Behavioral Paraeducator / Speech Paraeducator / ERC Paraeducator
Level D	\$16.26	\$16.63	\$16.71	\$16.99	\$17.33	\$17.68	\$18.03	\$18.39	\$18.76	\$19.13	\$19.52	\$19.91	\$20.30	\$21.46	Custodians / Food Service Office Asst.
Level E	\$16.75	\$17.13	\$17.21	\$17.50	\$17.85	\$18.21	\$18.57	\$18.94	\$19.32	\$19.71	\$20.10	\$20.51	\$20.92	\$22.10	Grounds / Migrant Liason
Level F	\$17.25	\$17.64	\$17.72	\$18.02	\$18.38	\$18.75	\$19.13	\$19.51	\$19.90	\$20.30	\$20.70	\$21.12	\$21.54	\$22.78	Facilities Specialist / Head Custodian / School Kitchen Manager / Transportation Technician ** / Dispatcher ** ** See #12 below
Level G	\$17.77	\$18.18	\$18.26	\$18.57	\$18.95	\$19.32	\$19.71	\$20.11	\$20.51	\$20.92	\$21.34	\$21.76	\$22.20	\$23.45	Computer Lab / Music / IDLA Class Co-Ordinators
Level H	\$18.30	\$18.73	\$18.81	\$19.13	\$19.51	\$19.90	\$20.30	\$20.71	\$21.12	\$21.54	\$21.97	\$22.41	\$22.86	\$24.16	Dept/School Secretaries / Licensed Full Time Bus Driver
Level I	\$18.85	\$19.29	\$19.37	\$19.70	\$20.10	\$20.50	\$20.91	\$21.33	\$21.75	\$22.19	\$22.63	\$23.08	\$23.54	\$24.88	IT Support Specialist / Student Information Data Assistant
Level J	\$19.51	\$19.96	\$20.05	\$20.39	\$20.80	\$21.21	\$21.64	\$22.07	\$22.51	\$22.96	\$23.42	\$23.89	\$24.37	\$25.75	Plant Maintenance / District Administrative Assistant
Level K	\$20.19	\$20.66	\$20.75	\$21.10	\$21.53	\$21.96	\$22.40	\$22.84	\$23.30	\$23.77	\$24.24	\$24.73	\$25.22	\$26.66	Plant Maintenance w/certification / Habilitation Intervention Services / Educational Interpreter (ASL) / Mechanic
Level L	\$27.46	\$28.09	\$28.21	\$28.69	\$29.27	\$29.85	\$30.45	\$31.06	\$31.68	\$32.31	\$32.96	\$33.62	\$34.29	\$36.25	Home to School Route Bus Driver

Student Workers will begin on Level A, year 0 OR Level D, year 0, depending on position. Examples of Level A positions: Food Service Worker, Office Support, Tech Support, Social Media Intern. Examples of Level D positions: Custodian, Grounds, Painter, Bus Washer. Level will be determined by the Superintendent. Students can move on salary schedule according to years experience with KSD.

Food Service Substitute: \$14.88 per hours (Level A, Year 0) Custodian Substitute: \$16.26 per hour (Level D, Year 0) Classified Covering for Certified Staff: \$17.77 per hour (Level G, Year 0)

- 1) Individual working 20 hours or less per week, or compensated through grant funding, may not be reflected on this salary schedule.
- 2) All new employees are hired as probationary employees and placed according to the schedule with credit given for same position in another school district or private sector. Experience in a similar position will be given 1 year experience for every 2 years experience. Superintendent will determine all placements.
- 3) Employee transfers to a different level will receive no year(s) credit for new position. But if moving up in levels, will be placed in year of service that guarantees at least same hourly pay.
- 4) Tiered personal days based upon current consecutive years worked in KSD. Yrs 0-4: 3 personal days; Yrs 5-9: 4 personal days; Yrs 10-15: 5 personal days; 15+ yrs: 6 personal days. Two sub-deduct days available and charged to employee at \$110 per day or rate of pay (whichever is less). Personal days can be carried over (no more than 6 at a time) or paid at the sub-deduct rate.
- 5) Vacation time for 12 month employees, after 6 months, is earned at .833 days per month. Vacation time for 10+ year employees is earned at 1.25 days per month. Sick Leave entitlement - 1 day per month at daily rate up to 220 days maximum.
- 6) Teacher assistants/Paraeducators are to attend meetings recommended for attendance (i.e. staff, relevant student/instructional committee, parent/teacher conferences).
- 7) Emergency Closure Days - See District Policy.
- 8) Time taken from Sick Leave Bank does not accrue vacation or sick leave.
- 9) Employees hired after January 1st will remain on 0 years service for upcoming fiscal year.
- 10) If employee terminates with cause, all sick and personal leave time is forfeited.
- 11) Overtime must be approved by direct supervisor or superintendent in writing prior to being worked.
- 12) If Dispatcher and Transportation Technician are CDL licensed, they will be placed on line H. If unlicensed, they will be placed on line F.

**Kimberly School District Ratified Extra Duty Salary Schedule and List
2025-2026**

	YEAR										
	0	1	2	3	4	5	6	7	8	9	10+
Level 1	\$672	\$677	\$695	\$715	\$734	\$755	\$775	\$795	\$815	\$835	\$855
Level 2	\$1,007	\$1,015	\$1,041	\$1,072	\$1,101	\$1,131	\$1,161	\$1,192	\$1,222	\$1,252	\$1,282
Level 3	\$1,343	\$1,353	\$1,389	\$1,429	\$1,468	\$1,508	\$1,548	\$1,589	\$1,629	\$1,669	\$1,710
Level 4	\$1,679	\$1,692	\$1,736	\$1,786	\$1,835	\$1,885	\$1,936	\$1,986	\$2,036	\$2,087	\$2,137
Level 5	\$2,014	\$2,030	\$2,083	\$2,143	\$2,202	\$2,262	\$2,323	\$2,383	\$2,444	\$2,504	\$2,564
Level 6	\$2,350	\$2,369	\$2,430	\$2,501	\$2,569	\$2,639	\$2,710	\$2,780	\$2,851	\$2,921	\$2,992
Level 7	\$2,686	\$2,707	\$2,777	\$2,858	\$2,936	\$3,016	\$3,097	\$3,177	\$3,258	\$3,339	\$3,419
Level 8	\$3,022	\$3,045	\$3,124	\$3,215	\$3,303	\$3,393	\$3,484	\$3,575	\$3,665	\$3,756	\$3,847
Level 9	\$3,357	\$3,384	\$3,472	\$3,572	\$3,670	\$3,770	\$3,871	\$3,972	\$4,073	\$4,173	\$4,274
Level 10	\$3,693	\$3,722	\$3,819	\$3,930	\$4,037	\$4,147	\$4,258	\$4,369	\$4,480	\$4,591	\$4,701

Level 1	Level 2	Level 3	Level 4	Level 5	
Journalism	Bowling	Club/Program Coaches	HS Yearbook	HS Baseball (JV)	MS Cheerleading
Student Council (ES/MS)	HS Quiz Bowl	Speech & Debate (Asst.)	MS Basketball	HS Golf (Varsity Asst.)	MS Football
Musical Theater Assistant	Key Club	HS IDLA Summer Coordinator	MS Cross Country	HS Softball (JV)	MS Scheduling
	MS Yearbook	MS Cheerleading (Asst.)	MS Soccer	HS Swim (Varsity Asst.)	Musical Theater
	Musical Theater(Choreographer)	NHS	MS Track	HS Volleyball (C-Team)	Summer Weight Room
		Student Council (HS)	MS Volleyball		
			MS Wrestling		

Kootenai Joint SD #274

2025-26 Non-Cert Staff Salary Schedule Approved

Yrs Exp	Aides / Custodian	MOD Aides	Cooks	Mech	Bus Driver	Bld Sec	Maint
1	\$ 15.87	\$ 18.28	\$ 15.87	\$ 22.77	\$ 21.66	\$ 17.58	\$ 15.91
2	\$ 16.14	\$ 18.55	\$ 16.14	\$ 24.42	\$ 23.32	\$ 17.85	\$ 16.18
3	\$ 16.41	\$ 18.82	\$ 16.41	\$ 27.41	\$ 26.31	\$ 18.12	\$ 16.45
4	\$ 16.68	\$ 19.09	\$ 16.68	\$ 29.89	\$ 28.78	\$ 18.39	\$ 16.72
5	\$ 16.95	\$ 19.36	\$ 16.95			\$ 18.66	\$ 16.99
6	\$ 17.22	\$ 19.63	\$ 17.22			\$ 18.93	\$ 17.26
7	\$ 17.49	\$ 19.90	\$ 17.49			\$ 19.20	\$ 17.53
8	\$ 17.76	\$ 20.17	\$ 17.76			\$ 19.47	\$ 17.80
9	\$ 18.03	\$ 20.44	\$ 18.03			\$ 19.74	\$ 18.07
10	\$ 18.80	\$ 21.21	\$ 18.80			\$ 20.51	\$ 18.84
11	\$ 19.07	\$ 21.48	\$ 19.07			\$ 20.78	\$ 19.11
12	\$ 19.34	\$ 21.75	\$ 19.34			\$ 21.05	\$ 19.38
13	\$ 19.61	\$ 22.02	\$ 19.61			\$ 21.32	\$ 19.65
14	\$ 19.88	\$ 22.29	\$ 19.88			\$ 21.59	\$ 19.92
15	\$ 20.15	\$ 22.56	\$ 20.15			\$ 21.86	\$ 20.19
16	\$ 20.42	\$ 22.83	\$ 20.42			\$ 22.13	\$ 20.46
17	\$ 20.69	\$ 23.10	\$ 20.69			\$ 22.40	\$ 20.73
18	\$ 20.96	\$ 23.37	\$ 20.96			\$ 22.67	\$ 21.00
19	\$ 21.23	\$ 23.64	\$ 21.23			\$ 22.94	\$ 21.27
20	\$ 21.50	\$ 23.91	\$ 21.50			\$ 23.21	\$ 21.54
21	\$ 21.77	\$ 24.18	\$ 21.77			\$ 23.48	\$ 21.81
22	\$ 22.04	\$ 24.45	\$ 22.04			\$ 23.75	\$ 22.08
23	\$ 22.31	\$ 24.72	\$ 22.31			\$ 24.02	\$ 22.35
24	\$ 22.58	\$ 24.99	\$ 22.58			\$ 24.29	\$ 22.62
25	\$ 22.85	\$ 25.26	\$ 22.85			\$ 24.56	\$ 22.89

Substitute Driver

Yrs Exp	Maint Supervisor	Dist Sec/Fin Assnt	Food Service Director	Yrs Exp	Hourly Rate
1	\$ 25.00	\$ 21.58	\$ 19.44	1	\$ 21.24
2	\$ 25.27	\$ 21.85	\$ 19.71		
3	\$ 25.54	\$ 22.12	\$ 19.98		
4	\$ 25.81	\$ 22.39	\$ 20.25		
5	\$ 26.08	\$ 22.66	\$ 20.52		
6	\$ 26.35	\$ 22.93	\$ 20.79		
7	\$ 26.62	\$ 23.20	\$ 21.06		
8	\$ 26.89	\$ 23.47	\$ 21.33		
9	\$ 27.16	\$ 23.74	\$ 21.60		
10	\$ 27.93	\$ 24.51	\$ 22.37		
11	\$ 28.20	\$ 24.78	\$ 22.64		
12	\$ 28.47	\$ 25.05	\$ 22.91		
13	\$ 28.74	\$ 25.32	\$ 23.18		
14	\$ 29.01	\$ 25.59	\$ 23.45		
15	\$ 29.28	\$ 25.86	\$ 23.72		
16	\$ 29.55	\$ 26.13	\$ 23.99		
17	\$ 29.82	\$ 26.40	\$ 24.26		
18	\$ 30.09	\$ 26.67	\$ 24.53		
19	\$ 30.36	\$ 26.94	\$ 24.80		
20	\$ 30.63	\$ 27.21	\$ 25.80		
21	\$ 30.90	\$ 27.48	\$ 26.07		
22	\$ 31.17	\$ 27.75	\$ 26.34		
23	\$ 31.44	\$ 28.02	\$ 26.61		
24	\$ 31.71	\$ 28.29	\$ 26.88		
25	\$ 31.98	\$ 28.56	\$ 27.15		

At change in position, pay shall be the higher of current year pay rate or base rate of new position, slide into new experience rung at the rate

1. Designated department heads will receive twenty-five cents more per hour.

2. Date of hire will be from the first day of hire full-time.

3. Any additional years of experience will need to be approved by the board.

4. Hiring preference will be given to District Patrons.

5. Substitutes for classroom teachers will receive:

\$100.00 day if non-Certified

\$110.00 day if Certified

Add \$5.00 per day for Long Term Sub

Sub bus drivers will receive \$21.24 an hour (see chart top right).

All other substitutes will receive \$12.50 an hour.

The Strength and Conditioning Coach will following the Aides/Custodian Salary Schedule

Updated 7/2/2025

Kuna Joint SD #003



KUNA SCHOOL DISTRICT
CERTIFIED ADMINISTRATIVE
2025/2026 SALARY SCHEDULE

Administrative Position Years Experience	1	2	3	4	5	6	7	8	9
Elementary Principal (205)	82,491	84,553	86,667	88,834	91,055	93,331	95,664	98,056	100,507
Elem. Vice Principal (200)	70,264	72,021	73,821	75,667	77,558	79,497	81,485	83,522	85,610
Elem. School Dean (185)	Teacher Salary + \$5000 Stipend								
Middle School Principal (210)	86,814	88,984	91,209	93,489	95,826	98,222	100,678	103,195	105,774
Middle School Vice Principal (205)	79,765	81,759	83,803	85,898	88,046	90,247	92,503	94,816	97,186
Middle School Dean (185)	Teacher Salary + \$5,000 Stipend								
MS Activities Director (185)	Teacher Salary + \$2,500 Stipend								
High School Principal & Secondary Coordinator (215)	92,979	95,303	97,686	100,128	102,631	105,197	107,827	110,523	113,286
High School Lead Bulling Adminstrator	89,225	91,456	93,742	96,086	98,488	100,950	103,474	106,060	108,712
HS Vice Principal, HS Alternative School Principal, & CTE Administrator (215)	83,408	85,493	87,631	89,821	92,067	94,368	96,728	99,146	101,625
High School Dean (185)	Teacher Salary + \$7,500 Stipend								
Assistant Superintendent, Chief Financial Officer (245)	112,337	115,145	118,024	120,975	123,999	127,099	130,276	133,533	136,872
District Directors (215) Director of Special Education, Coordinator of Federal and State Programs, Activities Director, Communication Director, Curriculum Instruction and Assessment (CIA) Director	87,772	89,966	92,215	94,521	96,884	99,306	101,789	104,333	106,942
Director of Technology and Learning Support System (245)	74,966	76,840	78,761	80,730	82,748	84,817	86,938	89,111	91,339
Operational Supervisors (245)	55,592	59,438	62,156	65,380	68,602	72,028	75,629	79,411	83,381

Note: For administrators - placement and/or movement on this salary schedule is determined by the level of education and/or years of experience and is determined by evaluation components as outlined in McRel's Administrative Evaluation System and student performance as outlined in Kuna School District Policy #310. Each year an elementary principal and secondary school principal will be asked to coordinate meetings with principals and serve as a representative on the district cabinet and will be paid a \$2,500 stipend for the additional responsibilities.

Updated 6/11/2025



KUNA SCHOOL DISTRICT
CERTIFIED
2025/2026 SALARY SCHEDULE

Years		BA+0	BA+24	BA+48	MA	MA+12	MA+36
-	R	\$50,252	\$50,252	\$50,252	\$50,252	\$50,252	\$50,252
1	R	\$50,252	\$50,252	\$50,252	\$50,252	\$50,252	\$50,252
2	R or P	\$50,252 or \$53,402	\$50,252 or \$53,402	\$50,252 or \$53,402	\$50,252 or \$53,402	\$50,252 or \$53,402	\$50,252 or \$53,402
3	R or P	\$50,252 or \$53,402	\$50,252 or \$53,402	\$50,252 or \$53,402	\$50,252 or \$53,402	\$50,252 or \$53,402	\$50,252 or \$53,402
4	P	\$53,402	\$53,402	\$53,402	\$53,402	\$53,402	\$53,402
5	P	\$53,402	\$53,402	\$53,402	\$53,402	\$53,402	\$53,402
6	P	\$53,402	\$53,402	\$53,402	\$53,402	\$53,601	\$54,509
7	P	\$53,402	\$53,402	\$53,402	\$54,092	\$54,621	\$55,970
8	P or AP	\$53,402 or \$64,247	\$53,402 or \$64,247	\$53,601 or \$64,247	\$55,163 or \$64,247	\$55,794 or \$64,247	\$57,714 or \$64,247
9	P or AP	\$53,402 or \$64,247	\$53,402 or \$64,247	\$54,825 or \$64,247	\$56,502 or \$64,247	\$57,120 or \$64,247	\$59,737 or \$64,247
10	P or AP	\$53,402 or \$64,247	\$53,907 or \$64,247	\$56,253 or \$64,247	\$58,054 or \$64,247	\$58,650 or \$64,247	\$62,043 or \$64,247
11	P or AP	\$54,218 or \$64,247	\$54,825 or \$64,247	\$57,885 or \$64,247	\$59,822 or \$64,247	\$60,384 or \$64,247	\$64,629
12	P or AP	\$54,218 or \$64,247	\$55,845 or \$64,247	\$59,721 or \$64,247	\$61,803 or \$64,247	\$62,322 or \$64,247	\$67,497
13	P or AP	\$54,218 or \$64,247	\$56,967 or \$64,247	\$61,761 or \$64,247	\$63,999 or \$64,247	\$64,464	\$70,646
14	P or AP	\$54,218 or \$64,247	\$58,191 or \$64,247	\$64,005 or \$64,247	\$66,408	\$66,810	\$74,075
15	P or AP	\$54,218 or \$64,247	\$61,761 or \$64,247	\$68,403	\$70,590	\$71,400	\$79,175

Updated 6/11/2025

KUNA SCHOOL DISTRICT
TECHNOLOGY
2025/2026 SALARY SCHEDULE

		1	2	3	4	5	6	7	8	9
TE1	Technician/Software Spec	\$20.64	\$21.40	\$22.04	\$22.32	\$22.98	\$23.55	\$24.14	\$24.87	\$25.44
TE2	Network Technician Level II	\$21.97	\$22.86	\$23.74	\$24.60	\$25.48	\$26.38	\$27.47	\$28.57	\$29.96
TE3	Network Admin, Systems Admin, Data Analyst, SIS Administrator	\$57,916.82	\$58,923.08	\$59,936.02	\$61,135.54	\$62,361.71	\$63,607.88	\$64,880.70	\$66,173.52	\$67,496.99
TE4	Summer Technology Assistant	\$15.30								

Updated 6/11/2025

KUNA SCHOOL DISTRICT
OFFICE SUPPORT
2025/2026 SALARY SCHEDULE

Code	Office Support Position	1	2	3	4	5	6	7	8	9
OS1	Elementary- Building/Office Aide	\$13.46	\$13.73	\$14.00	\$14.29	\$14.57	\$14.86	\$15.16	\$15.45	\$15.92
OS2	Elementary- Security	\$13.95	\$14.20	\$14.43	\$14.72	\$15.01	\$15.31	\$15.63	\$15.93	\$16.41
OS3	Elementary - Office Manager Secondary - MS Registrar, MS Attendance, MS Security, HS Receptionist, HS Athletic Secretary	\$15.26	\$15.53	\$15.80	\$16.11	\$16.43	\$16.76	\$17.11	\$17.44	\$17.96
OS4	Secondary- MS Bookkeeper, MS Office Manager HS Registrar, HS Attendance, HS Security	\$15.69	\$15.95	\$16.24	\$16.55	\$16.88	\$17.22	\$17.56	\$17.94	\$18.49
OS5	Secondary - HS Office Manager District - Department Support	\$17.11	\$17.39	\$17.70	\$18.04	\$18.41	\$18.78	\$19.16	\$19.53	\$20.12
OS6	Secondary - HS Bookkeeper District - Facilities Coordinator	\$18.47	\$18.80	\$19.16	\$19.53	\$19.92	\$20.33	\$20.73	\$21.14	\$21.79
OS7	District - Compliance Project Managers	\$20.39	\$20.76	\$21.19	\$21.59	\$22.03	\$22.48	\$22.92	\$23.38	\$24.09
OS8	District - Business Operations Specialists	\$48,651	\$50,291	\$51,385	\$52,478	\$54,117	\$55,757	\$57,944	\$59,584	\$61,309

Updated 6/11/2025

KUNA SCHOOL DISTRICT
CHILD NUTRITION
2025/2026 SALARY SCHEDULE

Code	Child Nutrition Position	1	2	3	4	5	6	7	8	9
CN1	Servers	\$13.46	\$13.73	\$14.01	\$14.29	\$14.57	\$14.86	\$15.16	\$15.46	\$15.77
CN2	Cook (Cashier when needed)	\$13.78	\$14.20	\$14.63	\$15.06	\$15.52	\$15.97	\$16.35	\$16.73	\$17.09
CN3	Asst. Kitchen Manager	\$14.49	\$14.93	\$15.38	\$15.84	\$16.32	\$16.81	\$17.31	\$17.84	\$18.37
CN4	Elementary Kitchen Manager	\$16.49	\$16.81	\$17.14	\$17.50	\$17.85	\$18.20	\$18.57	\$18.99	\$19.33
CN5	Secondary Kitchen Manager	\$17.57	\$18.11	\$18.65	\$19.19	\$19.77	\$20.34	\$20.99	\$21.61	\$22.26
CN6	Food Delivery Driver	\$15.84	\$16.40	\$16.97	\$17.56	\$18.17	\$18.82	\$19.47	\$20.15	\$20.86
CN7	Warehouse	\$17.23	\$17.57	\$17.92	\$18.28	\$19.02	\$20.89	\$21.54	\$22.22	\$22.93
CN8	Programs Manager	\$20.39	\$20.76	\$21.19	\$21.59	\$22.03	\$22.48	\$22.92	\$23.38	\$24.09
CN9	Operations Manager/Asst. Supervisor	\$24.82	\$25.66	\$26.22	\$26.78	\$27.61	\$28.45	\$29.56	\$30.40	\$31.28

Updated 10/3/2025

KUNA SCHOOL DISTRICT
SCHOOL BASED CLASSIFIED
2025/2026 SALARY SCHEDULE

Code	Para Professional Position	1	2	3	4	5	6	7	8	9
PP1	Instructional Para Pro -Early Literacy -Tier 2 - Title 1 -Tier 3 - Resource -Inst. Support -Overload -SLP -OT -English Language Learners	\$13.80	\$14.04	\$14.29	\$14.58	\$14.87	\$15.16	\$15.46	\$15.77	\$16.24
PP2	Specialized Para Pro -Librarian (K-12) -Computer Lab/Art (K-5) -ERR -TLC -BI Para -Pre-school -School Support Specialist	\$15.95	\$16.23	\$16.52	\$16.85	\$17.19	\$17.54	\$17.89	\$18.24	\$18.79
PP3	Certified/Licensed Specialist -RBT -Behavior Interventionist	\$18.09	\$18.49	\$19.01	\$19.50	\$20.00	\$20.46	\$21.06	\$21.72	\$22.66
PP4	Degree/Specialist -Community Based Resource Specialist - SLP-A -ASL Interperitor	\$20.22	\$20.75	\$21.49	\$22.15	\$22.81	\$23.39	\$24.24	\$25.19	\$26.52
PP5	School Nurse - Classified Migrant Specialist	\$45,390	\$45,543	\$45,747	\$46,002	\$50,184	\$50,459	\$50,459	\$51,286	\$51,877
PP6	Behavior Consultant - Classified	\$45,492	\$45,849	\$46,308	\$46,818	\$51,714	\$52,411	\$53,213	\$54,098	\$55,163

Updated 6/11/2025

KUNA SCHOOL DISTRICT
MAINTENANCE DEPARTMENT
2025/2026 SALARY SCHEDULE

Code	Maintenance Position	1	2	3	4	5	6	7	8	9
M/G1	Grounds	14.45	14.73	15.03	15.36	15.72	16.07	16.43	16.80	17.35
M/G2	Licensed Trade (HVAC/Electrian)	24.39	25.01	25.69	26.46	27.88	30.45	31.37	32.30	33.27
M/G3	Skilled Trade	20.39	20.86	21.36	21.93	22.84	24.32	24.94	26.10	27.18
M/G4	General Maintenance / Warehouse	16.39	16.70	17.02	17.40	17.79	18.18	18.56	19.73	21.09
M/G5	Summer Grounds	15.53								

Updated 6/11/2025

KUNA SCHOOL DISTRICT
TRANSPORTATION DEPARTMENT
2025/2026 SALARY SCHEDULE

Code	Transportation Position	1	2	3	4	5	6	7	8	9
TR1	Bus Attendant Special Needs Bus	\$13.80	\$14.04	\$14.29	\$14.58	\$14.87	\$15.16	\$15.45	\$15.77	\$16.41
TR2	School Bus Driver	\$15.84	\$16.40	\$16.97	\$17.55	\$18.17	\$18.82	\$19.47	\$20.15	\$21.07
TR3	Dispatcher	\$16.87	\$17.15	\$17.67	\$18.22	\$18.75	\$19.29	\$19.87	\$20.47	\$21.29
TR4	Lead Dispatcher	\$18.00	\$18.64	\$19.29	\$19.96	\$20.66	\$21.38	\$22.12	\$22.90	\$23.94
TR5	Mechanic	\$24.35	\$24.84	\$25.34	\$25.84	\$26.36	\$26.89	\$27.43	\$27.97	\$28.53
TR6	Head Mechanic	\$26.82	\$27.36	\$27.91	\$28.46	\$29.03	\$29.61	\$30.20	\$30.80	\$31.43

Updated 6/11/2025

Every employee who works 30 or more hours a week also receives retirement and health insurance benefits.
This is worth approximately \$10/ hour.

KUNA SCHOOL DISTRICT
Extracurricular & Activities
2025/2026 SALARY SCHEDULE

High School: Activities and Athletics

Activity Type	Level	Safety Ratio	High School Activity	Advisor Pay	Summer Stipend	Assistant Advisor Pay
Tier 1	High	50:1	Band, Choir, CAST, JROTC	\$4,400- \$5,280	\$1,625	\$1,650- \$1,980
Tier 2	Moderate	50:1	Drama, Yearbook, Debate	\$2,750- \$3,300	NA	\$1,300- \$1,560
Tier 3	Seasonal	50:1	Academic Decathlon, Color-Guard, Dance, Newspaper	\$1,650- \$1,980	NA	\$825 -\$990
Athletics	Level	Safety Ratio	High School Sport	Head Coach Pay	Summer Stipend	High School Asst. Coach Pay
Tier 1	High Contact	10:1	Football, Volleyball, Cheer, Basketball, Wrestling	\$4,950 - \$5,940	\$1,750	\$1,320- 3,696
Tier 2	Moderate Contact	15:1	Soccer, Baseball, Softball, Swim	\$3,850- \$4,620	\$1,500	\$1,320- \$2,640
Tier 3	Low Contact	20:1	Cross Country, Golf, Tennis, Track, Dance & Varsity FB coordinator	\$3,080- \$3,696	\$1,250	\$1,320 -\$1,584
Middle School: Athletic and Activities						
Activity Type	Level	Safety Ratio	Middle School Activity	Advisor Pay		Assistant Advisor Pay
Tier 1	High	50:1	Band, Choir, CAST	\$1,870 -\$2,244	-	\$ -
Tier 2	Moderate	50:1	Orchestra, Intramural Director	\$1,100 -\$1,320	-	\$ -
Tier 3	Seasonal	50:1	Honor Society	\$550 - \$600	-	\$ -
Athletics	Level	Safety Ratio	Middle School Sport	Head Coach Pay		Middle School Asst. Coach Pay
Tier 1	High Contact	10:1	Football, Volleyball, Basketball, Wrestling	\$2,090- \$2,508	-	\$1,540- \$1,848
Tier 2	Moderate Contact	15:1	N/A			
Tier 3	Low Contact	20:1	Cross Country, Golf, Tennis, Track	\$1,650- \$1,980	-	\$1,320- \$1,584
"C" Team					-	\$1,320- \$1,584
Intramural Director					-	\$1,100- \$1,320

Updated 6/11/2025

Lake Pend Oreille SD #084

2025-2026 Non-Director Classified Schedule

Bus Attendant Child Nutrition Assistant Child Nutrition Transporter Custodian Instructional Assistant Supervision/Duty		Admin Assistant (Curric.CNP) Building Office Support Child Nutrition Coordinator Credit Recovery Coordinator District Admin Support Groundskeeper Head Custodian Paraprofessional I Security Monitor Specialist (Art, Computer, Library, Outdoor) Technology Tech I Utility Person Warehouse Person	Account Specialist / AP Specialist Admin Assistant (AD,FA/MT,SEC,Fed Prog) Attendance Officer / Registrar Bus Driver Facility Foreperson (450+ students) Interpreter--Braille Lead Bus Trainer Mechanic Office Coordinator Online Class Coordinator Paraprofessional II Safe Routes to School Coordinator School Data Coordinator	Attendance Specialist Facility Foreperson (900+ students) Head Groundskeeper HR Specialist Lead Mechanic Technology Tech II	District Assessment Coordinator Facilities Coordinator Maintenance Specialist Payroll Specialist	Clerk of the Board Licensed Maintenance Specialist Superintendent Executive Assistant	
14.37	15.79	17.37	19.32	21.62	23.75	26.78	
A	B	C	D	E	F	G	
\$14.66	\$16.11	\$17.72	\$19.50	\$21.44	\$24.23	\$30.38	1
\$15.10	\$16.59	\$18.25	\$20.09	\$22.08	\$24.95	\$31.29	2
\$15.55	\$17.09	\$18.80	\$20.69	\$22.75	\$25.70	\$32.23	3
\$16.02	\$17.60	\$19.36	\$21.31	\$23.43	\$26.47	\$33.19	4
\$16.50	\$18.13	\$19.94	\$21.95	\$24.13	\$27.27	\$34.19	5
\$16.99	\$18.67	\$20.54	\$22.61	\$24.86	\$28.08	\$35.21	6
\$17.50	\$19.23	\$21.16	\$23.29	\$25.60	\$28.93	\$36.27	7
\$18.03	\$19.81	\$21.79	\$23.99	\$26.37	\$29.79	\$37.36	8
\$18.57	\$20.40	\$22.44	\$24.71	\$27.16	\$30.69	\$38.48	9
\$19.12	\$21.01	\$23.12	\$25.45	\$27.97	\$31.61	\$39.63	10
\$19.70	\$21.64	\$23.81	\$26.21	\$28.81	\$32.56	\$40.82	11
\$20.29	\$22.29	\$24.53	\$27.00	\$29.68	\$33.53	\$42.05	12
\$20.90	\$22.96	\$25.26	\$27.81	\$30.57	\$34.54	\$43.31	13
\$21.52	\$23.65	\$26.02	\$28.64	\$31.49	\$35.58	\$44.61	14
\$22.17	\$24.36	\$26.80	\$29.50	\$32.43	\$36.64	\$45.95	15
\$22.84	\$25.09	\$27.60	\$30.38	\$33.40			16
\$23.52	\$25.85	\$28.43	\$31.30	\$34.41			17

Updated 10/6/25

2025-2026 Classified Director Salary Schedule

Chief Financial Officer	Information Technology Director	Facilities Director	Child Nutrition Director Human Resource Director Transportation Director Operations Director	
260 days	250 days	250 days	250 days	
CFO	A	B	C	
\$113,075	\$90,460	\$82,236	\$75,067	1
\$116,467	\$93,174	\$84,703	\$77,319	2
\$119,961	\$95,969	\$87,244	\$79,639	3
\$123,560	\$98,848	\$89,861	\$82,028	4
\$127,267	\$101,813	\$92,557	\$84,489	5
\$131,085	\$104,867	\$95,334	\$87,024	6
\$135,018	\$108,013	\$98,194	\$89,635	7
\$139,069	\$111,253	\$101,140	\$92,324	8
\$143,241	\$114,591	\$104,174	\$95,094	9
\$147,538	\$118,029	\$107,299	\$97,947	10
\$151,964	\$121,570	\$110,518	\$100,885	11
\$156,523	\$125,217	\$113,834	\$103,912	12

2025-2026 Exempt Non-Director Classified Salary Schedule

Transportation Manager College and Career	Campus Security Officer Elementary	Campus Security Officer	Network & Systems Engineer	Accountant/Business Office Specialist Community Relations Liaison	
190 days	200 days	200 days	250 days	260 days	
A	B	C	D	E	
\$42,248	\$48,595	\$53,103	\$60,745	\$63,175	1
\$43,515	\$50,053	\$54,696	\$62,567	\$65,070	2
\$44,820	\$51,555	\$56,337	\$64,444	\$67,022	3
\$46,165	\$53,102	\$58,027	\$66,377	\$69,033	4
\$47,550	\$54,695	\$59,768	\$68,368	\$71,104	5
\$48,977	\$56,336	\$61,561	\$70,419	\$73,237	6
\$50,446	\$58,026	\$63,408	\$72,532	\$75,434	7
\$51,959	\$59,767	\$65,310	\$74,708	\$77,697	8
\$53,518	\$61,560	\$67,269	\$76,949	\$80,028	9
\$55,124	\$63,407	\$69,287	\$79,257	\$82,429	10
\$56,778	\$65,309	\$71,366	\$81,635	\$84,902	11
\$58,481	\$67,268	\$73,507	\$84,084	\$87,449	12
\$60,235	\$69,286	\$75,712	\$86,607	\$90,072	13
\$62,042	\$71,365	\$77,983	\$89,205	\$92,774	14
\$63,903	\$73,506	\$80,322	\$91,881	\$95,557	15

2025-2026 Non-Director Classified Schedule

Bus Attendant Child Nutrition Assistant Child Nutrition Transporter Custodian Instructional Support Recess/Lunch Supervision	Admin Support (DO) Head Custodian Office Support Security Monitor Utility Person Warehouse Person	Admin Assistant (Curric,CNP,AD) Art Specialist Behavior Intervention Child Nutrition Coordinator Computer Lab Specialist Credit Recovery Coordinator Groundskeeper Library Media Specialist Outdoor Education Specialist Paraprofessional I Technology Tech I	Account Specialist / AP Specialist Admin Assistant (FA/MT,SEC,Fed Prog) Attendance Officer / Registrar Bus Driver Counseling Office Coordinator Facility Foreperson (450+ students) Human Resources Assistant Interpreter--Braille Lead Bus Trainer Mechanic Office Coordinator Paraprofessional II Safe Routes to School Coordinator School Data Coordinator	Attendance Specialist Facility Foreperson (900+ students) Head Groundskeeper HR Specialist Lead Mechanic Technology Tech II	District Assessment Coordinator Facilities Coordinator Maintenance Specialist Payroll Specialist	Clerk of the Board Licensed Maintenance Specialist Occupational Therapist Tech Superintendent Executive Assistant Technology Integration Trainer
14.37	15.79	17.37	19.12	21.02	23.75	29.78
A	B	C	D	E	F	G
\$14.66	\$16.11	\$17.72	\$19.50	\$21.44	\$24.23	\$30.38
\$15.10	\$16.59	\$18.25	\$20.09	\$22.08	\$24.95	\$31.29
\$15.55	\$17.09	\$18.80	\$20.69	\$22.75	\$25.70	\$32.23
\$16.02	\$17.60	\$19.36	\$21.31	\$23.43	\$26.47	\$33.19
\$16.50	\$18.13	\$19.94	\$21.95	\$24.13	\$27.27	\$34.19
\$16.99	\$18.67	\$20.54	\$22.61	\$24.86	\$28.08	\$35.21
\$17.50	\$19.23	\$21.16	\$23.29	\$25.60	\$28.93	\$36.27
\$18.03	\$19.81	\$21.79	\$23.99	\$26.37	\$29.79	\$37.36
\$18.57	\$20.40	\$22.44	\$24.71	\$27.16	\$30.69	\$38.48
\$19.12	\$21.01	\$23.12	\$25.45	\$27.97	\$31.61	\$39.63
\$19.70	\$21.64	\$23.81	\$26.21	\$28.81	\$32.56	\$40.82
\$20.29	\$22.29	\$24.53	\$27.00	\$29.68	\$33.53	\$42.05
\$20.90	\$22.96	\$25.26	\$27.81	\$30.57	\$34.54	\$43.31
\$21.52	\$23.65	\$26.02	\$28.64	\$31.49	\$35.58	\$44.61
\$22.17	\$24.36	\$26.80	\$29.50	\$32.43	\$36.64	\$45.95
\$22.84	\$25.09	\$27.60	\$30.38	\$33.40		
\$23.52	\$25.85	\$28.43	\$31.30	\$34.41		

Updated

Lapwai SD #341

LAPWAI SCHOOL DISTRICT #341
Salary Schedule FY 2025-2026
EXTRACURRICULAR:

BASE = \$ 48,556

ACTIVITY		% of Base	AMOUNT
FOOTBALL, VARSITY		10.00%	\$4,856
FOOTBALL, ASSISTANT		5.00%	\$2,428
FOOTBALL, ASSISTANT		2.50%	\$1,214
FOOTBALL, ASSISTANT		2.50%	\$1,214
VOLLEYBALL, VARSITY		10.00%	\$4,856
VOLLEYBALL, JUNIOR VARSITY		5.00%	\$2,428
VOLLEYBALL MIDDLE SCL		5.00%	\$2,428
VOLLEYBALL MIDDLE SCL		5.00%	\$2,428
BASKETBALL, GIRLS VAR		12.00%	\$5,827
BASKETBALL, GIRLS JV		8.00%	\$3,884
BASKETBALL, GIRLS C SQUAD		5.00%	\$2,428
BASKETBALL, GIRLS MS		5.00%	\$2,428
BASKETBALL, GIRLS MS		5.00%	\$2,428
BASKETBALL, BOYS VAR		12.00%	\$5,827
BASKETBALL, BOYS JV		8.00%	\$3,884
BASKETBALL, BOYS C SQ		5.00%	\$2,428
BASKETBALL, BOYS MS		5.00%	\$2,428
BASKETBALL, BOYS MS		5.00%	\$2,428
BASEBALL		8.00%	\$3,884
BASEBALL ASSISTANT		5.00%	\$2,428
SOFTBALL		8.00%	\$3,884
SOFTBALL ASSISTANT		5.00%	\$2,428
TRACK		8.00%	\$3,884
TRACK ASSISTANT		4.50%	\$2,185
TRACK, MS		2.50%	\$1,214
TRACK ASSISTANT		2.50%	\$1,214
TENNIS		4.00%	\$1,942
GOLF		8.00%	\$3,884
CHEERLEADER		10.00%	\$4,856
DRAMA		3.00%	\$1,457
ANNUAL		3.00%	\$1,457
MUSIC, HIGH SCHOOL		3.00%	\$1,457
MUSIC, ELEMENTARY		3.00%	\$1,457

LAPWAI SCHOOL DISTRICT #341
CLASSIFIED SALARY SCHEDULE
2025-2026

	PARA-PROFESSIONAL, STANDARD OR BEHAVIOR INTERVENTION	INTERVENTION AL AIDE	BEHAVIOR INTERVENTION SPECIALIST	CBRS PROFESSIONAL/ SPECIALIST	CUSTODIANS	MAINT LEVEL III	MAINT/TRANS DIRECTOR	BUS DRIVERS
YEAR 1	\$19.41	\$20.73	\$23.71	\$25.63	\$16.98	\$20.34	\$23.12	\$23.05
YEARS 2-3	\$21.73	\$22.81	\$26.08	\$28.19	\$18.68	\$22.98	\$25.96	\$25.30
YEARS 4-5	\$24.04	\$25.09	\$28.69	\$31.01	\$20.55	\$25.61	\$28.80	\$27.53
YEARS 6+	\$26.43	\$27.60	\$31.56	\$34.11	\$22.60	\$28.25	\$31.64	\$29.79
YEARS 15+	\$27.16	\$30.36	\$34.72	\$37.52	\$24.86	\$29.10	\$34.49	\$32.04
	\$9,322.91	10,068.74		\$29,343.42				

	FS-COOKS	FS-DIRECTOR	INDIAN ED	BUILDING SECRETARY	DIST OFFICE
YEAR 1	\$16.98	\$23.16	\$23.12	\$20.34	\$26.14
YEARS 2-3	\$18.68	\$25.48	\$26.14	\$22.31	\$29.60
YEARS 4-5	\$20.55	\$28.02	\$29.15	\$25.61	\$31.93
YEARS 6+	\$22.60	\$30.83	\$32.18	\$26.62	\$34.95
YEARS 15+	\$24.86	\$33.91	\$33.07	\$28.23	\$38.03

Health and Dental Insurance

VACATION-12 MO EMPLOYEES

	VAC DAYS
YEAR 1	10
YEARS 2-3	12
YEARS 4-5	14
YEARS 6+	15
YEARS 15+	20

FRINGE - Cash in Lieu

\$ / Hour	Days/Year	Hours/Year	Amount	Cost per hour
\$ 4.96	180	1260	\$6,250	\$ 7.63
\$ 4.96	190	1520	\$7,539	\$ 6.33
\$ 4.96	215	1720	\$8,531	\$ 5.59
\$ 4.96	260	2080	\$10,317	\$ 4.62

Annual Cost = \$11,769

Cost per hour

Note: If Fringe is elected for those employed before July 1, 2016,
it is added to the gross pay in lieu of health benefits and is taxable.

<u>Employer Paid Benefits</u>	<u>Certified</u>	<u>Classified</u>	<u>Bus Drivers</u>	<u>Cooks, Custodial, Maintenance</u>
FICA	7.65%	7.65%	7.65%	7.65%
PERSI	13.48%	11.96%	13.48%	11.96%
Unused Sick Leave	0.00%	0.00%	0.00%	0.00%
Workers Compensation	0.46%	0.46%	3.06%	4.22%
Total	21.59%	20.07%	24.19%	23.83%

Premium Holiday - indefinite

**LAPWAI SCHOOL DISTRICT #341
SUBSTITUTE PAY SCHEDULE
2025-2026**

Dollars per Hour unless Noted

Teacher / Instructional Aide, Certified	155.00	Per Day		
Teacher / Instructional Aide, Not Certified	140.00	Per Day	\$	20.00
Long Term Teacher Substitute	180.00	Per Day	\$	25.71

Cafeteria Food Service	First Step of Salary Schedule	16.98
------------------------	-------------------------------	-------

Custodial	First Step of Salary Schedule	16.98
Custodial - Student	Minimum Wage	7.25

Secretary	First Step of Salary Schedule	20.34
-----------	-------------------------------	-------

Transportation - To and From School	First Step of Salary Schedule	23.05
Transportation - Activity - Driving	First Step of Salary Schedule	23.05
Transportation - Activity - Down Time	70% of First Step of Salary Schedule	16.13

Certified Staff - Extra Hours	Master Agreement	25.00
Instructional Aide Substitutes for Teacher	Additional	5.00

Students	7.25
----------	------

Students - Work Experience	4.25
----------------------------	------

Activity - By Event

Middle School Gate	30.00	High School Book	35.00
Middle School Clock	15.00	Announcer	35.00
Middle School Book	15.00	Starter	75.00
High School Gate	40.00	Security	75.00
High School Clock	35.00		

Lewiston Independent SD #340

Lewiston School District
ESP WAGE SCALE AND POSITIONS
2025-2026 (1% increase on 2024-25)

CTG	POSITION	SUBPAY	A (1)	B (2-5)	C (6-10)	D (11-15)	E (16+)
	Minimum Wage	\$ 7.25	\$ 7.25	\$ 7.25	\$ 7.25	\$ 7.25	\$ 7.25
D0	Vacant	\$10.09	\$ 11.22	\$ 12.22	\$ 12.56	\$ 12.79	\$ 13.01
D1	Crossing Guard	\$12.76	\$ 14.18	\$ 15.46	\$ 15.88	\$ 16.17	\$ 16.45
D2	Vacant	\$13.87	\$ 15.41	\$ 16.80	\$ 17.26	\$ 17.57	\$ 17.87
D3	Food Service Worker, Assistants: Duty, Office, Bus, Instructional; Print Shop Mail Delivery	\$14.44	\$ 16.04	\$ 17.49	\$ 17.97	\$ 18.29	\$ 18.61
D3.5	Assistants: Spec Ed, Intervention, Title I, Day Care; Instructional-Multiple, Literacy, Study Hall Interventionist	\$14.89	\$ 16.54	\$ 18.03	\$ 18.53	\$ 18.86	\$ 19.19
D4	Assistant Lead Cook; Cashier	\$15.29	\$ 16.99	\$ 18.52	\$ 19.03	\$ 19.37	\$ 19.71
D5	Computer Tech; Library Media Tech; HS Library Media Tech	\$16.61	\$ 18.45	\$ 20.12	\$ 20.67	\$ 21.04	\$ 21.41
D5.5	Vacant	\$17.59	\$ 19.54	\$ 21.30	\$ 21.89	\$ 22.28	\$ 22.67
D6	Print Shop Operator; Custodian, Carpet Cleaner; Assistant Sec; Career/Couns Center Secretary; Asst. Auditorium Manager, Sub Bus Washer	\$17.80	\$ 19.78	\$ 21.56	\$ 22.15	\$ 22.55	\$ 22.94
D7	District Data/Computer Tech; Elem Lead Cook	\$18.34	\$ 20.37	\$ 22.21	\$ 22.82	\$ 23.23	\$ 23.63
D8	Program Coord; Assistants: Skilled Spec Svcs, ICA, Interpreter-Sign; Warehouse Delivery; Warehouse Assistant; School Bus Driver; Activity Driver, Administrative Computer Coord; Medicaid Coord; Secondary Lead Cook	\$18.55	\$ 20.61	\$ 22.47	\$ 23.08	\$ 23.50	\$ 23.91
D9	Secretaries: District Admin, School Admin; Accounting Clerk; Transportation Coordinator; Dist VALNet Cataloger; Grounds Worker: Substitute Caller	\$18.73	\$ 20.81	\$ 22.68	\$ 23.31	\$ 23.72	\$ 24.14
D9.5	Benefits Technician/Accounting Clerk	\$19.07	\$ 21.18	\$ 23.09	\$ 23.73	\$ 24.15	\$ 24.57
D10	Benefits Specialist; Lead Transportation Coord	\$19.39	\$ 21.54	\$ 23.48	\$ 24.13	\$ 24.56	\$ 24.99
D11	Data Testing Coord; Behavioral Interventionist; Campus Security Officer	\$20.49	\$ 22.77	\$ 24.82	\$ 25.50	\$ 25.95	\$ 26.41
D12	Assistant Accountant; Executive Assistant	\$22.16	\$ 24.63	\$ 26.84	\$ 27.58	\$ 28.07	\$ 28.57
D13	Gen Maintenance Wrkr; Auditorium Manager; Irrigation/Grounds Maintenance	\$22.84	\$ 25.38	\$ 27.66	\$ 28.42	\$ 28.93	\$ 29.44
D14	Mechanic; Network Tech; Maintenance Computer Tech; Warehouse Coord	\$24.44	\$ 27.16	\$ 29.60	\$ 30.42	\$ 30.96	\$ 31.50
D15	Software Tech	\$25.58	\$ 28.42	\$ 30.98	\$ 31.83	\$ 32.40	\$ 32.97
D16	Skilled Maintenance Worker	\$26.15	\$ 29.06	\$ 31.67	\$ 32.54	\$ 33.12	\$ 33.71
D17	Plumber; Journeyman Maintenance Worker; Cabinet Maker; Electronics Tech; Journeyman Mechanic; Network & Software Specialist; Grounds Foreperson; Indian Ed Coord	\$26.86	\$ 29.85	\$ 32.53	\$ 33.43	\$ 34.03	\$ 34.62
D18	Certified Electronics Tech; HVAC Tech; Electrician; Skilled Plumber	\$27.31	\$ 30.34	\$ 33.07	\$ 33.98	\$ 34.59	\$ 35.20

**Lewiston School District
ESP WAGE SCALE AND POSITIONS
2025-2026**

Administrative Group

CTG	POSITION	Sub Pay	A (1)	B (2-5)	C (6-10)	D (11-15)	E (16+)
A	Office Assistants; Print Shop Mail Delivery Driver	\$ 14.44	\$ 16.04	\$ 17.49	\$ 17.97	\$ 18.29	\$ 18.61
B	Print Shop Operator; Asst Secretary; Career/Couns Center Secretary	\$ 17.80	\$ 19.78	\$ 21.56	\$ 22.15	\$ 22.55	\$ 22.94
C	District Data/Computer Tech	\$ 18.34	\$ 20.37	\$ 22.21	\$ 22.82	\$ 23.23	\$ 23.63
D	Program Coordinator; Administrative Computer Coordinator; Medicaid Coordinator	\$ 18.55	\$ 20.61	\$ 22.47	\$ 23.08	\$ 23.50	\$ 23.91
E	Secretaries: District Admin, School Admin, HS Admin; Accounting Clerk; Substitute Caller	\$ 18.73	\$ 20.81	\$ 22.68	\$ 23.31	\$ 23.72	\$ 24.14
F	Benefits Technician/Accounting Clerk	\$ 19.07	\$ 21.18	\$ 23.09	\$ 23.73	\$ 24.15	\$ 24.57
G	Benefits Specialist	\$ 19.39	\$ 21.54	\$ 23.48	\$ 24.13	\$ 24.56	\$ 24.99
H	Data and Testing Coordinator	\$ 20.49	\$ 22.77	\$ 24.82	\$ 25.50	\$ 25.95	\$ 26.41
I	Assistant Accountant; Executive Assistant	\$ 22.16	\$ 24.63	\$ 26.84	\$ 27.58	\$ 28.07	\$ 28.57
J	Software Specialist	\$ 26.86	\$ 29.85	\$ 32.53	\$ 33.43	\$ 34.03	\$ 34.62

**Lewiston School District
ESP WAGE SCALE AND POSITIONS
2025-2026**

Food Services Group

CTG	POSITION	Sub Pay	A (1)	B (2-5)	C (6-10)	D (11-15)	E (16+)
A	Food Service Worker	\$ 14.44	\$ 16.04	\$ 17.49	\$ 17.97	\$ 18.29	\$ 18.61
B	Assistant Lead Cook; Cashier	\$ 15.29	\$ 16.99	\$ 18.52	\$ 19.03	\$ 19.37	\$ 19.71
C	Elementary Lead Cook	\$ 18.34	\$ 20.37	\$ 22.21	\$ 22.82	\$ 23.23	\$ 23.63
D	Secondary Lead Cook	\$ 18.55	\$ 20.61	\$ 22.47	\$ 23.08	\$ 23.50	\$ 23.91

**Lewiston School District
ESP WAGE SCALE AND POSITIONS
2025-2026**

Instructional Group

CTG	POSITION	Sub Pay	A (1)	B (2-5)	C (6-10)	D (11-15)	E (16+)
A	Crossing Guard	\$ 12.76	\$ 14.18	\$ 15.46	\$ 15.88	\$ 16.17	\$ 16.45
B	Assistants: Duty, Instructional Asst	\$ 14.44	\$ 16.04	\$ 17.49	\$ 17.97	\$ 18.29	\$ 18.61
C	Assistants: Special Ed, Intervention, Title I, Inst-Multiple, Day Care, Literacy, Study Hall Interventionist	\$ 14.89	\$ 16.54	\$ 18.03	\$ 18.53	\$ 18.86	\$ 19.19
D	Computer Technologist; Library Media Tech; HS Library Media Tech	\$ 16.61	\$ 18.45	\$ 20.12	\$ 20.67	\$ 21.04	\$ 21.41
E	Assistants: Skilled Special Services, ICA, Interpreter-Sign;	\$ 18.55	\$ 20.61	\$ 22.47	\$ 23.08	\$ 23.50	\$ 23.91
F	District VALNet Cataloger	\$ 18.73	\$ 20.81	\$ 22.68	\$ 23.31	\$ 23.72	\$ 24.14
G	Behavioral Interventionist; Campus Security Officer	\$ 20.49	\$ 22.77	\$ 24.82	\$ 25.50	\$ 25.95	\$ 26.41
H	Indian Education Coordinator	\$ 26.86	\$ 29.85	\$ 32.53	\$ 33.43	\$ 34.03	\$ 34.62

Lewiston School District
ESP WAGE SCALE AND POSITIONS
2025-2026

Maintenance & Operations Group

CTG	POSITION	Sub Pay	A (1)	B (2-5)	C (6-10)	D (11-15)	E (16+)
A	Custodian; Carpet Cleaner; Asst. Auditorium	\$ 17.80	\$ 19.78	\$ 21.56	\$ 22.15	\$ 22.55	\$ 22.94
B	Warehouse Delivery; Warehouse Assistant	\$ 18.55	\$ 20.61	\$ 22.47	\$ 23.08	\$ 23.50	\$ 23.91
C	Grounds Worker	\$ 18.73	\$ 20.81	\$ 22.68	\$ 23.31	\$ 23.72	\$ 24.14
D	General Maintenance Worker; Auditorium Manager; Irrigation/Grounds Maintenance	\$ 22.84	\$ 25.38	\$ 27.66	\$ 28.42	\$ 28.93	\$ 29.44
E	Network Tech; Maintenance Computer Tech; Warehouse Coordinator	\$ 24.44	\$ 27.16	\$ 29.60	\$ 30.42	\$ 30.96	\$ 31.50
F	Skilled Maintenance Worker	\$ 26.15	\$ 29.06	\$ 31.67	\$ 32.54	\$ 33.12	\$ 33.71
G	Plumber; Journeyman Maintenance Worker; Cabinet Maker; Electronics Tech; Journeyman Mechanic; Network Specialist; Grounds Foreperson	\$ 26.86	\$ 29.85	\$ 32.53	\$ 33.43	\$ 34.03	\$ 34.62
H	Certified Electronics Tech; HVAC Tech; Electrician; Skilled Plumber	\$ 27.31	\$ 30.34	\$ 33.07	\$ 33.98	\$ 34.59	\$ 35.20

**Lewiston School District
ESP WAGE SCALE AND POSITIONS
2025-2026**

Transportation Group

CTG	POSITION	Sub Pay	A (1)	B (2-5)	C (6-10)	D (11-15)	E (16+)
Sub	Sub Bus Washer	\$ 17.80					
A	School Bus Aide	\$ 14.44	\$ 16.04	\$ 17.49	\$ 17.97	\$ 18.29	\$ 18.61
B	Activity Driver, School Bus Driver	\$ 18.55	\$ 20.61	\$ 22.47	\$ 23.08	\$ 23.50	\$ 23.91
C	Transportation Coordinator	\$ 18.73	\$ 20.81	\$ 22.68	\$ 23.31	\$ 23.72	\$ 24.14
D	Lead Transportation Coordinator	\$ 19.39	\$ 21.54	\$ 23.48	\$ 24.13	\$ 24.56	\$ 24.99
E	Mechanic	\$ 24.44	\$ 27.16	\$ 29.60	\$ 30.42	\$ 30.96	\$ 31.50
F	Journeyman Mechanic	\$ 26.86	\$ 29.85	\$ 32.53	\$ 33.43	\$ 34.03	\$ 34.62

Madison Joint SD #321

MADISON SCHOOL DISTRICT #321 CLASSIFIED SALARY SCHEDULE 2025-2026 SCHOOL YEAR										
SUPERVISOR SALARY	1-2	3-4	5-6	7-8	9-10	11-12	13-14	15-16	17-18	19+
CUST/GRND/FOOD SVC/MAINT	54,745	56,745	58,745	60,745	62,745	64,745	66,745	68,745	70,745	72,745
TRANSPORTATION	60,219	62,219	64,219	66,219	68,219	70,219	72,219	74,219	76,219	78,219
TECH/MADISON CARES	65,693	67,693	69,693	71,693	73,693	75,693	77,693	79,693	81,693	83,693
LOCKS	10,000	10,000	10,000	10,000	10,000	10,000	10,000	10,000	10,000	10,000
HOURLY EMPLOYEE	1-2	3-4	5-6	7-8	9-10	11-12	13-14	15-16	17-18	19+
CLERK II - DISTRICT	25.06	25.71	26.36	27.01	27.66	28.31	28.96	29.61	30.26	30.91
CLERK I - SCHOOL	18.66	19.31	19.96	20.61	21.26	21.91	22.56	23.21	23.86	24.51
MAINTENANCE	20.93	21.58	22.23	22.88	23.53	24.18	24.83	25.48	26.13	26.78
CUSTODIAN III - HEAD NIGHT	18.52	19.17	19.82	20.47	21.12	21.77	22.42	23.07	23.72	24.37
CUSTODIAN II - HEAD DAY	16.35	17.00	17.65	18.30	18.95	19.60	20.25	20.90	21.55	22.20
CUSTODIAN I - CREW	13.24	13.89	14.54	15.19	15.84	16.49	17.14	17.79	18.44	19.09
MECHANIC	25.00	25.65	26.30	26.95	27.60	28.25	28.90	29.55	30.20	30.85
BUS DRIVER	20.77	21.42	22.07	22.72	23.37	24.02	24.67	25.32	25.97	26.62
DRIVER IN TRAINING	15.33	15.33	15.33	15.33	15.33	15.33	15.33	15.33	15.33	15.33
FOOD SERVICE III - MGR	15.53	16.18	16.83	17.48	18.13	18.78	19.43	20.08	20.73	21.38
FOOD SERVICE II - LEAD	14.66	15.31	15.96	16.61	17.26	17.91	18.56	19.21	19.86	20.51
FOOD SERVICE I - CREW	13.24	13.89	14.54	15.19	15.84	16.49	17.14	17.79	18.44	19.09
SUBSTITUTES	13.24	13.24	13.24	13.24	13.24	13.24	13.24	13.24	13.24	13.24
AIDE II - CLASSROOM	13.57	14.22	14.87	15.52	16.17	16.82	17.47	18.12	18.77	19.42
AIDE I - NON INSTRUCTIONAL	13.24	13.89	14.54	15.19	15.84	16.49	17.14	17.79	18.44	19.09
TECHNOLOGY	25.18	25.83	26.48	27.13	27.78	28.43	29.08	29.73	30.38	31.03
BI PARA II - PRO	20.50	21.15	21.80	22.45	23.10	23.75	24.40	25.05	25.70	26.35
BI PARA I - TECH	18.50	19.15	19.80	20.45	21.10	21.75	22.40	23.05	23.70	24.35
PARA III - COORDINATOR	16.33	16.98	17.63	18.28	18.93	19.58	20.23	20.88	21.53	22.18
PARA II - 1 on 1	14.57	15.22	15.87	16.52	17.17	17.82	18.47	19.12	19.77	20.42
PARA I - TITLE IA	13.24	13.89	14.54	15.19	15.84	16.49	17.14	17.79	18.44	19.09
MADISON CARES	16.97	17.62	18.27	18.92	19.57	20.22	20.87	21.52	22.17	22.82

Approved: June 19, 2025

Movement across columns will occur upon successful completion of years of service and positive recommendation from Supervisor.

Marsing Joint SD #363

MARSING JOINT SCHOOL DISTRICT - CLASSIFIED SCHEDULE 2025-2026

The District reserves the right to assign temporary seasonal workers at a minimum wage.

This salary schedule represents placement when first hired by the Marsing Joint School District (MJSD). Current MJSD employees will be placed on the step that correlates with their current years . Classified employees will receive a percent increased annually allotted by the district after first year of employment, if performance evaluation is satisfactory.

Level 2	Educational Assistant with completed Parapro test, Bus Aide
Level 3	Child Nutrition Worker
Level 4	Education Assistant with Associates Degree, Library Ed Asst., Music Ed Asst.
Level 5	Building Secretary
Level 6	Bus Driver
Level 7	Custodian

	LEVEL	2	3	4	5	6	7
STEP							
1-4 years experience		\$15.00	\$15.00	\$16.00	\$17.00	\$19.00	\$16.00
5-9 years experience		\$15.45	\$15.45	\$16.48	\$17.51	\$20.00	\$16.48
10-14 years experience		\$15.91	\$15.91	\$16.97	\$18.04	\$21.00	\$16.97
15-19 years experience		\$16.39	\$16.39	\$17.48	\$18.58	\$22.00	\$17.48
20-24 years experience		\$16.88	\$16.88	\$18.01	\$19.13	\$23.00	\$18.01
25-29 years experience		\$17.39	\$17.39	\$18.55	\$19.71	\$24.00	\$18.55

Transportation Director, Grounds Director, Maintenance Director, IT Director, Child Nurtition Director, Business Manager, 21st Century Director, 21st Century Lead Education Assistant, ISEE/Assistant Tech

\$3500 Annual Salary Increase in lieu of medical, dental, vision enrollment.

Schedule is effective July 1, 2025 or contract date

McCall-Donnelly Joint SD #421

2025-2026 Classified Salary Schedule

McCall-Donnelly Joint School District #421

Steps	Pay Grade 1	Pay Grade 2	Pay Grade 3	Pay Grade 4	Pay Grade 5	Pay Grade 6
0	17.63	18.10	18.59	20.83	23.31	26.11
1	18.32	18.46	18.96	21.24	23.78	26.64
2	18.63	18.83	19.34	21.67	24.26	27.17
3	18.96	19.21	19.73	22.10	24.66	27.71
4	19.26	19.59	20.12	22.54	25.09	28.27
5	19.60	19.98	20.53	22.99	25.52	28.83
6	19.94	20.38	20.94	23.45	25.95	29.41
7	20.27	20.79	21.35	23.92	26.39	30.00
8	20.62	21.21	21.78	24.40	26.84	30.60
9	20.96	21.63	22.22	24.89	27.29	31.21
10	21.33	22.06	22.66	25.39	27.77	31.83
11	21.89	22.50	23.12	25.90	28.24	32.47
12	22.48	22.95	23.58	26.41	28.98	33.12
13	23.09	23.41	24.05	26.94	29.78	33.78
14	23.70	23.88	24.53	27.48	30.58	34.46
15	25.82	26.51	27.22	30.48	34.15	38.24

MDSD Classified Pay Grade Definitions by Position

Description

	Grade	Description	Grade
Asst Secretaries/Registrars/Counselors	3	Grounds/Maintenance Leads	5
Building Head Cook	2	Grounds/Maintenance	4
Central Services/District Exec Asst	5	Nutrition Manager	5
College and Career Advisor	4	Paraprofessionals / Classroom Aides	2
Cook/Custodians	1	Building Admin Assistants	4
District Custodial Supervisor	4	Technology Technician	5

Employees possessing a BA / BS degree or IBI certification will move up one column.

Years of experience are capped at 15

Custodians working majority of shift hours after 3:30 p.m. will receive night differential pay of \$.30 more per hour

Meadows Valley SD #011

Non Certified				
Salary Schedule				
2017.2018	A	B	C	D
Experience				
1	\$12.40	\$13.69	\$16.07	\$20.31
2	\$12.77	\$14.10	\$16.55	\$21.07
3	\$13.15	\$14.52	\$17.05	\$21.86
4	\$13.54	\$14.96	\$17.56	\$22.68
5	\$13.95	\$15.41	\$18.09	\$23.53
6	\$14.37	\$15.87	\$18.77	\$24.41
7	\$14.80	\$16.35	\$19.47	\$25.33
8	\$15.24	\$16.84	\$20.20	\$26.28
9	\$15.70	\$17.35	\$20.96	\$27.27
10	\$16.17	\$17.87	\$21.59	\$28.09
11	\$16.65	\$18.40	\$22.23	\$28.93
12	\$17.14	\$18.95	\$22.89	\$29.79
13	\$17.65	\$19.51	\$23.57	\$30.68
14	\$18.17	\$20.09	\$24.27	\$31.60
15	\$18.71	\$20.69	\$24.99	\$32.54
	Cooks	F'Service Director	Maint. Director	Tech Director**
	Inst. Asst.	School Secretary	Admin Office Manager	
		Custodians		
Substitutes				
Custodial	11.35/hr			
Certified	80.00/day	**No separate Tech Director position for 2017.2018		
Non-Cert	60.00/day			

Non Certified				
Salary Schedule				
2022.2023	A	B	C	D
Experience				
1	\$16.13	\$17.19	\$20.15	\$25.90
2	\$16.58	\$17.68	\$20.86	\$26.84
3	\$17.05	\$18.18	\$21.61	\$27.81
4	\$17.53	\$18.70	\$22.38	\$28.82
5	\$18.03	\$19.23	\$23.03	\$29.66
6	\$18.53	\$19.77	\$23.68	\$30.51
7	\$19.04	\$20.33	\$24.35	\$31.39
8	\$19.58	\$20.90	\$25.05	\$32.30
9	\$20.13	\$21.50	\$25.76	\$33.24
10	\$20.69	\$22.11	\$26.49	\$34.19
11	\$21.29	\$22.75	\$27.26	\$35.19
12	\$21.93	\$23.44	\$28.08	\$36.25
13	\$22.59	\$24.15	\$28.93	\$37.34
14	\$23.27	\$24.88	\$29.80	\$38.46
15	\$23.97	\$25.63	\$30.69	\$39.61
16	\$24.69	\$26.40	\$31.61	\$40.80
	Cooks	Custodians	Maint. Director	Tech Director**
	Inst. Asst.	School Secretary	Admin Office Manager	
			F'Service Director	
Substitutes				
Custodial	15.00/hr	**No separate Tech Director position for 2022.2023		
Certified	120.00/day			
Non-Cert	90.00/day			

Non Certified	MEADOWS VALLEY SCHOOL DISTRICT #011				
Salary Schedule					
2024.2025	A	B	C	D	E
Experience					
1	\$17.57	\$18.73	\$20.49	\$22.26	\$28.65
2	\$18.10	\$19.30	\$21.11	\$22.93	\$29.51
3	\$18.65	\$19.88	\$21.75	\$23.62	\$30.40
4	\$19.21	\$20.48	\$22.41	\$24.33	\$31.32
5	\$19.79	\$21.10	\$23.09	\$25.06	\$32.26
6	\$20.39	\$21.74	\$23.79	\$25.82	\$33.23
7	\$21.01	\$22.40	\$24.51	\$26.60	\$34.23
8	\$21.64	\$23.08	\$25.25	\$27.40	\$35.26
9	\$22.29	\$23.78	\$26.01	\$28.23	\$36.32
10	\$22.96	\$24.50	\$26.79	\$29.08	\$37.41
11	\$23.65	\$25.24	\$27.60	\$29.96	\$38.54
12	\$24.36	\$26.00	\$28.43	\$30.86	\$39.70
13	\$25.09	\$26.78	\$29.29	\$31.79	\$40.90
14	\$25.85	\$27.59	\$30.17	\$32.75	\$42.13
15	\$26.63	\$28.42	\$31.08	\$33.74	\$43.40
**For the school year 2024.2025 ~ beyond Step 15, staff members will receive 3% increase					
	Cooks	Custodians	Maint./Custodial	Maint. Director	Tech Director**
	Inst. Asst.	School Secretary		Admin Office Manager	
				F'Service Director	
Substitutes					
Custodial	17.00/hr		**No separate Tech Director position for 2024.2025		
Certified	135.00/day				
Non-Cert	100.00/day				

Non Certified	MEADOWS VALLEY SCHOOL DISTRICT #011				
Salary Schedule					
2025.2026	A	B	C	D	E
Experience					
1	\$17.57	\$18.73	\$20.49	\$22.26	\$28.65
2	\$18.10	\$19.30	\$21.11	\$22.93	\$29.51
3	\$18.65	\$19.88	\$21.75	\$23.62	\$30.40
4	\$19.21	\$20.48	\$22.41	\$24.33	\$31.32
5	\$19.79	\$21.10	\$23.09	\$25.06	\$32.26
6	\$20.39	\$21.74	\$23.79	\$25.82	\$33.23
7	\$21.01	\$22.40	\$24.51	\$26.60	\$34.23
8	\$21.64	\$23.08	\$25.25	\$27.40	\$35.26
9	\$22.29	\$23.78	\$26.01	\$28.23	\$36.32
10	\$22.96	\$24.50	\$26.79	\$29.08	\$37.41
11	\$23.65	\$25.24	\$27.60	\$29.96	\$38.54
12	\$24.36	\$26.00	\$28.43	\$30.86	\$39.70
13	\$25.09	\$26.78	\$29.29	\$31.79	\$40.90
14	\$25.85	\$27.59	\$30.17	\$32.75	\$42.13
15	\$26.63	\$28.42	\$31.08	\$33.74	\$43.40
16	\$27.43	\$29.28	\$32.02	\$34.76	\$44.71
**For the school year 2025.2026 ~ beyond Step 16, staff members will receive 3% increase					
	Cooks	Custodians	Maint./Custodial	Maint. Director	Tech Director**
	Inst. Asst.	School Secretary		Admin Office Manager	
				F'Service Director	
Substitutes					
Custodial	17.00/hr	**No separate Tech Director position for 2025.2026			
Certified	135.00/day				
Non-Cert	100.00/day				

Melba Joint SD #136

Pay Scale for Classified Employees

Melba School District #136

The following Pay Grade Determination and Years of Continuous Service matrixes are utilized to determine the Melba School District's Classified employee hourly rate of pay. The employee work schedule (including hours per day and number of days per year) will be determined by the employee's Supervisor and approved by the Superintendent. All employees are considered "at will" employees.

Pay Grade Determination								
1) to be determined based on job duties as outlined by Supervisor and approved by the Superintendent 2) to advance to a new pay grade, the employee must change job duties OR possess a BA/BS degree and/or IBI certification.								
Job Duties	Pay Grades							
Food Service 1 - basic duties Food Prep & Cooking	Pay Grade 1							
Food Service 2 - additional duties Cashier & Inventory		Pay Grade 2						
Paraprofessionals, Aids, Registrars, (Data/Testing/ISEE/Migrant/Other) Coordinators, Librarian, Media Assistant		Pay Grade 2						
Custodian			Pay Grade 3					
Maintenance			Pay Grade 3					
Building Secretary Transportation Secretary				Pay Grade 4				
Bus Drivers - Moved to 4B FY2023 Off Duty Rate: 12.00					Pay Grade 4b			
District Office Personnel, Payroll & HR, Executive Administrative Assistant, Food Service Supervisor, Maintenance Specialist						Pay Grade 5		
District Office Personnel Technology Technician							Pay Grade 6	
Special Education: Classroom Para Level 2 Paraprofessional Level 5 Intervention Specialist or Professional Level 7		Pay Grade 2				Pay Grade 5		Pay Grade 7
Payroll Use ONLY - Job Code Assignments	01	02	03	04	04B	05	06	07

Years of Continuous Service Determination								
1) to be calculated based on years of continuous service as a classified employee with the Melba School District 2) all new classified employees begin with zero (0) years of service with the Melba School District 3) advancement within the Pay Grade it determined on continuous years of service								
Years of Continuous Service in the Melba School District	Pay Grade 1	Pay Grade 2	Pay Grade 3	Pay Grade 4	Pay Grade 4b	Pay Grade 5	Pay Grade 6	Pay Grade 7
Starting Wage 0 years with Melba	12.94	13.48	14.23	15.03	17.13	17.69	20.75	23.76
1 - 2	13.38	13.82	14.60	15.42	18.04	18.15	21.32	24.41
3 - 4	13.72	14.18	14.98	15.83	18.51	18.63	21.90	25.08
5 - 9	14.65	15.16	16.01	16.93	19.60	19.96	23.49	26.93
10+	16.29	17.03	17.98	19.03	21.75	22.48	26.50	30.42

Middleton SD #134

2025-2026

CLASSIFIED SALARY SCHEDULE

ADMINISTRATION

	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16
School Secretary																	
Attendance Clerk	\$ 13.51	\$ 13.92	\$ 14.33	\$ 14.76	\$ 15.21	\$ 15.66	\$ 16.13	\$ 16.62	\$ 17.11	\$ 17.63	\$ 18.16	\$ 18.70	\$ 19.26	\$ 19.84	\$ 20.44	\$ 21.05	\$ 21.68
Registrar																	
District Administrative Secretary																	
Accounts Payable Specialist	\$ 15.53	\$ 16.00	\$ 16.48	\$ 16.97	\$ 17.48	\$ 18.00	\$ 18.54	\$ 19.10	\$ 19.67	\$ 20.26	\$ 20.87	\$ 21.50	\$ 22.14	\$ 22.81	\$ 23.49	\$ 24.20	\$ 24.92
Clerk of Board																	

INSTRUCTIONAL

Educational Assistant	\$ 12.32	\$ 12.64	\$ 12.98	\$ 13.32	\$ 13.67	\$ 14.02	\$ 14.39	\$ 14.77	\$ 15.16	\$ 15.56	\$ 15.96	\$ 16.38	\$ 16.81	\$ 17.25	\$ 17.71	\$ 18.17	\$ 18.65
Instructional Support Specialist	\$ 12.32	\$ 12.64	\$ 12.98	\$ 13.32	\$ 13.67	\$ 14.02	\$ 14.39	\$ 14.77	\$ 15.16	\$ 15.56	\$ 15.96	\$ 16.38	\$ 16.81	\$ 17.25	\$ 17.71	\$ 18.17	\$ 18.65
Educational Assistant - Specialist	\$ 13.10	\$ 13.44	\$ 13.80	\$ 14.16	\$ 14.53	\$ 14.91	\$ 15.30	\$ 15.71	\$ 16.12	\$ 16.54	\$ 16.97	\$ 17.42	\$ 17.88	\$ 18.35	\$ 18.83	\$ 19.32	\$ 19.83
ERR & BI Paraprofessionals	\$ 15.60	\$ 16.01	\$ 16.43	\$ 16.86	\$ 17.30	\$ 17.76	\$ 18.22	\$ 18.70	\$ 19.19	\$ 19.70	\$ 20.21	\$ 20.74	\$ 21.29	\$ 21.85	\$ 22.42	\$ 23.01	\$ 23.61
Student Support Specialist	\$ 22.81	\$ 23.41	\$ 24.02	\$ 24.65	\$ 25.30	\$ 25.97	\$ 26.65	\$ 27.35	\$ 28.06	\$ 28.80	\$ 29.56	\$ 30.33	\$ 31.13	\$ 31.95	\$ 32.78	\$ 33.65	\$ 34.53

CUSTODIAL/MAINTENANCE

Building Custodian	\$ 14.88	\$ 15.33	\$ 15.79	\$ 16.26	\$ 16.75	\$ 17.25	\$ 17.77	\$ 18.30	\$ 18.85	\$ 19.42	\$ 20.00	\$ 20.60	\$ 21.22	\$ 21.85	\$ 22.51	\$ 23.18	\$ 23.88
Lead Custodian	\$ 15.48	\$ 15.94	\$ 16.42	\$ 16.92	\$ 17.42	\$ 17.95	\$ 18.48	\$ 19.04	\$ 19.61	\$ 20.20	\$ 20.80	\$ 21.43	\$ 22.07	\$ 22.73	\$ 23.41	\$ 24.12	\$ 24.84
Maintenance/Grounds	\$ 16.07	\$ 16.55	\$ 17.05	\$ 17.56	\$ 18.09	\$ 18.63	\$ 19.19	\$ 19.76	\$ 20.36	\$ 20.97	\$ 21.60	\$ 22.24	\$ 22.91	\$ 23.60	\$ 24.31	\$ 25.04	\$ 25.79

TECHNOLOGY

Technology Assistants/Coordinators	\$ 15.19	\$ 15.65	\$ 16.12	\$ 16.60	\$ 17.10	\$ 17.61	\$ 18.14	\$ 18.68	\$ 19.24	\$ 19.82	\$ 20.41	\$ 21.03	\$ 21.66	\$ 22.31	\$ 22.98	\$ 23.67	\$ 24.38
Level I School Site Technician	\$ 16.30	\$ 16.79	\$ 17.29	\$ 17.81	\$ 18.35	\$ 18.90	\$ 19.46	\$ 20.05	\$ 20.65	\$ 21.27	\$ 21.91	\$ 22.56	\$ 23.24	\$ 23.94	\$ 24.66	\$ 25.39	\$ 26.16
Level II School Site Technician	\$ 20.14	\$ 20.74	\$ 21.37	\$ 22.01	\$ 22.67	\$ 23.35	\$ 24.05	\$ 24.77	\$ 25.51	\$ 26.28	\$ 27.07	\$ 27.88	\$ 28.71	\$ 29.58	\$ 30.46	\$ 31.38	\$ 32.32
Level III School Site Technician	\$ 22.66	\$ 23.34	\$ 24.04	\$ 24.76	\$ 25.50	\$ 26.27	\$ 27.06	\$ 27.87	\$ 28.71	\$ 29.57	\$ 30.45	\$ 31.37	\$ 32.31	\$ 33.28	\$ 34.28	\$ 35.30	\$ 36.36

CHILD NUTRITION

Food Service Assistants	\$ 11.00	\$ 11.33	\$ 11.67	\$ 12.02	\$ 12.38	\$ 12.75	\$ 13.13	\$ 13.53	\$ 13.93	\$ 14.35	\$ 14.78	\$ 15.23	\$ 15.68	\$ 16.15	\$ 16.64	\$ 17.14	\$ 17.65
Cashier/Warehouse	\$ 11.84	\$ 12.20	\$ 12.56	\$ 12.94	\$ 13.33	\$ 13.73	\$ 14.14	\$ 14.56	\$ 15.00	\$ 15.45	\$ 15.91	\$ 16.39	\$ 16.88	\$ 17.39	\$ 17.91	\$ 18.45	\$ 19.00
Kitchen/District Manager	\$ 12.89	\$ 13.28	\$ 13.68	\$ 14.09	\$ 14.51	\$ 14.94	\$ 15.39	\$ 15.85	\$ 16.33	\$ 16.82	\$ 17.32	\$ 17.84	\$ 18.38	\$ 18.93	\$ 19.50	\$ 20.08	\$ 20.68

**There are other classified positions not reflected on this salary schedule.

Minidoka County Joint SD #331

**Minidoka County Joint School District #331
Classified Salary Schedule 2025-2026**

	III	III.1	III.2	IV	IV.1	IV.2	V	V.1	V.2	VI	VI.1	VI.2	VII	VII.1	VII.2	VIII	VIII.1	VIII.2	IX	IX.1	IX.2	X	X.1	X.2
A	\$14.70	\$15.07	\$15.45	\$15.87	\$16.27	\$16.68	\$17.14	\$17.57	\$18.01	\$18.52	\$18.98	\$19.45	\$20.00	\$20.50	\$21.01	\$21.60	\$22.14	\$22.69	\$23.32	\$23.90	\$24.50	\$25.19	\$25.82	\$26.47
B	\$14.92	\$15.30	\$15.68	\$16.11	\$16.51	\$16.93	\$17.40	\$17.83	\$18.28	\$18.80	\$19.26	\$19.74	\$20.30	\$20.81	\$21.33	\$21.92	\$22.47	\$23.03	\$23.67	\$24.26	\$24.87	\$25.57	\$26.21	\$26.87
C	\$15.14	\$15.53	\$15.92	\$16.35	\$16.76	\$17.18	\$17.66	\$18.10	\$18.55	\$19.08	\$19.55	\$20.04	\$20.60	\$21.12	\$21.65	\$22.25	\$22.81	\$23.38	\$24.03	\$24.62	\$25.24	\$25.95	\$26.60	\$27.27
D	\$15.37	\$15.76	\$16.16	\$16.60	\$17.01	\$17.44	\$17.92	\$18.37	\$18.83	\$19.37	\$19.84	\$20.34	\$20.91	\$21.44	\$21.97	\$22.58	\$23.15	\$23.73	\$24.39	\$24.99	\$25.62	\$26.34	\$27.00	\$27.68
E	\$15.60	\$16.00	\$16.40	\$16.85	\$17.27	\$17.70	\$18.19	\$18.65	\$19.11	\$19.66	\$20.14	\$20.65	\$21.22	\$21.76	\$22.30	\$22.92	\$23.50	\$24.09	\$24.76	\$25.36	\$26.00	\$26.74	\$27.41	\$28.10
F	\$15.83	\$16.24	\$16.65	\$17.10	\$17.53	\$17.97	\$18.46	\$18.93	\$19.40	\$19.95	\$20.44	\$20.96	\$21.54	\$22.09	\$22.63	\$23.26	\$23.85	\$24.45	\$25.13	\$25.74	\$26.39	\$27.14	\$27.82	\$28.52
G	\$16.07	\$16.48	\$16.90	\$17.36	\$17.79	\$18.24	\$18.74	\$19.21	\$19.69	\$20.25	\$20.75	\$21.27	\$21.86	\$22.42	\$22.97	\$23.61	\$24.21	\$24.82	\$25.51	\$26.13	\$26.79	\$27.55	\$28.24	\$28.95
H	\$16.31	\$16.73	\$17.15	\$17.62	\$18.06	\$18.51	\$19.02	\$19.50	\$19.99	\$20.55	\$21.06	\$21.59	\$22.19	\$22.76	\$23.31	\$23.96	\$24.57	\$25.19	\$25.89	\$26.52	\$27.19	\$27.96	\$28.66	\$29.38
I	\$16.55	\$16.98	\$17.41	\$17.88	\$18.33	\$18.79	\$19.31	\$19.79	\$20.29	\$20.86	\$21.38	\$21.91	\$22.52	\$23.10	\$23.66	\$24.32	\$24.94	\$25.57	\$26.28	\$26.92	\$27.60	\$28.38	\$29.09	\$29.82
J	\$16.80	\$17.23	\$17.67	\$18.15	\$18.60	\$19.07	\$19.60	\$20.09	\$20.59	\$21.17	\$21.70	\$22.24	\$22.86	\$23.45	\$24.01	\$24.68	\$25.31	\$25.95	\$26.67	\$27.32	\$28.01	\$28.81	\$29.53	\$30.27
K	\$17.05	\$17.49	\$17.94	\$18.42	\$18.88	\$19.36	\$19.89	\$20.39	\$20.90	\$21.49	\$22.03	\$22.57	\$23.20	\$23.80	\$24.37	\$25.05	\$25.69	\$26.34	\$27.07	\$27.73	\$28.43	\$29.24	\$29.97	\$30.72
L	\$17.31	\$17.75	\$18.21	\$18.70	\$19.16	\$19.65	\$20.19	\$20.70	\$21.21	\$21.81	\$22.36	\$22.91	\$23.55	\$24.16	\$24.74	\$25.43	\$26.08	\$26.74	\$27.48	\$28.15	\$28.86	\$29.68	\$30.42	\$31.18
M	\$17.57	\$18.02	\$18.48	\$18.98	\$19.45	\$19.94	\$20.49	\$21.01	\$21.53	\$22.14	\$22.70	\$23.25	\$23.90	\$24.52	\$25.11	\$25.81	\$26.47	\$27.14	\$27.89	\$28.57	\$29.29	\$30.13	\$30.88	\$31.65
N	\$17.83	\$18.29	\$18.76	\$19.26	\$19.74	\$20.24	\$20.80	\$21.33	\$21.85	\$22.47	\$23.04	\$23.60	\$24.26	\$24.89	\$25.49	\$26.20	\$26.87	\$27.55	\$28.31	\$29.00	\$29.73	\$30.58	\$31.34	\$32.12
O	\$18.10	\$18.56	\$19.04	\$19.55	\$20.04	\$20.54	\$21.11	\$21.65	\$22.18	\$22.81	\$23.39	\$23.95	\$24.62	\$25.26	\$25.87	\$26.59	\$27.27	\$27.96	\$28.73	\$29.44	\$30.18	\$31.04	\$31.81	\$32.60
P	\$18.37	\$18.84	\$19.33	\$19.84	\$20.34	\$20.85	\$21.43	\$21.97	\$22.51	\$23.15	\$23.74	\$24.31	\$24.99	\$25.64	\$26.26	\$26.99	\$27.68	\$28.38	\$29.16	\$29.88	\$30.63	\$31.51	\$32.29	\$33.09
Q	\$18.65	\$19.12	\$19.62	\$20.14	\$20.65	\$21.16	\$21.75	\$22.30	\$22.85	\$23.50	\$24.10	\$24.67	\$25.36	\$26.02	\$26.65	\$27.39	\$28.10	\$28.81	\$29.60	\$30.33	\$31.09	\$31.98	\$32.77	\$33.59
R	\$18.93	\$19.41	\$19.91	\$20.44	\$20.96	\$21.48	\$22.08	\$22.63	\$23.19	\$23.85	\$24.46	\$25.04	\$25.74	\$26.41	\$27.05	\$27.80	\$28.52	\$29.24	\$30.04	\$30.78	\$31.56	\$32.46	\$33.26	\$34.09

Cook/Cashier Para Educator Special Ed. Aide I School Bus Assistant	College & Career Asst. Daycare Provider Special Ed Aide II Migrant/Eng. Learner Asst. Custodian/Grounds	Behavior Tech. Computer Lab Asst. Librarian Speech Lang. Tech. Prep/Kinder Provider Custodian Foreman	School Secretary Kitchen Manager Migrant Liaison	School Bookkeepers District Office Secretary Head Custodian/Grounds Bus Driver Special Service Office College & Career	High School Bookkeeper Maintenance Technician Transportation Mechanic Bus Driver Trainer Food Service Warehouse	Board Clerk/Secretary Department Bookkeepers	Certified Sign Language Interpreter Maintenance Licensed Journeyman
---	---	--	--	---	---	---	--

Additional Ranges for College Credits and/or Professional Development CEU

.1 = 32 Credits or 10 CEUs

.2 = 64+ Credits or 20 CEUs

***CEUs cannot be older than 5 years**

Rows: 1.5% increase per step.

Columns: .1 is 2.5% from base salary and .2 is 5% from base salary

Flat Hourly Rates

\$ 30.00 Driver Education Instructor	\$ 30.00 Homebound Teachers	\$ 13.00 Transportation Substitute Aide	\$ 25.00 Summer School Secretaries
\$ 14.00 Substitute Food Service	\$ 30.00 Prep Pay per Prep	\$ 15.00 Transportation Substitute Drivers	\$ 20.00 Summer School Classified
\$ 30.00 Activity Pay, Per Activity		\$ 15.00 Transportation Activity/Field Trips	\$ 35.00 Summer School Certified
\$ 10.00 Student Employees		\$ 15.00 Transportation Training Meetings	
		\$ 15.00 Ski Bus Drivers	

This salary schedule supersedes all previous salary schedules

Approved:

Minidoka County Joint School District #331
Exempt Classified Salary Schedule 2025-2026

	District Athletic Director			Child Nutrition Manager			Maintenance Supervisor			Asst. Maintenance Supervisor		
		\$2,000	\$3,500		\$2,000	\$3,500		\$2,000	\$3,500		\$2,000	\$3,500
	Base Salary	BA+24	MA	Base Salary	BA+24	MA	Base Salary	BA+24	MA	Base Salary	BA+24	MA
A	\$ 61,189	\$ 63,189	\$ 64,689	\$ 60,642	\$ 62,642	\$ 64,142	\$ 62,335	\$ 64,335	\$ 65,835	\$ 51,276	\$ 53,276	\$ 54,776
B	\$ 62,413	\$ 64,413	\$ 65,913	\$ 61,855	\$ 63,855	\$ 65,355	\$ 63,582	\$ 65,582	\$ 67,082	\$ 52,302	\$ 54,302	\$ 55,802
C	\$ 63,661	\$ 65,661	\$ 67,161	\$ 63,092	\$ 65,092	\$ 66,592	\$ 64,853	\$ 66,853	\$ 68,353	\$ 53,348	\$ 55,348	\$ 56,848
D	\$ 64,934	\$ 66,934	\$ 68,434	\$ 64,354	\$ 66,354	\$ 67,854	\$ 66,150	\$ 68,150	\$ 69,650	\$ 54,415	\$ 56,415	\$ 57,915
E	\$ 66,233	\$ 68,233	\$ 69,733	\$ 65,641	\$ 67,641	\$ 69,141	\$ 67,473	\$ 69,473	\$ 70,973	\$ 55,503	\$ 57,503	\$ 59,003
F	\$ 67,558	\$ 69,558	\$ 71,058	\$ 66,954	\$ 68,954	\$ 70,454	\$ 68,823	\$ 70,823	\$ 72,323	\$ 56,613	\$ 58,613	\$ 60,113
G	\$ 68,909	\$ 70,909	\$ 72,409	\$ 68,293	\$ 70,293	\$ 71,793	\$ 70,199	\$ 72,199	\$ 73,699	\$ 57,745	\$ 59,745	\$ 61,245
H	\$ 70,287	\$ 72,287	\$ 73,787	\$ 69,659	\$ 71,659	\$ 73,159	\$ 71,603	\$ 73,603	\$ 75,103	\$ 58,900	\$ 60,900	\$ 62,400
I	\$ 71,693	\$ 73,693	\$ 75,193	\$ 71,052	\$ 73,052	\$ 74,552	\$ 73,035	\$ 75,035	\$ 76,535	\$ 60,078	\$ 62,078	\$ 63,578
J	\$ 73,127	\$ 75,127	\$ 76,627	\$ 72,473	\$ 74,473	\$ 75,973	\$ 74,496	\$ 76,496	\$ 77,996	\$ 61,280	\$ 63,280	\$ 64,780
K	\$ 74,589	\$ 76,589	\$ 78,089	\$ 73,922	\$ 75,922	\$ 77,422	\$ 75,986	\$ 77,986	\$ 79,486	\$ 62,505	\$ 64,505	\$ 66,005
L	\$ 76,081	\$ 78,081	\$ 79,581	\$ 75,401	\$ 77,401	\$ 78,901	\$ 77,506	\$ 79,506	\$ 81,006	\$ 63,755	\$ 65,755	\$ 67,255
M	\$ 77,602	\$ 79,602	\$ 81,102	\$ 76,909	\$ 78,909	\$ 80,409	\$ 79,056	\$ 81,056	\$ 82,556	\$ 65,030	\$ 67,030	\$ 68,530
N	\$ 79,154	\$ 81,154	\$ 82,654	\$ 78,447	\$ 80,447	\$ 81,947	\$ 80,637	\$ 82,637	\$ 84,137	\$ 66,331	\$ 68,331	\$ 69,831
O	\$ 80,738	\$ 82,738	\$ 84,238	\$ 80,016	\$ 82,016	\$ 83,516	\$ 82,250	\$ 84,250	\$ 85,750	\$ 67,658	\$ 69,658	\$ 71,158
P	\$ 82,352	\$ 84,352	\$ 85,852	\$ 81,616	\$ 83,616	\$ 85,116	\$ 83,895	\$ 85,895	\$ 87,395	\$ 69,011	\$ 71,011	\$ 72,511
Q	\$ 83,999	\$ 85,999	\$ 87,499	\$ 83,248	\$ 85,248	\$ 86,748	\$ 85,573	\$ 87,573	\$ 89,073	\$ 70,391	\$ 72,391	\$ 73,891
R	\$ 85,679	\$ 87,679	\$ 89,179	\$ 84,913	\$ 86,913	\$ 88,413	\$ 87,284	\$ 89,284	\$ 90,784	\$ 71,799	\$ 73,799	\$ 75,299

2% increase per step.

Approved:

Minidoka County Joint School District #331
Technology Exempt Salary Schedule 2025-2026

	I.T. Director				I.T. Assitant Director				I.T. Team Member			
	\$1,600		\$2,000	\$3,500	\$1,600		\$2,000	\$3,500	\$1,600		\$2,000	\$3,500
	Base Salary	AD	BA	MA	Base Salary	AD	BA	MA	Base Salary	AD	BA	MA
A	\$ 67,880	\$ 69,480	\$ 69,880	\$ 71,380	\$ 52,000	\$ 53,600	\$ 54,000	\$ 55,500	\$ 50,000	\$ 51,600	\$ 52,000	\$ 53,500
B	\$ 69,238	\$ 70,838	\$ 71,238	\$ 72,738	\$ 53,040	\$ 54,640	\$ 55,040	\$ 56,540	\$ 51,000	\$ 52,600	\$ 53,000	\$ 54,500
C	\$ 70,622	\$ 72,222	\$ 72,622	\$ 74,122	\$ 54,101	\$ 55,701	\$ 56,101	\$ 57,601	\$ 52,020	\$ 53,620	\$ 54,020	\$ 55,520
D	\$ 72,035	\$ 73,635	\$ 74,035	\$ 75,535	\$ 55,183	\$ 56,783	\$ 57,183	\$ 58,683	\$ 53,060	\$ 54,660	\$ 55,060	\$ 56,560
E	\$ 73,475	\$ 75,075	\$ 75,475	\$ 76,975	\$ 56,286	\$ 57,886	\$ 58,286	\$ 59,786	\$ 54,122	\$ 55,722	\$ 56,122	\$ 57,622
F	\$ 74,945	\$ 76,545	\$ 76,945	\$ 78,445	\$ 57,412	\$ 59,012	\$ 59,412	\$ 60,912	\$ 55,204	\$ 56,804	\$ 57,204	\$ 58,704
G	\$ 76,444	\$ 78,044	\$ 78,444	\$ 79,944	\$ 58,560	\$ 60,160	\$ 60,560	\$ 62,060	\$ 56,308	\$ 57,908	\$ 58,308	\$ 59,808
H	\$ 77,973	\$ 79,573	\$ 79,973	\$ 81,473	\$ 59,732	\$ 61,332	\$ 61,732	\$ 63,232	\$ 57,434	\$ 59,034	\$ 59,434	\$ 60,934
I	\$ 79,532	\$ 81,132	\$ 81,532	\$ 83,032	\$ 60,926	\$ 62,526	\$ 62,926	\$ 64,426	\$ 58,583	\$ 60,183	\$ 60,583	\$ 62,083
J	\$ 81,123	\$ 82,723	\$ 83,123	\$ 84,623	\$ 62,145	\$ 63,745	\$ 64,145	\$ 65,645	\$ 59,755	\$ 61,355	\$ 61,755	\$ 63,255
K	\$ 82,745	\$ 84,345	\$ 84,745	\$ 86,245	\$ 63,388	\$ 64,988	\$ 65,388	\$ 66,888	\$ 60,950	\$ 62,550	\$ 62,950	\$ 64,450
L	\$ 84,400	\$ 86,000	\$ 86,400	\$ 87,900	\$ 64,655	\$ 66,255	\$ 66,655	\$ 68,155	\$ 62,169	\$ 63,769	\$ 64,169	\$ 65,669
M	\$ 86,088	\$ 87,688	\$ 88,088	\$ 89,588	\$ 65,949	\$ 67,549	\$ 67,949	\$ 69,449	\$ 63,412	\$ 65,012	\$ 65,412	\$ 66,912
N	\$ 87,810	\$ 89,410	\$ 89,810	\$ 91,310	\$ 67,268	\$ 68,868	\$ 69,268	\$ 70,768	\$ 64,680	\$ 66,280	\$ 66,680	\$ 68,180
O	\$ 89,566	\$ 91,166	\$ 91,566	\$ 93,066	\$ 68,613	\$ 70,213	\$ 70,613	\$ 72,113	\$ 65,974	\$ 67,574	\$ 67,974	\$ 69,474
P	\$ 91,358	\$ 92,958	\$ 93,358	\$ 94,858	\$ 69,985	\$ 71,585	\$ 71,985	\$ 73,485	\$ 67,293	\$ 68,893	\$ 69,293	\$ 70,793
Q	\$ 93,185	\$ 94,785	\$ 95,185	\$ 96,685	\$ 71,385	\$ 72,985	\$ 73,385	\$ 74,885	\$ 68,639	\$ 70,239	\$ 70,639	\$ 72,139
R	\$ 95,048	\$ 96,648	\$ 97,048	\$ 98,548	\$ 72,813	\$ 74,413	\$ 74,813	\$ 76,313	\$ 70,012	\$ 71,612	\$ 72,012	\$ 73,512

2% increase per step.

* Not more than 4 years of technology experience credited to new employees.

** Associate's degree or equivalent credit hours with IT focus.

Degrees must be in the field of technology/computer science

A. Education Allocation: Staff holding a associates degree (AD) receive allocation \$1600.00 to base pay

B. Education Allocation: Staff holding a baccalaureate degree (BA) receive allocation \$2000.00 to base pay

C. Education Allocation: Staff holding a master degree or doctorate (MA/DR) receive allocation \$3500 to base pay

\$1,000 for each certificate received that is applicable to technology (listed below)

AWS Certified Solutions Architect – Associate

Certified Data Privacy Solutions Engineer (CDPSE)

Certified Cloud Security Professional (CCSP)

Cisco Certified Network Associate (CCNA)

Certified Data Professional (CDP)

Certified Ethical Hacker (CEH)

Certified Information Security Manager (CISM)

Certified Information Systems Security Professional (CISSP)

Certified Information Systems Auditor (CISA)

CompTIA A+

Or others approved by the Board.

Approved:

Minidoka County Joint School District #331
Transportation Exempt Salary Schedule 2025-2026

	Transportation Supervisor			Trans. Shop Forman		
	Base Salary	\$2,000 BA+24	\$3,500 MA	Base Salary	\$2,000 BA+24	\$3,500 MA
A	\$ 61,190	\$ 63,190	\$ 64,690	\$ 50,132	\$ 52,132	\$ 53,632
B	\$ 62,414	\$ 64,414	\$ 65,914	\$ 51,135	\$ 53,135	\$ 54,635
C	\$ 63,662	\$ 65,662	\$ 67,162	\$ 52,157	\$ 54,157	\$ 55,657
D	\$ 64,935	\$ 66,935	\$ 68,435	\$ 53,200	\$ 55,200	\$ 56,700
E	\$ 66,234	\$ 68,234	\$ 69,734	\$ 54,264	\$ 56,264	\$ 57,764
F	\$ 67,559	\$ 69,559	\$ 71,059	\$ 55,350	\$ 57,350	\$ 58,850
G	\$ 68,910	\$ 70,910	\$ 72,410	\$ 56,457	\$ 58,457	\$ 59,957
H	\$ 70,288	\$ 72,288	\$ 73,788	\$ 57,586	\$ 59,586	\$ 61,086
I	\$ 71,694	\$ 73,694	\$ 75,194	\$ 58,738	\$ 60,738	\$ 62,238
J	\$ 73,128	\$ 75,128	\$ 76,628	\$ 59,912	\$ 61,912	\$ 63,412
K	\$ 74,590	\$ 76,590	\$ 78,090	\$ 61,111	\$ 63,111	\$ 64,611
L	\$ 76,082	\$ 78,082	\$ 79,582	\$ 62,333	\$ 64,333	\$ 65,833
M	\$ 77,604	\$ 79,604	\$ 81,104	\$ 63,579	\$ 65,579	\$ 67,079
N	\$ 79,156	\$ 81,156	\$ 82,656	\$ 64,851	\$ 66,851	\$ 68,351
O	\$ 80,739	\$ 82,739	\$ 84,239	\$ 66,148	\$ 68,148	\$ 69,648
P	\$ 82,354	\$ 84,354	\$ 85,854	\$ 67,471	\$ 69,471	\$ 70,971
Q	\$ 84,001	\$ 86,001	\$ 87,501	\$ 68,820	\$ 70,820	\$ 72,320
R	\$ 85,681	\$ 87,681	\$ 89,181	\$ 70,197	\$ 72,197	\$ 73,697

2% increase per step.

Minidoka County Joint School District #331
Athletic & Advisor Salary Schedule 2025-2026

Minico High School									
		# Positions	Tier	Level			# Positions	Tier	Level
Football	Varsity Head Coach	1	1	A	Boys' Golf	Varsity Head Coach	1	3	A
	Varsity Assistant Coach	5	1	B	Girls' Golf	Varsity Head Coach	1	3	A
	JV Coach	1	1	B	Tennis	Varsity Head Coach	1	3	A
	JV Assistant Coach	2	1	C		Varsity Assistant Coach	2	3	B
	9th Grade Coach	1	1	B	Bowling	Varsity Head Coach	1	3	A
	9th Grade Assistant Coach	2	1	C	Weight Lifting Sumo	Head Coach	1	3	A
Volleyball	Varsity Head Coach	1	1	A	Cheerleading	Varsity Head Coach (Non-Staff)	1	1	A
	Varsity Assistant Coach	1	2	B		Varsity Head Coach (Staff - Class During School)	1	3	A
	JV Coach	1	2	B		Varsity Assistant Coach (Non-Staff)	1	1	B
	JV Assistant Coach	1	2	C		Varsity Assistant Coach (Staff - Class During School)	1	3	B
	9th Grade Coach	1	2	B	Dance Team	Varsity Head Coach (Non-Staff)	1	1	A
Swimming	Varsity Head Coach	1	3	A		Varsity Head Coach (Staff - Class During School)	1	3	A
	Varsity Assistant Coach	1	3	B		Varsity Assistant Coach (Non-Staff)	1	1	B
Cross Country	Varsity Head Coach	1	3	A		Varsity Assistant Coach (Staff - Class During School)	1	3	B
	Varsity Assistant Coach	1	3	B	Student Council	Advisor	1	3	A
Boys' Soccer	Varsity Head Coach	1	2	A	Instrumental Band	Advisor	1	3	A
	Varsity Assistant Coach	1	2	B	Vocal/Chorus	Advisor	1	3	A
Girls' Soccer	Varsity Head Coach	1	2	A	Operetta	Advisor	1	3	A
	Varsity Assistant Coach	1	2	B	Annual/Yearbook	Advisor	1	3	A
Girls' Basketball	Varsity Head Coach	1	1	A	Publications ARTEC	Advisor	1	2	C
	Varsity Assistant Coach	1	1	B	School Paper	Advisor	1	3	A
	JV Coach	1	1	B	Class Advisor	Senior	1	4	A
	JV Assistant Coach	1	1	C		Junior	1	4	B
	9th Grade Coach	1	1	B		Sophomore	1	4	B
Boys' Basketball	Varsity Head Coach	1	1	A		Freshman	1	4	B
	Varsity Assistant Coach	1	1	B	Voc-Ag/FFA	Advisor	4	2	A
	JV Coach	1	1	B	Service Club	Advisor	1	2	A
	JV Assistant Coach	1	1	C		9th Grade Advisor	1	2	B
	9th Grade Coach	1	1	B	9th Activity Supervisor	Advisor	1	3	A
Boys' Wrestling	Varsity Head Coach	1	1	A	Auditorium Events	Coordinator	1	3	A
	Varsity Assistant Coach	3	1	B	Color Guard	Advisor	1	3	C
	JV Coach	1	1	B	Pit Master	Advisor	1	3	C
Girls' Wrestling	Varsity Head Coach	1	1	A	Summer Band	Advisor	1	3	C
	Varsity Assistant Coach	1	1	B	Academic	Advisor	2	1	A
Track	Varsity Head Coach	1	2	A	Strings Orchestra	Advisor	1	3	C
	Varsity Assistant Coach	5	2	B					
Baseball	Varsity Head Coach	1	1	A					
	Varsity Assistant Coach	2	2	B					
	JV Coach	1	1	B					
	JV Assistant Coach	1	1	C					
Softball	Varsity Head Coach	1	1	A					
	Varsity Assistant Coach	2	2	B					
	JV Coach	1	1	B					
	JV Assistant Coach	1	1	C					

Minidoka County Joint School District #331
Athletic & Advisor Salary Schedule 2025-2026

Mt. Harrison High School				
		# Positions	Tier	Level
Student Council	Advisor	1	3	A

East/West Middle Schools				
		# Positions	Tier	Level
Football	8th Head Coach	1	1	A
	8th Assistant Coach	1	1	B
	7th Head Coach	1	1	A
	7th Assistant Coach	1	1	B
Volleyball	8th Head Coach	1	2	A
	7th Head Coach	1	2	A
Cross Country	Head Coach	0.5	3	A
Girls' Soccer	Head Coach	1	2	A
Boys' Soccer	Head Coach	1	2	A
Girls' Basketball	8th Head Coach	1	1	A
	7th Head Coach	1	1	A
Boys' Basketball	8th Head Coach	1	1	A
	7th Head Coach	1	1	A
Boys' Wrestling	8th Head Coach	1	1	A
	7th Head Coach	1	1	A
Girls' Wrestling	Head Coach	1	1	A
	Track	1	2	A
	Assistant Coach	3	2	B
Cheerleading	Head Coach (Non-Staff)	1	1	A
	Head Coach (Staff - Class During School)	1	3	A
Dance Team	Head Coach (Non-Staff)	1	1	A
	Head Coach (Staff - Class During School)	1	3	A
Student Council	Advisor	1	2	A
Music - Band	Advisor	1	2	C
Music - Chorus	Advisor	1	2	C
Publications	Advisor	1	2	A
Strings Orchestra	Advisor	1	2	C

High School Schedule				
	I	II	III	IV
Tier 1	0-2 Years	3-5 Years	6-10 Years	>10 Years
A	\$ 3,890	\$ 4,580	\$ 5,030	\$ 5,720
B	\$ 2,140	\$ 2,520	\$ 2,770	\$ 3,150
C	\$ 1,830	\$ 2,150	\$ 2,370	\$ 2,690

	I	II	III	IV
Tier 2	0-2 Years	3-5 Years	6-10 Years	>10 Years
A	\$ 3,310	\$ 3,890	\$ 4,280	\$ 4,860
B	\$ 1,820	\$ 2,140	\$ 2,350	\$ 2,670
C	\$ 1,550	\$ 1,830	\$ 2,010	\$ 2,290

	I	II	III	IV
Tier 3	0-2 Years	3-5 Years	6-10 Years	>10 Years
A	\$ 2,330	\$ 2,750	\$ 3,020	\$ 3,430
B	\$ 1,280	\$ 1,510	\$ 1,660	\$ 1,890
C	\$ 1,100	\$ 1,290	\$ 1,420	\$ 1,610

	I	II	III	IV
Tier 4	0-2 Years	3-5 Years	6-10 Years	>10 Years
A	\$ 1,170	\$ 1,370	\$ 1,510	\$ 1,720
B	\$ 640	\$ 760	\$ 830	\$ 940
C	\$ 550	\$ 650	\$ 710	\$ 810

Certified High School Staff	
Head Varsity Coach % of Base Contract	
Baseball	11%
Boys' Basketball	11%
Girls' Basketball	11%
Bowling	9%
Cross Country	9%
Football	13%
Boys' Golf	9%
Girls' Golf	9%
Boys' Soccer	9%
Girls' Soccer	9%
Softball	11%
Swimming	9%
Tennis	9%
Track	9%
Volleyball	11%
Boys' Wrestling	11%
Girls' Wrestling	11%

Middle School Schedule				
	I	II	III	IV
Tier 1	0-2 Years	3-5 Years	6-10 Years	>10 Years
A	\$ 1,650	\$ 1,950	\$ 2,140	\$ 2,430
B	\$ 1,160	\$ 1,360	\$ 1,500	\$ 1,700
C	\$ 780	\$ 910	\$ 1,000	\$ 1,140

	I	II	III	IV
Tier 2	0-2 Years	3-5 Years	6-10 Years	>10 Years
A	\$ 1,410	\$ 1,650	\$ 1,820	\$ 2,070
B	\$ 980	\$ 1,160	\$ 1,270	\$ 1,450
C	\$ 660	\$ 780	\$ 850	\$ 970

	I	II	III	IV
Tier 3	0-2 Years	3-5 Years	6-10 Years	>10 Years
A	\$ 1,000	\$ 1,170	\$ 1,280	\$ 1,460
B	\$ 700	\$ 820	\$ 900	\$ 1,020
C	\$ 470	\$ 550	\$ 600	\$ 690

	I	II	III	IV
Tier 4	0-2 Years	3-5 Years	6-10 Years	>10 Years
A	\$ 500	\$ 580	\$ 640	\$ 730
B	\$ 350	\$ 410	\$ 450	\$ 510
C	\$ 230	\$ 275	\$ 300	\$ 340

Certified Middle School Staff	
Athletic Director % of Base Contract	
Athletic Director	10%

Moscow SD #281

2025-2026 Classified Supervisors/Managers

Managerial - Exempt Position	Days	Step			
		Step 1	Step 2	Step 3	
Business Manager	260	\$107,511 \$414	\$111,419 \$429	\$115,330 \$444	4% btw steps
Operations Director	260	\$107,511 \$414	\$111,419 \$429	\$115,330 \$444	
Supervisory - Exempt					
Position		Step			
		Step 1	Step 2	Step 3	
Building/Grounds Supervisor	260	\$82,778 \$318	\$86,917 \$334	\$91,263 \$351	5% btw steps
Transportation Supervisor	260	\$82,778 \$318	\$86,917 \$334	\$91,263 \$351	
Adventure Club Supervisor	260	\$59,198 \$228	\$62,159 \$239	\$65,267 \$251	
Food Service Supervisor * new 24/25	260	\$65,592 \$252	\$68,871 \$265	\$72,317 \$278	
Technology Supervisor * new 25/26	260	\$76,000 \$292	\$79,800 \$307	\$83,790 \$322	
Activites Supervisor Supervisor * new 21/22, 8 hours/day	205	\$46,681 \$228	\$49,004 \$239	\$51,463 \$251	
5-19-25: New state min \$1128/week		\$46,248	\$48,560	\$50,988	

7/3/2023 7% increase

7/1/24 2.5% increase; Food Service changing to 260 days/year; removing Prevention

Coordinator-no longer supervising anyone, paying hourly

7/1/25 2.5% increase, adding Technology Supervisor position

Moscow School District 281 Classified Salary Schedule 2025-2026

<i>Skyward</i>	<i>rate</i>		<i>Step 1</i>	<i>Step 2</i>	<i>Step 3</i>	<i>Sub Rate 85%</i>
CL00	1	*Student Employees	\$10.95	\$11.49	\$12.06	
CL05	2	Activities Worker	\$12.64	\$13.31	\$13.97	
	2.5	Bus Driver in Training	\$14.44	\$0.00	\$0.00	
CL10	3	Food Service Worker	\$16.34	\$17.15	\$18.01	\$13.88
CL15	4	Adv Club Group Leader	\$16.79	\$17.62	\$18.50	
CL15	4	Aide	\$16.79	\$17.62	\$18.50	\$14.27
CL20	5	Custodian	\$17.13	\$18.00	\$18.88	\$14.56
CL20	5	Laundry Person/Custodian	\$17.13	\$18.00	\$18.88	
CL20	5	Temporary Technology Asst.	\$17.13	\$18.00	\$18.88	
CL25	6	Activities Event Supervisors	\$17.59	\$18.47	\$19.41	
CL30	7	Temp Groundskeeper/Facilities Maint	\$17.99	\$18.88	\$19.82	\$15.29
CL35	8	**Instr Asst Paraprofessional	\$18.53	\$19.46	\$20.43	\$15.75
CL35	8	Instr Asst Parapro Library (Elem & Sec)	\$18.53	\$19.46	\$20.43	
CL35	8	Instr Asst Parapro Brailist	\$18.53	\$19.46	\$20.43	
CL35	8	Safe Schools Monitor	\$18.53	\$19.46	\$20.43	
CL40	9	Adv Club Site Supervisor	\$18.91	\$19.86	\$20.86	\$16.07
CL40	9	Groundskeeper	\$18.91	\$19.86	\$20.86	
CL40	9	Behavior Intervention (BI) Paraprofessional	\$18.91	\$19.86	\$20.86	
CL40	9	Cook	\$18.91	\$19.86	\$20.86	
CL45	10	Purchasing & AP Clerk	\$19.83	\$20.83	\$21.87	
CL45	10	Secretary	\$19.83	\$20.83	\$21.87	\$16.86
CL50	10.25	Lead Groundskeeper	\$20.88	\$21.94	\$23.03	\$17.75
CL55	10.75	No positions at this rate	\$21.93	\$23.05	\$24.19	\$18.64
CL60	11	Language Support Specialist	\$22.99	\$24.16	\$25.35	\$19.54
CL60	11	Registrar/Secretary	\$22.99	\$24.16	\$25.35	
CL60	11	BI Technician/Evidenced-Based Model Parap	\$22.99	\$24.16	\$25.35	
CL60	11	Warehouse/Receiving Clerk	\$22.99	\$24.16	\$25.35	
CL65	12	Accounting Assistant	\$24.21	\$25.42	\$26.69	
CL65	12	Assistant Bus Technician	\$24.21	\$25.42	\$26.69	
CL65	12	BI Specialist Paraprofessional	\$24.21	\$25.42	\$26.69	
CL65	12	***Bus Driver	\$24.21	\$25.42	\$26.69	
CL65	12	Choral Accompanist	\$24.21	\$25.42	\$26.69	
CL65	12	College & Career Ready Advisor	\$24.21	\$25.42	\$26.69	
CL65	12	Dispatcher (Transportation)	\$24.21	\$25.42	\$26.69	
CL65	12	Facilities Maintenance Technician	\$24.21	\$25.42	\$26.69	
CL65	12	Ed Interpreter/Lang Mentor Deaf/HH	\$24.21	\$25.42	\$26.69	\$20.58
CL65	12	Medicaid Technician	\$24.21	\$25.42	\$26.69	
CL65	12	Network Technician	\$24.21	\$25.42	\$26.69	
CL70	13	BI Professional Paraprofessional	\$25.34	\$26.60	\$27.92	
CL75	14	Administrative Assistant	\$28.46	\$29.89	\$31.38	
CL75	14	Bus Technician	\$28.46	\$29.89	\$31.38	
CL75	14	Community Schools Coordinator	\$28.46	\$29.89	\$31.38	
CL75	14	Curriculum & Data/Assessment Specialist	\$28.46	\$29.89	\$31.38	
CL80	15	HR Specialist	\$30.97	\$32.50	\$34.14	
CL80	15	Network Specialist	\$30.97	\$32.50	\$34.14	
CL80	15	****Nursing Assistant	\$30.97	\$32.50	\$34.14	
CL80	15	Payroll/Benefits Specialist	\$30.97	\$32.50	\$34.14	

*includes: HS student employees - Kitchen Helper, Auditorium Technician, Parenting Class Childcare

**includes: Special Educ; Title I; ESL; Literacy, Library

***Bus Driver substitutes paid at the Step 1 Rate due to CDL requirement. Bus Drivers in training Rate 2.5

****Nurse Asst substitutes paid Step 1 rate due to nursing license requireme

Administrative Salary Schedule FY 2024-25

2.50%

Position	Days	Step 1	Step 2	Step 3	Step 1	Step 2	Step 3
Superintendent	260	156,318	157,876	159,455	260	160,225.59	161,823.03
<i>Supt Daily Rate of Pay</i>		601.22	607.22	613.29		616.25	622.40
			99%	99%			99%
Special Services Director	215	107,151	111,048	114,944	215	109,830.26	113,824.09
		412.12	427.11	442.09		422.42	437.78
			96%	97%			96%
Director, Curriculum	230	114,627	118,795	122,964	230	117,492.84	121,765.31
		440.87	456.91	472.94		451.90	468.33
			96%	97%			96%
Principal, High School	225	121,310	125,388	129,465	225	124,342.72	128,522.31
		466.58	482.26	497.94		478.24	494.32
			97%	97%			97%
Principal, PCR	210	113,222	117,028	120,833	210	116,052.96	119,953.88
		435.47	450.11	464.74		446.36	461.36
			97%	97%			97%
Principal, Middle School	225	117,232	121,310	125,388	225	120,163.13	124,342.72
		450.89	466.58	482.26		462.17	478.24
			97%	97%			97%
Assistant Principal Activities Director, HS	220	109,643	113,630	117,617	220	112,384.46	116,471.16
		421.71	437.04	452.37		432.25	447.97
			96%	97%			96%
Assistant Principal, HS	215	107,151	111,048	114,944	215	109,830.26	113,824.09
		412.12	427.11	442.09		422.42	437.78
			96%	97%			96%
Assistant Principal, MS	210	102,757	106,562	110,368	210	105,325.60	109,226.55
		395.22	409.86	424.49		405.10	420.10
			96%	97%			96%
Assistant Principal Activities Director, MS	210	102,757	106,562	110,368	210	105,325.60	109,226.55
		395.22	409.86	424.49		405.10	420.10
			96%	97%			96%
Principal, Elementary - <i>Lena & McD & Russell, Wes</i>	210	104,660	108,465	112,271	210	107,276.07	111,177.02
		402.54	417.17	431.81		412.60	427.60
			96%	97%			96%

2023/24 IA Para Rate 7 to 8

7/1/24 2.5% increase

2/28/24 Rmvd Prev Coor&Mentor Coor - Add Pre/Ment Coor Rate 15

2025 Added Behavior Interventionalist Parapro at new rate

5/7/2025 Added Community Schools Coordinator to Rate 14

7/1/25 2.5% increase, 12.50 min has been exceeded by ongoing increases, 12.64 is the actual min based on calculating base of 12.34

8/20/25 added 4 new Behavior Intervention positions in Pay Levels 9, 11, 12 and 13 per S.Richards/S.Tiegs

8/24/25 added lines CL50, Leads Groundskeeper and CL55, currently no positions at this new rate, per S.Tiegs

Mountain Home SD #193

MOUNTAIN HOME SCHOOL DISTRICT #193

**CLASSIFIED POSITIONS
2025-2026 SCHOOL YEAR**

<u>POSITION</u>	<u>GRADE</u>
Database Manager	17
Human Resources Director	17
Maintenance Director	17
Payroll Director	17
Accounting Technician	16
Admin Assistant/Clerk Board of Trustees/District	16
Admin Secretary/District	16
Help Desk Operator	16
Tech Support	16
Admin Assistant/MHHS	15
HR Generalist	15
IT Field Technician/Help Desk	15
Admin Assistant BMHS/MHJH/HMS/Elementary	14
Food Service Coordinator	14
Maintenance Foreman	14
Registrar	14
Cook Manager	13
Food Service Delivery	13
Maintenance Mechanic	13
Maintenance Specialist	13
Maintenance Tech	13
APC Para	12
Disciplinary Assistant	12
Migrant Liaison/Recruitment Coordinator	12
Library Media Manager	12
Attendance Secretary	12
Classified Teacher	12
Custodial Supervisor	12
SoftCop Security	12
<i>Career Center Coordinator-MHHS (inactive)</i>	<i>12</i>
TEAM Behavioral Support Para Educator	11
Career Center Coordinator-MHJH	11
Childcare Coordinator	11
Computer Lab Monitor BMHS	11
District Machine Operator	11
Maintenance Custodian - A	11
Maintenance Custodian - B	11
Media Lab Facilitator	11
Receptionist	11
Cook I	10
Childcare Assistant	9
Cook II	9
Para Educator	9
Para Educator-Speech Language Pathology Assistant (SLPA)	9
<i>Maintenance Groundskeeper (inactive)</i>	<i>9</i>
Food Service Assistant	8
Summer Overhires	5

MOUNTAIN HOME SCHOOL DISTRICT #193

CLASSIFIED SALARY SCHEDULE

Fiscal Year 2025-2026

Years of Experience	Grade													Maintenance Director Data Base Mgr, HR Director Payroll Director	Business Director Technology Director
	5	6	7	8	9	10	11	12	13	14	15	16	LPN	17	18
1	12.16	12.47	12.83	13.38	13.87	14.48	15.21	16.11	17.13	18.27	20.29	22.32	25.21	68,654	103,995
2	12.48	12.84	13.20	13.70	14.26	14.95	15.67	16.54	17.65	18.85	20.93	22.98	25.98	70,026	106,075
3	12.79	13.21	13.59	14.19	14.66	15.35	16.13	17.05	18.15	19.39	21.45	23.67	26.76	71,428	108,197
4	13.22	13.60	13.98	14.60	15.11	15.81	16.56	17.52	18.67	19.96	22.11	24.38	27.57	72,855	110,359
5	13.62	14.03	14.40	15.01	15.54	16.27	17.07	18.02	19.19	20.55	22.76	25.09	28.39	74,312	112,568
6	14.06	14.41	14.81	15.43	16.04	16.76	17.54	18.59	19.78	21.10	23.43	25.86	29.22	75,799	114,819
7	14.43	14.87	15.28	15.89	16.48	17.25	18.05	19.11	20.36	21.73	24.14	26.64	30.12	77,315	117,113
8	14.90	15.34	15.73	16.36	16.97	17.76	18.60	19.66	20.94	22.37	24.83	27.43	31.02	78,862	119,457
9	15.35	15.75	16.17	16.86	17.48	18.27	19.15	20.26	21.57	23.03	25.53	28.24	31.94	80,438	121,845
10	15.80	16.21	16.61	17.34	17.94	18.85	19.66	20.79	22.19	23.66	26.22	29.10	32.91	82,048	124,283
11	16.26	16.69	17.13	17.87	18.51	19.36	20.29	21.44	22.77	24.36	27.03	29.98	33.89	83,689	126,768
12	16.74	17.21	17.63	18.37	19.05	19.91	20.81	22.03	23.47	25.05	27.81	30.88	34.91	85,362	129,304
13	17.25	17.71	18.15	18.92	19.61	20.49	21.45	22.70	24.16	25.80	28.62	31.80	35.96	87,068	131,890
14	17.25	17.71	18.15	18.92	19.61	20.49	21.45	22.70	24.16	25.80	28.62	32.77	37.05	87,068	131,890
15	17.25	17.71	18.15	18.92	19.61	20.49	21.45	22.70	24.16	25.80	28.62	32.77	37.05	87,068	131,890
16	17.25	17.71	18.15	18.92	19.61	20.49	21.45	22.70	24.16	25.80	28.62	32.77	37.05	87,068	131,890
17	17.25	17.71	18.15	18.92	19.61	20.49	21.45	22.70	24.16	25.80	28.62	32.77	37.05	87,068	131,890
18	18.02	18.51	18.96	19.75	20.49	21.42	22.41	23.74	25.28	26.96	29.91	35.04	39.63	93,165	141,122
*23	19.42	19.96	20.44	21.30	22.09	23.10	24.16	25.58	27.24	29.08	32.25	38.12	43.11	100,434	152,134
*Longevity Step - *Actual Consecutive Years of Service From Hire Date 23 Years or More. Grades 5-16, and LPN (Cannot include skipped years of experience credited for inservice hours. <u>Actual consecutive years of service only.</u>)														*Longevity Step Grades 17-18 Placement in column 17-18 is dependent upon experience in that profession. A longevity step of 7.8% will be given to any employee that transfers into columns 17-19 who meets the criteria of 23 or more <u>actual years of consecutive service</u> years with the district.	
Actual Yrs.	5	6	7	8	9	10	11	12	13	14	15	16	LPN	Data B Mgr/Mntc, HR, Pay Dir.	Business/Tech Director
*23	19.42	19.96	20.44	21.30	22.09	23.10	24.16	25.58	27.24	29.08	32.25	38.12	43.11	100,434	152,134

Mountain View SD #244

**MOUNTAIN VIEW SCHOOL DISTRICT #244
CLASSIFIED EMPLOYEE WAGE SCHEDULE
2025-2026**

For Custodians, Paraprofessionals and Building Secretaries

YEARS OF EXPERIENCE	STEPS	CUSTODIAN	ALL PARAPROS*	SCHOOL SECRETARY
0	0	14.25	14.50	17.25
1	1	14.68	14.94	17.77
2	2	15.12	15.38	18.30
3	3	15.57	15.84	18.85
4	4	16.04	16.32	19.42
5	5	16.52	16.81	20.00
	6	17.02	17.31	20.60
	7	17.53	17.83	21.22
	8	18.05	18.37	21.85
	9	18.59	18.92	22.51
	10	19.15	19.49	23.18
	11	19.73	20.07	23.88
	12	20.32	20.67	24.59
	13	20.93	21.29	25.33
	14	21.55	21.93	26.09
	15	22.20	22.59	26.87
	16	22.87	23.27	27.68
	17	23.55	23.97	28.51

* High Needs pay of additional 10% per step for cases involving violent students, extreme behavior, or personal hygiene to be determined by the Special Education Coordinator on a case by case basis

**MOUNTAIN VIEW SCHOOL DISTRICT #244
SUBSTITUTE & MISCELLANEOUS HOURLY RATES
2025-2026**

SUBSTITUTE RATES:

	Per Day	Per Hour
TEACHER		
DAYS 1 THROUGH 3	114.00	14.25
DAYS 4 THROUGH 20 FOR SAME TEACHER	148.00	18.50
DAYS 21+ FOR SAME TEACHER (RETRO TO DAY 1)	200.00	25.00
CUSTODIAN		14.25
PARAPROFESSIONAL		14.25
BUILDING SECRETARY		14.25
BUS DRIVER INCLUDING STANDBY TIME		24.15

MISCELLANEOUS OTHER RATES:

STUDENT WORKER	13.00
DRIVER EDUCATION INSTRUCTOR	31.25
MISC. INSTRUCTOR (CERTIFIED)	31.25
MISC. INSTRUCTOR (NONCERTIFIED)	Step 8
CERTIFIED EMPLOYEE NOON DUTY COMPENSATION	31.25

Mullan SD #392

[illegible]

Nampa SD #131

Classified Professional Salary Schedule 2025-26

Revised 6/6/2025

Community School Coordinator, High School Grad Specialist		Accounting, Payroll, NSO, HR Specialists & Generalists, Data Assessment Analyst, Medicaid Specialist		Community Counselor		
Years Experience	Hourly Rate	Years Experience	Hourly Rate for 248 days	Years Experience	Salary	Hourly Rate for 215 days
0	\$23.73	0	\$23.77	0	\$54,113	\$31.46
1	\$24.20	1	\$24.37	1	\$55,195	\$32.09
2	\$24.69	2	\$25.05	2	\$56,300	\$32.73
3	\$25.18	3	\$25.76	3	\$57,425	\$33.39
4	\$25.69	4	\$26.48	4	\$58,574	\$34.05
5	\$26.20	5	\$27.22	5	\$59,745	\$34.74
6	\$26.72	6	\$27.98	6	\$60,941	\$35.43
7	\$27.26	7	\$28.62	7	\$62,159	\$36.14
8	\$27.80	8	\$29.42	8	\$63,403	\$36.86
9	\$28.36	9	\$30.01	9	\$64,671	\$37.60
10	\$28.93	10	\$30.61	10	\$65,963	\$38.35
11	\$29.51	11	\$31.23	11	\$67,283	\$39.12
12	\$30.10	12	\$31.85	12	\$68,629	\$39.90
13	\$30.70	13	\$32.49	13	\$70,002	\$40.70
Executive Secretary I		Executive Secretary II / Superintendent Executive Secretary		Homeless Education Social Worker/Liaison		
Years Experience	Hourly Rate for 248 days	Years Experience	Hourly Rate for 248 days	Years Experience	Salary	Hourly Rate for 248 days
0	\$22.04	0	\$27.04	0	\$53,863	\$27.15
1	\$22.48	1	\$27.58	1	\$54,942	\$27.69
2	\$23.11	2	\$28.13	2	\$56,040	\$28.25
3	\$23.76	3	\$28.85	3	\$57,161	\$28.81
4	\$24.42	4	\$29.66	4	\$58,305	\$29.39
5	\$25.11	5	\$30.49	5	\$59,470	\$29.98
6	\$25.81	6	\$31.34	6	\$60,660	\$30.57
7	\$26.53	7	\$32.22	7	\$61,968	\$31.23
8	\$27.28	8	\$33.12	8	\$63,110	\$31.81
9	\$27.82	9	\$34.05	9	\$64,373	\$32.45
10	\$28.38	10	\$34.73	10	\$65,660	\$33.09
11	\$28.95	11	\$35.43	11	\$66,974	\$33.76
12	\$29.53	12	\$36.14	12	\$68,313	\$34.43
13	\$30.12	13	\$36.86	13	\$69,680	\$35.12

Classified Lead/Supervisor/Manager/Director/Coordinator Salary Schedule 2025-26

Revised 6/6/2025

Lead/Supervisor Level 1 / Systems Support Supervisor 248 days

Years Experience	Salary	1.03
0	\$53,131	
1	\$54,194	
2	\$55,278	
3	\$56,384	
4	\$57,511	
5	\$58,661	
6	\$59,835	
7	\$61,031	
8	\$62,252	
9	\$63,497	
10	\$64,767	
11	\$66,062	
12	\$67,384	
13	\$68,731	

Lead/Supervisor Level 2 248 or 256 days

Years Experience	Salary
0	\$60,784
1	\$62,000
2	\$63,240
3	\$64,505
4	\$65,795
5	\$67,111
6	\$68,453
7	\$69,822
8	\$71,218
9	\$72,643
10	\$74,096
11	\$75,577
12	\$77,089
13	\$78,631

District Office Coordinator 225 days

Years Experience	Salary
0	\$80,293
1	\$81,898
2	\$83,536
3	\$85,207
4	\$86,911
5	\$88,650
6	\$90,423
7	\$92,231
8	\$94,076
9	\$95,957
10	\$97,876
11	\$99,834
12	\$101,830
13	\$103,867

Manager Level 1 248 or 256 days

Years Experience	Salary
0	\$67,466
1	\$68,816
2	\$70,192
3	\$71,596
4	\$73,028
5	\$74,488
6	\$75,978
7	\$77,498
8	\$79,047
9	\$80,628
10	\$82,241
11	\$83,886
12	\$85,564
13	\$87,275

Manager Level 2 248 or 256 days

Years Experience	Salary
0	\$78,307
1	\$79,874
2	\$81,471
3	\$83,101
4	\$84,763
5	\$86,458
6	\$88,187
7	\$89,951
8	\$91,750
9	\$93,585
10	\$95,456
11	\$97,366
12	\$99,313
13	\$101,299

District Office Coordinator 248 days

Years Experience	Salary
0	\$88,500
1	\$90,270
2	\$92,075
3	\$93,917
4	\$95,795
5	\$97,711
6	\$99,665
7	\$101,658
8	\$103,691
9	\$105,765
10	\$107,881
11	\$110,038
12	\$112,239
13	\$114,484

Manager Level 3/Director Level 1 248 or 256 days

Years Experience	Salary
0	\$92,703
1	\$94,558
2	\$96,449
3	\$98,378
4	\$100,345
5	\$102,352
6	\$104,399
7	\$106,487
8	\$108,617
9	\$110,789
10	\$113,005
11	\$115,265
12	\$117,570
13	\$119,922

Director Level 2 248 or 256 days

Years Experience	Salary
0	\$108,099
1	\$110,261
2	\$112,466
3	\$114,716
4	\$117,010
5	\$119,350
6	\$121,737
7	\$124,172
8	\$126,655
9	\$129,188
10	\$131,772
11	\$134,408
12	\$137,096
13	\$139,838

Executive Director 248 days

Years Experience	Salary
0	\$114,451
1	\$116,740
2	\$119,075
3	\$121,456
4	\$123,885
5	\$126,363
6	\$128,890
7	\$131,468
8	\$134,098
9	\$136,780
10	\$139,515
11	\$142,305
12	\$145,152
13	\$148,055

***Nampa School District Classified Compensation
Initial Clerical Placement***

2025-2026 School Year

1	2	3	4
\$16.24 - \$21.00	\$16.62 - \$21.50	\$17.00 - \$21.98	\$18.21 - \$23.55
Receptionist File Clerk	Attendance Secretary Office Assistant	MS Registrar District Office Secretary Nutrition Services Office Secretary	HS Registrar Office Manager Bookkeeper Nutrition Specialists Training Specialist/Compliance Advocate Transportation - Customer Service

	1	2	3	4
0	\$16.24	\$16.62	\$17.00	\$18.21
1	\$16.56	\$16.95	\$17.33	\$18.57
2	\$16.89	\$17.29	\$17.68	\$18.94
3	\$17.23	\$17.64	\$18.04	\$19.32
4	\$17.57	\$17.99	\$18.40	\$19.71
5	\$17.93	\$18.35	\$18.76	\$20.10
6	\$18.28	\$18.72	\$19.14	\$20.50
7	\$18.65	\$19.09	\$19.52	\$20.91
8	\$19.02	\$19.47	\$19.91	\$21.33
9	\$19.40	\$19.86	\$20.31	\$21.76
10	\$19.79	\$20.26	\$20.72	\$22.19
11	\$20.19	\$20.67	\$21.13	\$22.64
12	\$20.59	\$21.08	\$21.55	\$23.09
13	\$21.00	\$21.50	\$21.98	\$23.55

Nampa School District Classified Compensation

Initial Facilities Placement

2025-2026 School Year

1	2	3
\$16.36 - \$23.79	\$17.28 - \$25.13	\$21.97 - \$35.01
General Maintenance Warehouse Delivery	Skilled Maintenance Locksmith General Landscaping	Journeyman Carpenter Electrician Plumber HVAC Technician Irrigation Specialist

	1	2	3
0	\$16.36	\$17.28	\$21.97
1	\$16.69	\$17.62	\$22.41
2	\$17.19	\$18.15	\$22.86
3	\$17.70	\$18.70	\$23.66
4	\$18.24	\$19.26	\$24.48
5	\$18.78	\$19.84	\$25.46
6	\$19.35	\$20.43	\$26.61
7	\$19.93	\$21.04	\$27.81
8	\$20.52	\$21.68	\$29.06
9	\$21.14	\$22.33	\$30.51
10	\$21.77	\$23.00	\$32.04
11	\$22.43	\$23.68	\$33.00
12	\$23.10	\$24.40	\$33.99
13	\$23.79	\$25.13	\$35.01

Information Services Salary Schedule 2025-26

Revised 6/9/2025

Help Desk Specialist			Help Desk Analyst			Tech Support Specialist		
Years Experience	Hourly Rate for 248 days		Years Experience	Hourly Rate for 248 days		Years Experience	Hourly Rate for 248 days	
0	\$17.93		0	\$18.73		0	\$23.73	
1	\$18.29		1	\$19.19		1	\$24.32	
2	\$18.65		2	\$19.67		2	\$25.05	
3	\$19.03		3	\$20.21		3	\$25.74	
4	\$19.41		4	\$20.72		4	\$26.45	
5	\$19.79		5	\$21.29		5	\$27.18	
6	\$20.19		6	\$21.88		6	\$27.86	
7	\$20.59		7	\$22.53		7	\$28.55	
8	\$21.01		8	\$23.21		8	\$29.38	
9	\$21.43		9	\$23.90		9	\$30.06	
10	\$21.85		10	\$24.38		10	\$30.66	
11	\$22.29		11	\$24.87		11	\$31.27	
12	\$22.74		12	\$25.37		12	\$31.90	
13	\$23.19		13	\$25.87		13	\$32.54	
Information Services Specialist 1			Information Services Specialists 2					
Years Experience	Salary	Hourly Rate for 248 days	Years Experience	Salary	Hourly Rate for 248 days			
0	\$44,131	\$22.24	0	\$56,774	\$28.62			
1	\$45,014	\$22.69	1	\$57,909	\$29.19			
2	\$45,914	\$23.14	2	\$59,067	\$29.77			
3	\$46,833	\$23.61	3	\$60,248	\$30.37			
4	\$47,769	\$24.08	4	\$61,453	\$30.97			
5	\$48,725	\$24.56	5	\$62,683	\$31.59			
6	\$49,699	\$25.05	6	\$63,936	\$32.23			
7	\$50,693	\$25.55	7	\$65,215	\$32.87			
8	\$51,707	\$26.06	8	\$66,519	\$33.53			
9	\$52,741	\$26.58	9	\$67,850	\$34.20			
10	\$53,796	\$27.11	10	\$69,207	\$34.88			
11	\$54,872	\$27.66	11	\$70,591	\$35.58			
12	\$55,969	\$28.21	12	\$72,003	\$36.29			
13	\$57,089	\$28.77	13	\$73,443	\$37.02			
Information Systems Analyst								
Years Experience	Salary	Hourly Rate for 248 days						
0	\$67,466	\$34.01						
1	\$68,816	\$34.69						
2	\$70,192	\$35.38						
3	\$71,596	\$36.09						
4	\$73,028	\$36.81						
5	\$74,488	\$37.54						
6	\$75,978	\$38.30						
7	\$77,498	\$39.06						
8	\$79,047	\$39.84						
9	\$80,628	\$40.64						
10	\$82,241	\$41.45						
11	\$83,886	\$42.28						
12	\$85,564	\$43.13						
13	\$87,275	\$43.99						

NAMPA SCHOOL DISTRICT NUTRITION SERVICES COMPENSATION 2025-2026

	1	2	3	4	4
	\$15.53-\$20.10	\$18.21-23.56	\$20.11-\$26.01	\$19.28-\$24.95	\$22.06-\$28.54
	FSA Nutrition Services Sub	Lead Nutrition Services	Supervisor	Warehouse Delivery	Warehouse Supervisor
0	\$15.53	\$18.21	\$20.11	\$19.28	\$22.06
1	\$15.84	\$18.57	\$20.51	\$19.66	\$22.51
2	\$16.16	\$18.94	\$20.92	\$20.06	\$22.96
3	\$16.48	\$19.32	\$21.33	\$20.47	\$23.42
4	\$16.81	\$19.71	\$21.76	\$20.87	\$23.89
5	\$17.15	\$20.11	\$22.20	\$21.29	\$24.36
6	\$17.49	\$20.51	\$22.64	\$21.71	\$24.85
7	\$17.84	\$20.92	\$23.09	\$22.15	\$25.35
8	\$18.20	\$21.33	\$23.56	\$22.59	\$25.85
9	\$18.56	\$21.76	\$24.03	\$23.04	\$26.37
10	\$18.93	\$22.20	\$24.50	\$23.50	\$26.90
11	\$19.31	\$22.64	\$25.00	\$23.98	\$27.44
12	\$19.70	\$23.09	\$25.50	\$24.45	\$27.99
13	\$20.10	\$23.56	\$26.01	\$24.95	\$28.54

Nampa School District Classified Compensation Initial Para Professional Placement

2025-2026 School Year

1	2	3	4	5
---	---	---	---	---

\$15.81 - \$20.05	\$16.10 - \$20.42	\$16.39 - \$20.79	\$17.44 - \$22.11	\$19.69 - \$24.97
--------------------------	--------------------------	--------------------------	--------------------------	--------------------------

Safety (P-5) Step 0 only Childcare Provider	LEP/Migrant Title One Instructional Overload Intervention SLP Para	Librarian (K-12)** Computer Lab/Art (K-5) Pre-School RR Attendance Officer Lead Childcare Provider	Security (6-12) ERR/ED One on One STEP Para Learning Commons Behavior Para	IPS (Bachelor's degree preferred) ED - 2 MF - 2 FASE
--	---	---	---	--

	1	2	3	4	5
0	\$15.81	\$16.10	\$16.39	\$17.44	\$19.69
1	\$16.12	\$16.42	\$16.72	\$17.79	\$20.09
2	\$16.44	\$16.75	\$17.06	\$18.14	\$20.49
3	\$16.77	\$17.09	\$17.40	\$18.50	\$20.90
4	\$17.11	\$17.43	\$17.75	\$18.87	\$21.31
5	\$17.45	\$17.78	\$18.10	\$19.25	\$21.74
6	\$17.80	\$18.13	\$18.46	\$19.64	\$22.18
7	\$18.16	\$18.49	\$18.83	\$20.03	\$22.62
8	\$18.52	\$18.86	\$19.21	\$20.43	\$23.07
9	\$18.89	\$19.24	\$19.59	\$20.84	\$23.53
10	\$19.27	\$19.63	\$19.98	\$21.26	\$24.00
11	\$19.65	\$20.02	\$20.38	\$21.68	\$24.48
12	\$20.05	\$20.42	\$20.79	\$22.11	\$24.97

2025 - 2026 PSYCH/SLP/OT/PT SALARY MATRIX						
				EdS	EdS + 12	
	MA	MA + 12	MA + 24	MA + 36	MA + 48	PHD
STEP	1	2	3	4	5	6
0	\$50,252	\$50,252	\$50,252	\$51,988	\$54,056	\$56,211
1	\$50,252	\$50,252	\$51,755	\$53,811	\$55,957	\$58,193
2	\$50,252	\$51,523	\$53,570	\$55,705	\$57,931	\$60,250
3	\$53,402	\$53,402	\$55,453	\$57,669	\$59,977	\$62,384
4	\$53,402	\$55,281	\$57,487	\$59,785	\$62,180	\$64,676
5	\$55,033	\$57,227	\$59,515	\$61,900	\$64,384	\$66,975
6	\$56,968	\$59,245	\$61,617	\$64,091	\$66,670	\$69,358
7	\$58,976	\$61,339	\$63,801	\$66,367	\$69,041	\$71,831
8	\$61,060	\$63,510	\$66,064	\$68,727	\$71,504	\$74,398
9	\$63,223	\$65,765	\$68,414	\$71,175	\$74,057	\$77,058
10	\$65,465	\$68,102	\$70,852	\$73,717	\$76,706	\$79,821
11	\$67,793	\$70,529	\$73,381	\$76,353	\$79,453	\$82,684
12	\$70,207	\$72,720	\$76,004	\$79,090	\$82,305	\$85,657
13	\$74,333	\$77,275	\$80,459	\$83,545	\$86,883	\$90,804

New Plymouth SD #372

NEW PLYMOUTH SCHOOL DISTRICT #372
2025-2026 CLASSIFIED SALARY SCHEDULE

Position	Yr-1	Yr-2	Yr-3	Yr-4	Yr-5	Yr-6	Yr-7	Yr-8	Yr-9	Yr-10	Yr-15
Aide/Cook/Per Hour	11.75	12.16	12.59	13.03	13.48	13.96	14.44	14.95	15.47	16.01	16.57
FT = 8 hrs/day, 154 days (143 student days, 7 holidays, 2 in-service days+ 2 working Holidays-President/MLK)											
Certified ParaProfessionals/Per Hour-*1:1 Para's=\$1 extra/hr	13.14	13.60	14.08	14.57	15.08	15.61	16.15	16.72	17.30	17.91	18.54
FT = 8 hrs/day, 156 days (143 student days, 7 holidays, 2 in-service days + 2 training days + 2 working Holidays-President/MLK)											
School Librarian/Per Year	19,576	20261.16	20970.30	21704.26	22463.91	23250.15	24063.90	24906.14	25777.85	26680.08	27613.88
FT = 8 hrs/day, 154 days (143 student days, 7 holidays, 2 in-service days + 2 working Holidays-President/MLK)											
Night Custodian/Per Month	2,479	2565.77	2655.57	2748.51	2844.71	2944.27	3047.32	3153.98	3264.37	3378.62	3496.87
FT=8hrs/day, 260 days/year-(5 days/week, 9 holidays)											
Day Maintenance/Per Month	2,854	2953.89	3057.28	3164.28	3275.03	3389.66	3508.29	3631.09	3758.17	3889.71	4025.85
FT=260 days/year-(5 days/week, 9 holidays)											
Secretary/Migrant Liason/Per Year	25,786	26688.51	27622.61	28589.40	29590.03	30625.68	31697.58	32806.99	33955.24	35143.67	36373.70
8.5hrs/day 174 days (143 student days, 6 in-service days, 7 holidays + 2 working Holidays-President/MLK + 8 days before & 8 days after)- 7:30 a.m. - 4:30 p.m.											
Bus Mechanic-FT=8hrs/day,260 days--Per Year	37,499	38811.47	40169.87	41575.81	43030.97	44537.05	46095.85	47709.20	49379.02	51107.29	52896.04
Tech Assistant-FT=8hrs/day, 168 days(143 student days, 7 holidays, 8 days before & 8 days after + 2 working Holidays-President/MLK)-Per Hour	23.26	24.07	24.92	25.79	26.69	27.63	28.59	29.59	30.63	31.70	32.81
School Nurse-Per Hour	23.26	24.07	24.92	25.79	26.69	27.63	28.59	29.59	30.63	31.70	32.81
FT = 8.5 hrs/day, 154 days (143 student days, 7 holidays, 2 in-service days + 2 working Holidays-President/MLK) - 7:30 am - 4:30 pm											

Transportation Department

Bus Dispatcher/Per Year	48
Weekend Rate/Per Hour	15.16
Shuttle Route/Per Hour	16.06
Activity Trips/Per Hour	13.45
Overnight Activity/Per Day	99.27
Inservice/Workshops/Per Hour	13.45

Bus Driver-Per Hour	23.80	24.63	25.50	26.39	27.31	28.27	29.26	30.28	30.91	32.04	33.49
FT=4 hrs/day, 154 days(143 student days, 7 holidays, 2 in-service days + 2 working Holidays-President/MLK)											
Bus Driver-Per 90 minute route	27.75	28.76	29.80	30.88	32.00	33.15	34.34	35.58	36.87	38.13	39.45

All Other Part Time/Per Hour	11.68
Certified Substitute Teacher-Per Day	100
Non Certified Substitute Teacher/Secretary/Aide/Per Day	75

Nezperce Joint SD #302

APPENDIX B
NEZPERCE JOINT SCHOOL DISTRICT NO. 302
2025-2026
. ACTIVITY SALARY SCHEDULE

<u>ACTIVITY</u>	<u>**PERCENTAGE ON BASE</u>	<u>AMOUNT</u>
*Athletic Director	19.00%	\$5,983
Organizational AD	(7.20%)	(\$2,267)
Game Management-Football	(1.00%)	(\$ 315)
Game Management-Volleyball	(2.60%)	(\$ 819)
Game Management-Basketball	(4.90%)	(\$1,543)
Game Management-Spring Sports	(1.30%)	(\$ 409)
Game Management-JH Girls' Sports	(1.00%)	(\$ 315)
Game Management-JH Boys' Sports	(1.00%)	(\$ 315)
 *Boys Varsity Basketball	 13.00%	 \$4,093
*Girls Varsity Basketball	13.00%	\$4,093
 *Head Football	 12.00%	 \$3,779
*Head Volleyball	12.00%	\$3,779
*Cross Country	8.00%	\$2,519
*Band	9.00%	\$2,834
 *Academic Coach (Jr. & Sr. High)	 9.00%	 \$2,834
*Boys JV Basketball	9.50%	\$2,991
*Girls JV Basketball	9.50%	\$2,991
*Track	10.00%	\$3,149
*Baseball	10.00%	\$3,149
*Softball	10.00%	\$3,149
 *Assistant Football	 9.00%	 \$2,834
*Assistant Volleyball	9.00%	\$2,834
 Annual	 5.00%	 \$1,574
 Jr. High Football	 6.00%	 \$1,889
 Jr. High Boys Basketball	 6.00%	 \$1,889
Jr. High Girls Basketball	6.00%	\$1,889
Jr. High Track	6.00%	\$1,889
Jr. High Volleyball	6.00%	\$1,889
Concessions Manager	4.00%	\$1,260
 Elementary Head Teacher	 6.50%	 \$2,047
Secondary Head Teacher	5.50%	\$1,732
 Senior Advisor	 2.50%	 \$ 787
Drama Club	1.50%	\$ 472
FFA Advisor	9.00%	\$2,834
FCCLA Advisor	2.50%	\$ 787
BPA Advisor	2.50%	\$ 787
HOSA Advisor	2.50%	\$ 787

Juniors	1.50%	\$ 472
Girls Club	1.50%	\$ 472
N Club	1.50%	\$ 472
HS ASB Advisor	1.50%	\$ 472
Elementary ASB Advisor	1.50%	\$ 472
Sophomores	1.50%	\$ 472
Freshmen	1.50%	\$ 472
8 th Grade	1.50%	\$ 472
7 th Grade	1.50%	\$ 472
Honor Society	1.50%	\$ 472
Math Counts	1.00%	\$ 315
Pool Manager	9.50%	\$2,991
Swim Team Coach	5.00%	\$1,574

*\$30.00 per year experience factor

**Percentage is figured on base salary of \$31,488

Notus SD #135

	Substitutes:	Parapros; Food Service Assistants; Admin Assistant	Registrar; Bookkeeper; Kitchen Manager; PK Teacher (Start at Sept 5)	Department Directors (IT, Transportation, Food Service); 21st Century Program Director; Community Schools Coordinator	HR and Board Clerk, Business Manager, Maintenance Director
Step	Level A	Level B	Level C	Level D	Level E
1	All Positions	\$15.23	\$15.75	\$22.05	\$30.72
2	\$120/day	\$15.68	\$16.22	\$22.71	\$31.64
3		\$16.15	\$16.71	\$23.39	\$32.59
4		\$16.64	\$17.21	\$24.09	\$33.57
5		\$17.14	\$17.73	\$24.82	\$34.58
6		\$17.65	\$18.26	\$25.56	\$35.61
7		\$18.18	\$18.81	\$26.33	\$36.68
8		\$18.72	\$19.37	\$27.12	\$37.78
9		\$19.29	\$19.95	\$27.93	\$38.92
10		\$19.87	\$20.55	\$28.77	\$40.08

Food Service Catering: Employee Hourly Rate

Food Service PLC Dinner: Employee Hourly Rate

All substitutes will be paid out per hours documented daily

Commitment (10-14)	\$425.00	Elem Registrar	\$1,500.00
Commitment (15+)	\$550.00	Sec Registrar	\$2,500.00
Migrant Liaison	\$1,500.00	Board Clerk	\$5,000.00
Bilingual will be placed +1 Step			

Oneida SD #351

ONEIDA SCHOOL DISTRICT #351
CLASSIFIED SALARY SCHEDULE 2025/2026

Admin Asst.	
Experience	Rate
0 years	\$15.75
1-2 yrs	\$17.00
3-4 yrs	\$18.50
5-6 yrs	\$19.75
7-8 yrs	\$21.00
9-10 yrs	\$22.25
11-12 + yrs	\$23.75

Librarian's/Para's	
Experience	Rate
0 years	\$14.50
1-2 yrs	\$15.00
3-4 yrs	\$15.50
5-6 yrs	\$16.00
7-8 yrs	\$16.50
9-10 yrs	\$17.00
11-12 + yrs	\$17.50

Building Office Secretary	
Experience	Rate
0 years	\$16.25
1-2 yrs	\$17.50
3-4 yrs	\$19.00
5-6 yrs	\$20.25
7-8 yrs	\$21.50
9-10 yrs	\$22.75
11-12 + yrs	\$24.50

Custodians	
Experience	Rate
0 years	\$14.50
1-2 yrs	\$15.00
3-4 yrs	\$15.50
5-6 yrs	\$16.00
7-8 yrs	\$16.50
9-10 yrs	\$17.00
11-12 + yrs	\$17.50

Building Maintenance	
Experience	Rate
0 years	\$24.00
1-2 yrs	\$25.00
3-4 yrs	\$25.50
5-6 yrs	\$26.00
7-8 yrs	\$26.50
9-10 yrs	\$27.00
11-12 + yrs	\$28.00

Bus Drivers	
	Rate
Training	\$18.75
Regular Route	\$29.75
Holbrook Route	\$40.75
Acty Trip W/D	\$15.50
Acty Trip W/E	\$18.50

Food Service Manager	
Experience	Rate
0 years	\$15.00
1-2 yrs	\$15.50
3-4 yrs	\$16.00
5-6 yrs	\$16.50
7-8 yrs	\$17.00
9-10 yrs	\$17.50
11-12 + yrs	\$18.00

Food Service	
Experience	Rate
0 years	\$14.50
1-2 yrs	\$15.00
3-4 yrs	\$15.50
5-6 yrs	\$16.00
7-8 yrs	\$16.50
9-10 yrs	\$17.00
11-12 + yrs	\$17.50

Duty Aide's	
Rate	
\$13.25	

Substitute	
Certified	\$110.00
Non Cert	\$105.00

Orofino Joint SD #171

Joint School District No 171																					
2025-2026 Classified Pay Schedule																					
Years in Position																					
Tier	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
1	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00
2	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00
3	\$16.08	\$16.08	\$16.83	\$16.95	\$17.08	\$17.21	\$17.38	\$17.55	\$17.73	\$17.90	\$18.09	\$18.26	\$18.45	\$18.63	\$18.82	\$19.00	\$19.20	\$19.39	\$19.58	\$19.78	\$19.98
4	\$16.40	\$16.40	\$17.16	\$17.29	\$17.42	\$17.55	\$17.73	\$17.90	\$18.09	\$18.26	\$18.45	\$18.63	\$18.82	\$19.00	\$19.20	\$19.38	\$19.58	\$19.78	\$19.97	\$20.18	\$20.37
5	\$16.55	\$16.55	\$17.33	\$17.46	\$17.59	\$17.73	\$17.90	\$18.08	\$18.26	\$18.45	\$18.63	\$18.82	\$19.00	\$19.19	\$19.38	\$19.58	\$19.78	\$19.97	\$20.17	\$20.37	\$20.58
6	\$17.69	\$17.69	\$18.51	\$18.64	\$18.79	\$18.93	\$19.12	\$19.31	\$19.50	\$19.69	\$19.89	\$20.10	\$20.29	\$20.50	\$20.70	\$20.91	\$21.12	\$21.33	\$21.54	\$21.75	\$21.98
7	\$20.10	\$20.10	\$21.03	\$21.19	\$21.35	\$21.51	\$21.72	\$21.94	\$22.17	\$22.38	\$22.61	\$22.84	\$23.06	\$23.29	\$23.53	\$23.76	\$24.00	\$24.24	\$24.48	\$24.72	\$24.97
8	\$21.09	\$21.09	\$22.08	\$22.25	\$22.41	\$22.59	\$22.81	\$23.04	\$23.27	\$23.50	\$23.74	\$23.98	\$24.22	\$24.45	\$24.70	\$24.95	\$25.19	\$25.45	\$25.71	\$25.96	\$26.22
9	\$22.66	\$22.66	\$23.72	\$23.90	\$24.07	\$24.26	\$24.50	\$24.74	\$24.99	\$25.25	\$25.49	\$25.75	\$26.01	\$26.27	\$26.53	\$26.79	\$27.06	\$27.34	\$27.60	\$27.88	\$28.16
10	\$24.25	\$24.25	\$25.38	\$25.57	\$25.77	\$25.96	\$26.22	\$26.48	\$26.75	\$27.02	\$27.28	\$27.55	\$27.83	\$28.11	\$28.39	\$28.68	\$28.96	\$29.25	\$29.54	\$29.84	\$30.14
11	\$26.13	\$26.13	\$27.35	\$27.55	\$27.76	\$27.97	\$28.25	\$28.53	\$28.82	\$29.11	\$29.40	\$29.69	\$29.99	\$30.29	\$30.59	\$30.90	\$31.21	\$31.52	\$31.84	\$32.16	\$32.48
Tier	Position																				
1	Student Tutors																				
2	Substitutes- All Positions except Certified Teachers, Long Term Substitute Teachers and Bus Drivers*																				
3	Bus Driver in Training																				
3	Bus Monitor																				
3	Child Nutrition I																				
3	Custodian I																				
4	Child Nutrition II																				
4	Custodian II																				
4	Paraprofessional																				
4	Technology Aide																				
5	Attendance Secretary																				
5	Kitchen Manager																				
6	School Head Secretary																				
6	Technology Technician																				
7	Bus Driver																				
8	Child Nutrition General Manager																				
8	Human Resources/Accounts Payable																				
8	Transportation Secretary/Trainer																				
9	Data Coordinator																				
9	Maintenance/Groundskeeping Technician																				
10	Mechanic																				
11	Network Supervisor																				
11	Maintenance Supervisor																				

*Substitute Notes

Certified Teacher Substitutes will receive \$132 per day

Bus Driver Substitutes will receive the Bus Driver starting hourly rate

Long-term Certified Teacher \$ 222 per day

Long-term Non-Certified Teacher \$178 per day

Parma SD #137

PARMA SCHOOL DISTRICT – CLASSIFIED SCHEDULE
2025-2026 SCHOOL YEAR
Board Approved 5-21-2025

The District reserves the right to assign temporary seasonal workers at a minimum wage.

Level 2	Educational Assistant with completed Parapro test, Bus Aide.
Level 3	Educational Assistant with Parapro test & 50 units of professional development.
Level 4	Educational Assistant with Associates Degree or 150 units of professional development, Library Assistant.
Level 5	Migrant Liaison, Cook.
Level 6	Groundskeeper, IDLA/Site Coordinator, Kitchen Manager.
Level 7	Federal Programs/SIS/ISSE Secretary, Building Secretary, High School Registrar/Attendance Clerk and Counseling Assistant, Elementary Librarian, Elementary Testing Coordinator/Tech Aide, District Office Secretary, Payroll Clerk, Transportation Secretary.
Level 8	Bus Technician/Mechanic, Facilities/Grounds Technician, Lead Custodian.

Level STEP	2	3	4	5	6	7	8
1	14.70	15.02	15.33	15.75	16.28	16.80	17.33
2	15.12	15.44	15.75	16.17	16.70	17.22	17.75
3	15.54	15.86	16.17	16.59	17.12	17.64	18.17
4	15.96	16.28	16.59	17.01	17.54	18.06	18.59
5	16.38	16.70	17.01	17.43	17.96	18.48	19.01
6	16.80	17.12	17.43	17.85	18.38	18.90	19.43
7	17.22	17.54	17.85	18.27	18.80	19.32	19.85
8	17.64	17.96	18.27	18.69	19.22	19.74	20.27
9	18.06	18.38	18.69	19.11	19.64	20.16	20.69
10	18.48	18.80	19.11	19.53	20.06	20.58	21.11
11	18.90	19.22	19.53	19.95	20.48	21.00	21.53
12	19.32	19.64	19.95	20.37	20.90	21.42	21.95
13	19.74	20.06	20.37	20.79	21.32	21.84	22.37
14	20.16	20.48	20.79	21.21	21.74	22.26	22.79

Transportation/Grounds/Maintenance, Business Manager and Food Service Supervisor positions are salaried positions with compensation set annually.

Starting Wages for those not on the Level/Step Ladder:

- *Bus Drivers: starting pay at \$18.60/hr., 20 Hours per week base.*
- *Bus Substitutes: \$18.20/hr.*
- *Bus Aide Substitutes: \$14.00/hr.*
- *Activity Driving: \$16.00/hr.*
- *Overnight Trips: \$175 flat rate/day.*
- *Custodians: starting pay at \$18.50/hr.*
- *Custodian Substitutes: \$18.00/hr.*
- *Classroom substitutes: \$100/day*
- *Long-term classroom substitutes: \$120/day*

Payette SD #371

*Enter in your District or Charter LEA number to populate the name / Fill in the orange cells

2025-2026 Salary Schedule
Payette Joint School District
District/Charter Name
371
LEA

Years of Experience	SPED Para / One-on-One	SPED Administrative	Behavioral	Educational	Registrar / Building	PPS and MMS	PHS	PHS Office	PA	District	Custodia	Kitchen	Kitchen	Bus	Technolog	Technolog	Maintenance	Maintenanc
Substitute / Fill-in	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
1	\$13.50	\$20.00	\$14.50	\$13.50	\$14.50	\$15.00	\$16.50	\$19.00	\$17.50	\$20.00	\$15.38	\$13.91	\$16.12	\$25.00	\$16.50	\$19.00	\$15.60	\$15.60
2	\$14.18	\$20.68	\$15.23	\$14.18	\$15.08	\$15.60	\$17.00	\$19.59	\$18.03	\$20.62	\$16.14	\$14.32	\$16.60	\$25.50	\$16.97	\$19.67	\$16.38	\$16.38
3	\$14.88	\$21.38	\$15.99	\$14.89	\$15.68	\$16.22	\$17.50	\$20.20	\$18.57	\$21.26	\$16.95	\$14.75	\$17.10	\$26.27	\$17.45	\$20.35	\$17.20	\$17.20
4	\$15.63	\$22.11	\$16.79	\$15.63	\$16.31	\$16.87	\$18.03	\$20.82	\$19.12	\$21.92	\$17.12	\$15.19	\$17.61	\$26.53	\$17.95	\$21.07	\$18.06	\$18.06
5	\$16.41	\$22.86	\$17.62	\$16.42	\$16.96	\$17.55	\$18.57	\$21.47	\$19.70	\$22.60	\$17.29	\$15.65	\$18.14	\$26.79	\$18.46	\$21.80	\$18.96	\$18.96
6	\$17.23	\$23.64	\$18.51	\$17.24	\$17.64	\$18.25	\$19.13	\$22.13	\$20.29	\$23.30	\$17.46	\$16.12	\$18.69	\$27.06	\$18.99	\$22.57	\$19.91	\$19.91
7	\$18.09	\$24.44	\$19.43	\$18.10	\$18.35	\$18.98	\$19.70	\$22.82	\$20.90	\$24.02	\$17.64	\$16.60	\$19.25	\$27.33	\$19.53	\$23.36	\$20.91	\$20.91
8	\$19.00	\$25.27	\$20.40	\$19.01	\$19.08	\$19.74	\$20.29	\$23.53	\$21.52	\$24.77	\$17.82	\$17.10	\$19.83	\$27.60	\$20.09	\$24.17	\$21.95	\$21.95
9	\$19.95	\$26.13	\$21.42	\$19.96	\$19.84	\$20.53	\$20.90	\$24.26	\$22.17	\$25.53	\$18.71	\$17.61	\$20.42	\$27.88	\$20.66	\$25.02	\$23.05	\$23.05
10 - 19	\$20.94	\$27.02	\$22.49	\$20.96	\$20.64	\$21.35	\$21.53	\$25.01	\$22.83	\$26.32	\$19.00	\$18.14	\$21.03	\$28.16	\$21.25	\$25.90	\$24.20	\$24.20
20	\$21.99	\$27.94	\$23.62	\$22.01	\$21.67	\$21.99	\$22.17	\$25.78	\$23.52	\$27.14	\$20.00	\$20.00	\$21.66	\$28.44	\$21.89	\$26.80	\$25.41	\$25.41

Special Assignments Rate as Determined by Administration

Classified - Special Assignment	Annual Salary
Facilities Director	\$80,000.00
Transportation and Safety Director	\$80,000.00
Custodial Manager	\$54,500.00
Food Services Director	\$60,000.00
Technology Director	\$80,000.00
Mechanic	\$46,500.00
Finance Director	\$80,000.00
Payroll and Benefits	\$52,500.00
ISEE Coordinator / PR & Communications Director	\$59,500.00
21st Century Director	\$32,000.00
Migrant Liason	\$63,500.00
District (Spanish) Interpreter/Translator	\$51,500.00
School Psychologist	\$85,000.00
Speech Language Pathologist	\$85,000.00
Subtitute Teacher	\$120/day

By submitting this document, we certify that our Salary Schedule has been adopted by the School Board.

***Enter in your District or Charter LEA number to populate the name / Fill in the orange cells**

2025-2026 Salary Schedule
Payette Joint School District
District/Charter Name
371
LEA

Years of Experience	SPED Para / One-on-One	SPED Administrative	Behavioral	Educational	Registrar / Building
<i>Substitute / Fill-in</i>	N/A	N/A	N/A	N/A	N/A
1	\$13.50	\$20.00	\$14.50	\$13.50	\$14.50
2	\$14.18	\$20.68	\$15.23	\$14.18	\$15.08
3	\$14.88	\$21.38	\$15.99	\$14.89	\$15.68
4	\$15.63	\$22.11	\$16.79	\$15.63	\$16.31
5	\$16.41	\$22.86	\$17.62	\$16.42	\$16.96
6	\$17.23	\$23.64	\$18.51	\$17.24	\$17.64
7	\$18.09	\$24.44	\$19.43	\$18.10	\$18.35
8	\$19.00	\$25.27	\$20.40	\$19.01	\$19.08
9	\$19.95	\$26.13	\$21.42	\$19.96	\$19.84
10 - 19	\$20.94	\$27.02	\$22.49	\$20.96	\$20.64
20	\$21.99	\$27.94	\$23.62	\$22.01	\$21.67

Special Assignments Rate as Determined by Administration

Classified - Special Assignment	Annual Salary
Facilities Director	\$80,000.00
Transportation and Safety Director	\$80,000.00
Custodial Manager	\$54,500.00
Food Services Director	\$60,000.00
Technology Director	\$80,000.00
Mechanic	\$46,500.00
Finance Director	\$80,000.00
Payroll and Benefits	\$52,500.00
ISEE Coordinator / PR & Communications Director	\$59,500.00
21st Century Director	\$32,000.00
Migrant Liason	\$63,500.00

Plummer-Worley Joint SD #044

PLUMMER WORLEY CLASSIFIED SALARY SCHEDULE
2025-2026 SCHOOL YEAR 2.5% Increase

Compensation Steps/Years Experience																
Position	Probation	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
	Sub		1 Yr	2 Yrs	3 Yrs	4 Yrs	5 Yrs	6 Yrs	7 Yrs	8 Yrs	9 Yrs	10 Yrs	11 Yrs	12 Yrs	13 Yrs	14 Yrs
			Exp	Exp	Exp	Exp	Exp	Exp	Exp	Exp	Exp	Exp	Exp	Exp	Exp	Exp
Paraprofessional	\$ 12.48	\$ 13.86	\$ 14.36	\$ 14.97	\$ 15.52	\$ 16.07	\$ 16.62	\$ 16.83	\$ 17.04	\$ 17.28	\$ 17.49	\$ 17.71	\$ 17.92	\$ 18.15	\$ 18.37	\$ 18.58
(Includes Library/Transportation/Regular Classroom/Special Ed/Preschool																
Behavior Intervention Para (Plus \$1.00-All cells except Prob/Sub)	\$ 13.41	\$ 14.86	\$ 15.36	\$ 15.97	\$ 16.52	\$ 17.07	\$ 17.62	\$ 17.83	\$ 18.04	\$ 18.28	\$ 18.49	\$ 18.71	\$ 18.92	\$ 19.15	\$ 19.37	\$ 19.58
Success Center Program Assistant	\$ 13.46	\$ 14.95	\$ 15.45	\$ 15.95	\$ 16.45	\$ 16.95	\$ 17.45	\$ 17.65	\$ 17.85	\$ 18.05	\$ 18.25	\$ 18.45	\$ 18.65	\$ 18.85	\$ 19.05	\$ 19.25
Success Center Program Assistant	\$ 14.38	\$ 15.98	\$ 16.48	\$ 16.98	\$ 17.48	\$ 17.98	\$ 18.48	\$ 18.98	\$ 19.48	\$ 19.98	\$ 20.48	\$ 20.98	\$ 21.48	\$ 21.98	\$ 22.48	\$ 22.98
Success Center Coordinator	\$ 18.76	\$ 20.84	\$ 21.34	\$ 21.84	\$ 22.34	\$ 22.84	\$ 23.34	\$ 23.84	\$ 24.34	\$ 24.84	\$ 25.34	\$ 25.84	\$ 26.34	\$ 26.84	\$ 27.34	\$ 27.84
Daycare Assistant	\$ 13.47	\$ 14.96	\$ 15.46	\$ 15.96	\$ 16.46	\$ 16.96	\$ 17.46	\$ 17.66	\$ 17.86	\$ 18.06	\$ 18.26	\$ 18.46	\$ 18.66	\$ 18.86	\$ 19.06	\$ 19.26
Daycare Assistant	\$ 14.22	\$ 15.80	\$ 16.30	\$ 16.80	\$ 17.30	\$ 17.80	\$ 18.30	\$ 18.50	\$ 18.70	\$ 18.90	\$ 19.10	\$ 19.30	\$ 19.50	\$ 19.70	\$ 19.90	\$ 20.10
Daycare Coordinator	\$ 17.57	\$ 19.52	\$ 20.02	\$ 20.52	\$ 21.02	\$ 21.52	\$ 22.02	\$ 22.22	\$ 22.42	\$ 22.62	\$ 22.82	\$ 23.02	\$ 23.22	\$ 23.42	\$ 23.62	\$ 23.82
District Library Assessment Coordinator	\$ 18.75	\$ 20.83	\$ 21.33	\$ 21.83	\$ 22.33	\$ 22.83	\$ 23.33	\$ 23.83	\$ 24.33	\$ 24.83	\$ 25.33	\$ 25.83	\$ 26.33	\$ 26.83	\$ 27.33	\$ 27.83
Technology Assistant	\$ 16.18	\$ 17.98	\$ 18.48	\$ 18.98	\$ 19.48	\$ 19.98	\$ 20.48	\$ 20.98	\$ 21.48	\$ 21.98	\$ 22.48	\$ 22.98	\$ 23.48	\$ 23.98	\$ 24.48	\$ 24.98
Tech Coordinator	\$ 26.33	\$ 29.25	\$ 29.75	\$ 30.25	\$ 30.75	\$ 31.25	\$ 31.75	\$ 32.25	\$ 32.75	\$ 33.25	\$ 33.75	\$ 34.25	\$ 34.75	\$ 35.25	\$ 35.75	\$ 36.25
School Nurse/Medicaid Specialist	\$ 27.13	\$ 30.15	\$ 30.65	\$ 31.15	\$ 31.65	\$ 32.15	\$ 32.65	\$ 33.15	\$ 33.65	\$ 34.15	\$ 34.65	\$ 35.15	\$ 35.65	\$ 36.15	\$ 36.65	\$ 37.15
Office Managers	\$ 14.64	\$ 16.26	\$ 16.76	\$ 17.26	\$ 17.76	\$ 18.26	\$ 18.76	\$ 19.26	\$ 19.76	\$ 20.26	\$ 20.76	\$ 21.26	\$ 21.76	\$ 22.26	\$ 22.76	\$ 23.26
District Office																
Acct Pay/Trans Sec	\$ 17.07	\$ 18.97	\$ 19.47	\$ 19.97	\$ 20.47	\$ 20.97	\$ 21.47	\$ 21.97	\$ 22.47	\$ 22.97	\$ 23.47	\$ 23.97	\$ 24.47	\$ 24.97	\$ 25.47	\$ 25.97
Clerk/Admin Sec	\$ 20.59	\$ 23.22	\$ 23.72	\$ 24.22	\$ 24.72	\$ 25.22	\$ 25.72	\$ 26.22	\$ 26.72	\$ 27.22	\$ 27.72	\$ 28.22	\$ 28.72	\$ 29.22	\$ 29.72	\$ 30.22
Business Mngr	\$ 23.26	\$ 25.85	\$ 26.35	\$ 26.85	\$ 27.35	\$ 27.85	\$ 28.35	\$ 28.85	\$ 29.35	\$ 29.85	\$ 30.35	\$ 30.85	\$ 31.35	\$ 31.85	\$ 32.35	\$ 32.85
Attendance Specialist																
Transportation																
Bus Driver	\$ 15.61	\$ 17.35	\$ 17.85	\$ 18.35	\$ 18.85	\$ 19.35	\$ 19.85	\$ 20.35	\$ 20.85	\$ 21.35	\$ 21.85	\$ 22.35	\$ 22.85	\$ 23.35	\$ 23.85	\$ 24.35
Mechanic	\$ 17.49	\$ 19.43	\$ 19.93	\$ 20.43	\$ 20.93	\$ 21.43	\$ 21.93	\$ 22.43	\$ 22.93	\$ 23.43	\$ 23.93	\$ 24.43	\$ 24.93	\$ 25.43	\$ 25.93	\$ 26.43
Transportation Supervisor	\$ 20.59	\$ 22.88	\$ 23.38	\$ 23.88	\$ 24.38	\$ 24.88	\$ 25.38	\$ 25.88	\$ 26.38	\$ 26.88	\$ 27.38	\$ 27.88	\$ 28.38	\$ 28.88	\$ 29.38	\$ 29.88
Food Service																
Kitchen Helper	\$ 10.56	\$ 11.73	\$ 12.23	\$ 12.73	\$ 13.23	\$ 13.73	\$ 14.23	\$ 14.43	\$ 14.63	\$ 14.83	\$ 15.03	\$ 15.23	\$ 15.43	\$ 15.63	\$ 15.83	\$ 16.03
Asst. Cook	\$ 12.62	\$ 14.02	\$ 14.52	\$ 15.02	\$ 15.52	\$ 16.02	\$ 16.52	\$ 17.02	\$ 17.52	\$ 18.02	\$ 18.52	\$ 19.02	\$ 19.52	\$ 20.02	\$ 20.52	\$ 21.02
Ktchn Mngr	\$ 14.59	\$ 16.21	\$ 16.71	\$ 17.21	\$ 17.71	\$ 18.21	\$ 18.71	\$ 19.21	\$ 19.71	\$ 20.21	\$ 20.71	\$ 21.21	\$ 21.71	\$ 22.21	\$ 22.71	\$ 23.21
Food Service Supervisor	\$ 20.59	\$ 22.88	\$ 23.38	\$ 23.88	\$ 24.38	\$ 24.88	\$ 25.38	\$ 25.88	\$ 26.38	\$ 26.88	\$ 27.38	\$ 27.88	\$ 28.38	\$ 28.88	\$ 29.38	\$ 29.88
Maintenance/Custodial																
Custodian	\$ 13.56	\$ 15.07	\$ 15.57	\$ 16.07	\$ 16.57	\$ 17.07	\$ 17.57	\$ 18.07	\$ 18.57	\$ 19.07	\$ 19.57	\$ 20.07	\$ 20.57	\$ 21.07	\$ 21.57	\$ 22.07
Maintenance Assistant	\$ 15.04	\$ 16.71	\$ 17.21	\$ 17.71	\$ 18.21	\$ 18.71	\$ 19.21	\$ 19.71	\$ 20.21	\$ 20.71	\$ 21.21	\$ 21.71	\$ 22.21	\$ 22.71	\$ 23.21	\$ 23.71
Maintenance Supervisor	\$ 20.59	\$ 22.88	\$ 23.38	\$ 23.88	\$ 24.38	\$ 24.88	\$ 25.38	\$ 25.88	\$ 26.38	\$ 26.88	\$ 27.38	\$ 27.88	\$ 28.38	\$ 28.88	\$ 29.38	\$ 29.88

Pocatello/Chubbuck SD #025

**Classified Employee
Student Services
Fiscal Year 2025-2026**

KLD Step	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8	Level 9	Level 10
1	10.19	11.99	14.15	14.64	16.78	18.83	20.91	24.13	26.54	27.95
2	10.41	12.27	14.51	15.05	17.14	19.23	21.53	24.60	27.02	28.72
3	10.63	12.57	14.89	15.48	17.51	19.65	22.16	25.07	27.51	29.51
4	10.86	12.86	15.27	15.92	17.88	20.07	22.82	25.55	28.00	30.33
5	11.09	13.17	15.66	16.37	18.27	20.50	23.49	26.05	28.51	31.17
6		13.48	16.06	16.83	18.66	20.94	24.19	26.55	29.02	32.03
7		13.80	16.48	17.31	19.06	21.39	24.90	27.06	29.54	32.91
8		14.13	16.90	17.80	19.47	21.85	25.64	27.58	30.08	33.82
9		14.47	17.33	18.30	19.88	22.32	26.40	28.12	30.62	34.75
10		14.81	17.78	18.82	20.31	22.80	27.18	28.66	31.17	35.71

Classifications

Level 1 Extended Reading Assistant; Substitute Aides

Level 2 After-School Assistant

Level 3 Instructional Paraprofessional

Level 4 Personal Care Paraprofessional; Speech/Language Paraprofessional

Choir Accompanist

Level 5 Habilitative Skills Paraprofessional; Behavior Tech

Level 6 Habilitative Skills Technician

Level 7 Habilitative Skills Specialist; College/Career Advisor

Level 8 Interpreter; Behavior Intervention Specialist

Level 9 Speech/Language Assistant

Level 10 Community Resource Worker

**Classified Employee
M&O (Includes Central Services)
Fiscal Year 2025-2026**

KLM Step	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8
1	12.51	14.12	14.64	15.35	19.02	20.39	22.90	27.31
2	12.69	14.44	14.96	15.66	19.45	20.76	23.32	27.73
3	12.88	14.76	15.29	15.97	19.89	21.14	23.74	28.15
4	13.07	15.09	15.62	16.29	20.34	21.53	24.17	28.58
5	13.26	15.43	15.96	16.62	20.80	21.92	24.61	29.01
6	13.46	15.78	16.31	16.95	21.27	22.32	25.05	29.45
7	13.66	16.14	16.66	17.29	21.76	22.72	25.51	29.90
8	13.86	16.50	17.03	17.64	22.25	23.14	25.97	30.36
9	14.06	16.87	17.40	17.99	22.75	23.56	26.44	30.82
10	14.27	17.25	17.78	18.35	23.27	23.99	26.92	31.29

Classifications

Level 1 Substitute

Level 2 Custodian; Stock Clerk/Driver; Receiving Clerk

Level 3 Groundskeeper

Level 4 Welder/Groundskeeper; Building Technician

Level 5 Electrician Assistant; Plumber Assistant; Painter; Climate Control Assistant;
Maintenance Trades Technician; Warehouse Foreman; Electronics Repair Technician;
Printing Technician

Level 6 Lead Groundskeeper; Carpenter; Locksmith

Level 7 Climate Control Specialist; Mechanic; Custodial Supervisor;

Level 8 Lead Climate Control Specialist; Plumber; Lead Mechanic; Electrician

**Classified Employee
Food Service
Fiscal Year 2025-2026**

KLE Step	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6
1	11.51	13.30	13.46	14.07	14.85	18.00
2	11.88	13.53	13.71	14.29	15.06	18.24
3	12.27	13.77	13.97	14.51	15.27	18.49
4	12.66	14.02	14.23	14.73	15.49	18.74
5	13.07	14.26	14.49	14.96	15.70	18.99
6		14.52	14.76	15.18	15.92	19.25
7		14.77	15.03	15.42	16.15	19.51
8		15.03	15.31	15.66	16.38	19.77
9		15.30	15.60	15.90	16.61	20.04
10		15.57	15.89	16.14	16.84	20.31

Classifications

Level 1 Food Service Substitute

Level 2 Food Service Associate

Level 3 Lead Food Service Associate

Level 4 Food Service Driver; Baker

Level 5 Food Service Assistant Manager; Warehouse/ Driver

Level 6 Central Kitchen Manager; Field Supervisor

**Classified Employee
Clerical
Fiscal Year 2025-2026**

KLC Step	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6
1	12.71	16.78	17.80	18.83	24.13	25.28
2	13.29	17.14	18.18	19.38	24.60	26.01
3	13.89	17.51	18.57	19.95	25.07	26.76
4	14.51	17.88	18.97	20.54	25.55	27.53
5	15.17	18.27	19.38	21.14	26.05	28.32
6	15.86	18.66	19.79	21.76	26.55	29.14
7	16.58	19.06	20.22	22.40	27.06	29.98
8	17.33	19.47	20.65	23.06	27.58	30.85
9	18.11	19.88	21.10	23.73	28.12	31.73
10	18.93	20.31	21.55	24.43	28.66	32.65

Classifications

Level 1 Substitute Secretary; Media Assistant HS; Media Assistant MS; Media Assistant Elem.
Level 2 Attendance Clerk HS; Attendance Clerk MS; Sub Clerk; Food Service Secretary;
Maintenance
Secretary; Alternate School Clerk; Activity Clerk HS; Counselor Clerk HS
Level 3 Principal's Secretary; Registrar MS; Medicaid Clerk
Level 4 Accounts Payable; Administrative Assistant; Payroll Technician; Medicaid Assistant;
Bursar-HS; Registrar-HS;
Level 5 Accounting Technician; Executive Secretary- Elem. & Secondary
Level 6 Administrative Assistant- Superintendent

**Classified Employee
Technology
Fiscal Year 2025-2026**

KLI Step	Level 1	Level 2	Level 3	Level 4
1	19.25	20.12	24.13	26.54
2	19.80	20.84	24.72	27.23
3	20.36	21.58	25.33	27.94
4	20.94	22.35	25.95	28.67
5	21.54	23.15	26.59	29.41
6	22.15	23.97	27.24	30.18
7	22.79	24.83	27.91	30.97
8	23.44	25.71	28.60	31.77
9	24.10	26.63	29.30	32.60
10	24.79	27.58	30.02	33.45

Classifications

Level 1 Help Desk

Level 2 Site Support Technician; Physical Security Technician; Data Cabling Technician

Level 3 Computer Repair Supervisor; Application Specialist, Network Technician

Web Communications Assistant; SIS Application Specialist

Level 4 Database Manager

**Classified Employee
Transportation
Fiscal Year 2025-2026**

KLB Step	Level 1	Level 2	Level 3	Level 4	Level 5
1	11.97	13.01	18.60	19.19	19.19
2		13.17	19.02	19.62	19.62
3		13.33	19.45	20.07	20.07
4		13.49	19.89	20.52	20.52
5		13.66	20.35	20.99	20.99
6		13.82	20.81	21.46	21.46
7		13.99	21.28	21.95	21.95
8		14.16	21.76	22.44	22.44
9		14.34	22.26	22.95	22.95
10		14.51	22.76	23.47	23.47

Classifications

Level 1 Driver Trainee

Level 2 Bus Aide; Substitute Bus Aide

Level 3 Router; Bus Driver; Substitute Bus Driver

Level 4 Transportation Analyst; Dispatcher; Lead Driver

**Classified Employee
Head Start
Fiscal Year 2025-2026**

KLH Step	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8	Level 9	Level 10
1	10.50	13.14	13.68	14.85	16.50	17.80	18.60	18.83	24.79	30.01
2	10.83	13.38	13.91	15.06	16.83	18.18	19.02	19.38	25.26	30.81
3	11.17	13.62	14.14	15.27	17.16	18.57	19.45	19.95	25.74	31.63
4	11.52	13.86	14.38	15.49	17.50	18.97	19.89	20.54	26.22	32.48
5	11.88	14.11	14.62	15.70	17.85	19.38	20.35	21.14	26.72	33.35
6	0.00	14.36	14.87	15.92	18.21	19.79	20.81	21.76	27.22	34.24
7	0.00	14.62	15.12	16.15	18.57	20.22	21.28	22.40	27.74	35.15
8	0.00	14.88	15.37	16.38	18.94	20.65	21.76	23.06	28.26	36.09
9	0.00	15.15	15.63	16.61	19.32	21.10	22.26	23.73	28.80	37.05
10	0.00	15.42	15.89	16.84	19.70	21.55	22.76	24.43	29.34	38.04

Classifications

Level 1 Substitute Aide (Kitchen or classroom) Diploma/GED

Level 2 Classroom / Food Service / Bus - Aides Diploma/GED

Level 3 Teacher's Assistant I; Food Service II; Diploma/GED

Media Center Clerk; Transportation Clerk

Level 4 Food Service III Diploma/GED + Food Service Manager Certification

Level 5 Teacher's Assistant II CDA or ECE Technical Degree

Level 6 Secretary Diploma/GED + Typing Test

Level 7 Bus Driver Diploma/GED + CDL

Level 8 Admin Assistant; Teacher's Assistant III A.A. Business/A.A. ECE

Level 9 Specialist; Family Advocate B.A. Education, Health, Social Services

Level 10 Teacher B.A. ECE or related field with A.A. ECE

Post Falls SD #273

**2025-2026 SCHOOL YEAR
POST FALLS SCHOOL DISTRICT #273
CLASSIFIED PERSONNEL SALARY SCHEDULE**

Step 2.50%

A	B	C	D	E	F	G	H	I	J
Assistant Secretary	Academic Para	Building Secretary	BI Paraprofessional	Accounting Specialist	Bus Driver Trainer	Accountant	Board Clerk/ Executive Assistant	Buildings & Grounds Director	IT Director
Classroom Assistant	Bus Aide	GAP Site Coordinator	CNA	Bus Driver	BI Professional	BI Specialist	Network Administrator	Nutrition Services Director	
GAP Assistant	Credit Recovery	Head Custodian	DO Receptionist	Business Services Specialist	HR Specialist	Custodial Supervisor	RN - Associates Degree	Transportation Director	
Health Room Assistant	Custodian	Maintenance Grounds	GAP Office Manager	College & Career Advisor	Interpreter	DO Systems Specialist			
Nutrition Services Assistant	Resource Paraprofessional	Elementary Nutrition Manager	Lifeskills/Preschool Paraprofessional	HS Bookkeeper	IT Technician	GAP Director			
Paraprofessional			Maintenance General		Maintenance Specialist	HR Generalist			
			Night Custodial Lead		Payroll Specialist	IT Specialist			
			Secondary Nutrition Manager		SLPA / BI	Lead Driver Trainer			
			Nutrition Office / Warehouse		Psychologist Asst.	Maintenance Lead			
			Safety Dean		LPN	Mechanic Lead			
			SPED Secretary		Mechanic				
			Transportation Secretary / Dispatch						

Step										
Sub Rate	14.53	15.93	16.60	18.01	18.96					
1	15.53	16.93	17.60	19.01	19.96	23.16	25.36	26.62	30.35	38.06
2	15.92	17.35	18.04	19.49	20.46	23.74	25.99	27.29	31.11	39.01
3	16.31	17.78	18.49	19.97	20.97	24.33	26.64	27.97	31.89	39.99
4	16.72	18.23	18.96	20.47	21.50	24.94	27.31	28.67	32.68	40.99
5	17.14	18.68	19.43	20.99	22.03	25.56	27.99	29.39	33.50	42.01
6	17.57	19.15	19.92	21.51	22.59	26.20	28.69	30.12	34.34	43.06
7	18.01	19.63	20.41	22.05	23.15	26.85	29.41	30.88	35.20	44.14
8	18.46	20.12	20.92	22.60	23.73	27.53	30.14	31.65	36.08	45.24
9	18.92	20.62	21.45	23.16	24.32	28.21	30.89	32.44	36.98	46.37
10	19.39	21.14	21.98	23.74	24.93	28.92	31.67	33.25	37.90	47.53
11	19.88	21.67	22.53	24.34	25.55	29.64	32.46	34.08	38.85	48.72
12	20.38	22.21	23.10	24.94	26.19	30.38	33.27	34.93	39.82	49.94
13	20.88	22.76	23.67	25.57	26.85	31.14	34.10	35.81	40.82	51.19
14	21.41	23.33	24.27	26.21	27.52	31.92	34.95	36.70	41.84	52.47
15	21.94	23.92	24.87	26.86	28.21	32.72	35.83	37.62	42.89	53.78
20	22.55	24.57	25.56	27.60	28.98	33.62	36.81	38.65	44.06	55.26
25	23.17	25.25	26.26	28.36	29.78	34.54	37.83	39.72	45.28	56.78

* Post Falls School District retirees returning in a substitute capacity will be placed on Step 9

* To help prevent wage compression, new hires will be placed based on experience and education, based on the criteria below:

Criteria	New Hire	Internal Hire Movement
Equivalent experience	1 year = 1 step	1 year = 1 step
Related but not equivalent experience	1 year = 1/2 step	1 year = 1/2 step
Education above the position requirements	AA = 2 steps	AA = 2 steps
	BA = 4 steps	BA = 4 steps
	MA = 6 steps	MA = 6 steps
Max Placement	Step 10	Step 10 or 5% increase from current wage, whichever is greater.

Potlatch SD #285



Home of the Loggers

CLASSIFIED WAGE SCALE 2025-2026

Potlatch School District #285
SMALL TOWN, BIG HEARTS, BRIGHT FUTURES



www.psd285.org

Position	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
District Office Assistant	\$20.36	\$20.97	\$21.60	\$22.25	\$22.92	\$23.61	\$24.32	\$25.05
Business Manager/Clerk of Board	\$29.80	\$30.69	\$31.61	\$32.56	\$33.54	\$34.55	\$35.59	\$36.66
Custodian	\$16.79	\$17.29	\$17.81	\$18.34	\$18.89	\$19.46	\$20.04	\$20.64
Maintenance and Ground Worker	\$22.26	\$22.93	\$23.62	\$24.33	\$25.06	\$25.81	\$26.58	\$27.38
Department Supervisor (Maintenance)	\$25.53	\$26.30	\$27.09	\$27.90	\$28.74	\$29.60	\$30.49	\$31.40
Food Services	\$17.08	\$17.59	\$18.12	\$18.66	\$19.22	\$19.80	\$20.39	\$21.00
Department Supervisor (Food Service)	\$21.47	\$22.11	\$22.77	\$23.45	\$24.15	\$24.87	\$25.62	\$26.39
School Bus Driver	\$20.13	\$20.73	\$21.35	\$21.99	\$22.65	\$23.33	\$24.03	\$24.75
Mechanic & Inspection	\$26.75	\$27.55	\$28.38	\$29.23	\$30.11	\$31.01	\$31.94	\$32.90
Department Supervisor (Transportation)	\$25.35	\$26.11	\$26.89	\$27.70	\$28.53	\$29.39	\$30.27	\$31.18
Technology Technician	\$22.38	\$23.05	\$23.74	\$24.45	\$25.18	\$25.94	\$26.72	\$27.52
Department Supervisor (Technology)	\$27.02	\$27.83	\$28.66	\$29.52	\$30.41	\$31.32	\$32.26	\$33.23
Paraprofessional Tier 1	\$17.23	\$17.75	\$18.28	\$18.83	\$19.39	\$19.97	\$20.57	\$21.19
Paraprofessional Tier 2	\$18.37	\$18.92	\$19.49	\$20.07	\$20.67	\$21.29	\$21.93	\$22.59
Secretary	\$18.41	\$18.96	\$19.53	\$20.12	\$20.72	\$21.34	\$21.98	\$22.64

Substitute Position	Pay Rate
Classified Sub	\$15.00
Bus Driver/ Extra Trip	\$19.00
Teacher: Certified	\$120/Day
Teacher: Non-Certified	\$105/Day

Preston Joint SD #201

PRESTON JOINT SCHOOL DISTRICT #201

2025-2026 CLASSIFIED STAFFING PAY SCALE

Approved by Preston School District Board of Trustees on
June 2025

STEP	CATEGORY																		
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
	P-1	P-2	P-3	O-1	O-2	O-3	MC-1	MC-2	MC-3	MC-4	CN-1	CN-2	CN-3	B-1	B-2	B-3	T-1	T-2	T-3
1	12.68	12.93	13.18	15.84	16.79	19.90	12.68	14.07	20.28	26.87	12.68	14.70	20.03	20.07	23.68	26.69	20.07	24.08	28.30
2	12.93	13.18	13.45	16.16	17.13	20.31	12.93	14.35	20.68	27.41	12.93	15.00	20.43	20.47	24.16	27.23	20.47	24.57	28.87
3	13.18	13.45	13.71	16.49	17.47	20.72	13.18	14.64	21.10	27.96	13.18	15.29	20.84	20.88	24.64	27.77	20.88	25.05	29.44
4	13.45	13.72	13.98	16.82	17.82	21.14	13.45	14.94	21.53	28.52	13.45	15.60	21.25	21.29	25.13	28.33	21.29	25.56	30.03
5	13.72	14.00	14.27	17.15	18.18	21.58	13.72	15.23	21.95	29.09	13.72	15.92	21.67	21.73	25.64	28.89	21.73	26.07	30.63
6	14.00	14.27	14.56	17.49	18.54	22.02	14.00	15.54	22.39	29.67	14.00	16.23	22.11	22.16	26.14	29.47	22.16	26.59	31.24
7	14.27	14.56	14.84	17.84	18.92	22.47	14.27	15.84	22.84	30.26	14.27	16.56	22.55	22.60	26.67	30.06	22.60	27.12	31.87
8	14.56	14.85	15.15	18.20	19.29	22.92	14.56	16.16	23.29	30.86	14.56	16.89	23.01	23.06	27.20	30.66	23.06	27.66	32.50
9	14.85	15.15	15.44	18.56	19.68	23.39	14.85	16.49	23.77	31.49	14.85	17.23	23.46	23.51	27.75	31.28	23.51	28.21	33.16
10	15.15	15.45	15.75	18.94	20.07	23.87	15.15	16.82	24.24	32.11	15.15	17.58	23.93	23.99	28.30	31.90	23.99	28.78	33.82
11	15.45	15.76	16.07	19.31	20.47	24.36	15.45	17.15	24.72	32.75	15.45	17.92	24.41	24.46	28.87	32.53	24.46	29.35	34.50
12	15.76	16.08	16.39	19.70	20.88	24.85	15.76	17.49	25.21	33.41	15.76	18.28	24.90	24.95	29.45	33.19	24.95	29.95	35.18
13	16.08	16.39	16.72	20.09	21.30	25.36	16.08	17.84	25.72	34.08	16.08	18.64	25.40	25.46	30.03	33.85	25.46	30.55	35.89
14	16.39	16.72	17.06	20.49	21.73	25.88	16.39	18.20	26.24	34.75	16.39	19.02	25.91	25.96	30.63	34.53	25.96	31.15	36.61
15	16.72	17.06	17.41	20.90	22.16	26.41	16.72	18.57	26.76	35.45	16.72	19.40	26.43	26.48	31.24	35.22	26.48	31.77	37.34

Please Note: Employee progression on classified staffing pay scale is not dependent solely on years of experience, but will be based on employee evaluation data, availability of funding from State and/or local sources, and Board approval of classified staffing pay scale.

P-1 Paraprofessional I - Noninstructional, Playground, Crossing Guard, Interpreter

P-2 Paraprofessional II - Classroom Instructional, Special Ed, Title I

P-3 Paraprofessional III - K-8 Librarian, Computer Lab, College and Career Center, OT/PT Assistant, Elementary Rotation

O-1 Administrative Assistant I – Co- Administrative Assistant, Alternative School Administrative Assistant, Medicaid Billing Specialist

O-2 Administrative Assistant II - Head Administrative Assistant

O-3 Administrative Assistant III - District Administrative Assistant

MC-1 Maintenance I - Cleaning Staff, Seasonal Cleaning and Grounds

MC-2 Maintenance II - K-8 Custodial Supervisor, Alternative Custodian

MC-3 Maintenance III - Skilled Maintenance Technician, High School Custodial Supervisor

MC-4 Maintenance III –Director

CN-1 Child Nutrition I – Nutrition Staff

CN-2 Child Nutrition II - Kitchen Supervisor

CN-3 Child Nutrition III - Director

B-1 Transportation I - Route Driver, Trip Driver

B-2 Transportation II - Transportation Mechanic

B-3 Transportation III - Director

T-1 Technology I – Help Desk Support

T-2 Technology II - Certified Technician, A+, Network+, Security+, CompTIA

T-3 Technology III - Director

Salmon River Joint SD #243

SALMON RIVER JOINT SCHOOL DISTRICT NO. 243

2025-2026 SALARY SCHEDULE / CLASSIFIED Approved 4/21/25

	COLUMN#1	COLUMN #2	COLUMN #3	COLUMN #4
STEP	Para Pro Asst. Cook	Custodian, Para w/ degree 1 to 1 Para	Secretary Head Cook	Bus Driver, IT Head Maint.
0	\$ 12.00	\$ 13.00	\$ 15.00	\$ 18.00
1	\$ 12.50	\$ 13.50	\$ 15.50	\$ 18.50
2	\$ 13.00	\$ 14.00	\$ 16.00	\$ 19.00
3	\$ 13.50	\$ 14.50	\$ 16.50	\$ 19.50
4	\$ 14.00	\$ 15.00	\$ 17.00	\$ 20.00
5	\$ 14.50	\$ 15.50	\$ 17.50	\$ 20.50
6	\$ 15.00	\$ 16.00	\$ 18.00	\$ 21.00
7	\$ 15.50	\$ 16.50	\$ 18.50	\$ 21.50
8	\$ 16.00	\$ 17.00	\$ 19.00	\$ 22.00
9	\$ 16.50	\$ 17.50	\$ 19.50	\$ 22.50
10	\$ 17.00	\$ 18.00	\$ 20.00	\$ 23.00
11	\$ 17.50	\$ 18.50	\$ 20.50	\$ 23.50
12	\$ 18.00	\$ 19.00	\$ 21.00	\$ 24.00

Sub Para Pro \$10.00 per hr

Sub Teachers \$100.00 per day

Long Term Sub Para Pro \$11.00 per hr

Long Term Sub Teacher \$120.00 per day

Salmon SD #291

Category A (Paraprofessional, Custodial, Grounds, Food Svc, Clerical Assist) ERR +\$4							As of 5-11-23		
Steps	2016-2017	2018-2019	2019-2020	2020-2021	2020-21 midyear and 21- 22	22-23	23-24		
1	7.50	8.00	8.15	8.15	9.00	10.00	\$ 10.40	\$ 10.50	\$ 10.71
2	7.80	8.32	8.48	8.48	9.36	10.33	\$ 10.75	\$ 10.86	\$ 11.07
3	8.11	8.65	8.82	8.82	9.73	10.74	\$ 11.17	\$ 11.29	\$ 11.51
4	8.42	8.98	9.15	9.15	10.10	11.15	\$ 11.60	\$ 11.72	\$ 11.95
5	8.74	9.32	9.50	9.50	10.49	11.58	\$ 12.04	\$ 12.16	\$ 12.40
6	9.05	9.65	9.83	9.83	10.86	11.99	\$ 12.47	\$ 12.59	\$ 12.84
7	9.36	9.98	10.17	10.17	11.23	12.40	\$ 12.89	\$ 13.02	\$ 13.28
8	9.67	10.31	10.51	10.51	11.60	12.81	\$ 13.32	\$ 13.45	\$ 13.72
9	9.98	10.64	10.84	10.84	11.97	13.22	\$ 13.74	\$ 13.88	\$ 14.16
10	10.30	10.98	11.19	11.19	12.35	13.64	\$ 14.18	\$ 14.33	\$ 14.61
11	10.61	11.31	11.53	11.53	12.72	14.05	\$ 14.61	\$ 14.76	\$ 15.05
12	10.92	11.65	11.87	11.87	13.11	14.47	\$ 15.05	\$ 15.20	\$ 15.50
13	11.25	12.00	12.23	12.23	13.50	14.91	\$ 15.50	\$ 15.66	\$ 15.97
14	11.59	12.36	12.60	12.60	13.91	15.35	\$ 15.97	\$ 16.13	\$ 16.45
15	11.94	12.73	12.97	12.97	14.32	15.81	\$ 16.44	\$ 16.61	\$ 16.94
16	12.30	13.12	13.36	13.36	14.75	16.28	\$ 16.93	\$ 17.10	\$ 17.45
Longevity		13.12	13.36	13.36	14.75	16.28	\$ 16.93	\$ 17.10	\$ 17.45
Category B (Building Secretary, Maintenance, Specialists, Dist Secretary)									
Steps	2016-2017	2018-2019	2019-2020	2020-2021	2020-21 midyear and 21- 22	22-23	23-24 is a slide over		
1	8.50	9.00	9.25	9.25	10.00	11.00	\$ 11.44	\$ 11.55	\$ 11.78
2	8.93	9.45	9.71	9.71	10.50	11.35	\$ 11.80	\$ 11.92	\$ 12.16
3	9.36	9.91	10.18	10.18	11.01	11.90	\$ 12.37	\$ 12.50	\$ 12.75
4	9.80	10.37	10.66	10.66	11.52	12.45	\$ 12.95	\$ 13.08	\$ 13.34
5	10.23	10.83	11.13	11.13	12.03	13.00	\$ 13.52	\$ 13.66	\$ 13.93
6	10.66	11.28	11.60	11.60	12.54	13.56	\$ 14.10	\$ 14.24	\$ 14.52
7	11.10	11.75	12.08	12.08	13.06	14.12	\$ 14.68	\$ 14.83	\$ 15.12
8	11.54	12.22	12.56	12.56	13.57	14.67	\$ 15.26	\$ 15.41	\$ 15.72
9	11.99	12.39	12.73	12.73	13.76	14.88	\$ 15.47	\$ 16.03	\$ 16.35
10	12.44	13.17	13.53	13.53	14.63	15.81	\$ 16.45	\$ 16.67	\$ 17.01
11	12.90	13.66	14.04	14.04	15.17	16.40	\$ 17.06	\$ 17.23	\$ 17.57
12	13.34	14.12	14.51	14.51	15.68	16.95	\$ 17.63	\$ 17.81	\$ 18.16
13	13.79	14.60	15.00	15.00	16.22	17.53	\$ 18.23	\$ 18.41	\$ 18.78
14	14.24	15.08	15.50	15.50	16.76	18.11	\$ 18.84	\$ 19.03	\$ 19.41
15	14.70	15.56	15.99	15.99	17.28	18.68	\$ 19.43	\$ 19.62	\$ 20.02
16	15.14	16.03	16.47	16.47	17.80	19.25	\$ 20.02	\$ 20.22	\$ 20.62
Longevity		16.54							
Category C (Bus Drivers)									
Steps	2016-2017	2018-2019	2019-2020	2020-2021	2020-21 midyear and 21- 22	22-23	23-24 slide over		
1	11.00	11.50	11.60	11.60	12.00	14.00	\$ 14.56	\$ 14.70	\$ 14.99
2	11.50	12.02	12.13	12.13	12.54	14.63	\$ 15.21	\$ 15.37	\$ 15.67
3	12.00	12.55	12.66	12.66	13.09	15.27	\$ 15.88	\$ 16.04	\$ 16.36
4	12.36	12.92	13.03	13.03	13.48	15.72	\$ 16.35	\$ 16.52	\$ 16.85
5	12.73	13.31	13.43	13.43	13.88	16.20	\$ 16.85	\$ 17.01	\$ 17.35
6	13.11	13.71	13.83	13.83	14.30	16.68	\$ 17.35	\$ 17.53	\$ 17.88
7	13.50	14.12	14.24	14.24	14.73	17.18	\$ 17.87	\$ 18.05	\$ 18.41
8	13.91	14.54	14.67	14.67	15.17	17.69	\$ 18.40	\$ 18.59	\$ 18.96
9	14.33	14.98	15.11	15.11	15.63	18.23	\$ 18.96	\$ 19.15	\$ 19.53
10	14.76	15.43	15.57	15.57	16.10	18.78	\$ 19.53	\$ 19.72	\$ 20.12
11	15.20	15.89	16.03	16.03	16.57	19.34	\$ 20.11	\$ 20.31	\$ 20.72
12	15.66	16.37	16.51	16.51	17.08	19.92	\$ 20.72	\$ 20.93	\$ 21.34
13	16.13	16.86	17.01	17.01	17.59	20.52	\$ 21.34	\$ 21.55	\$ 21.98
14	16.61	17.37	17.52	17.52	18.12	21.14	\$ 21.98	\$ 22.20	\$ 22.65
15	17.11	17.89	18.05	18.05	18.66	21.77	\$ 22.64	\$ 22.87	\$ 23.33
16	17.62	18.42	18.58	18.58	19.21	22.42	\$ 23.31	\$ 23.55	\$ 24.02

Shoshone Joint SD #312

Salary Schedule restructured for 23-24 PROPOSED
4/11/2023

SHOSHONE SCHOOL DISTRICT #312
EDUCATIONAL SUPPORT PERSONNEL
SALARY SCHEDULE
2025-2026
4% on step 1

Step	Rate
1	\$ 13.36
2	13.61
3	13.81
4	13.97
5	14.13
6	14.29
7	14.45
8	14.61
9	14.77
10	14.93

Hourly rate could be adjusted for special circumstances

Shoshone School District #312, Idaho

	0.16					0.26				0.19		0.16
	0.10					0.20						

Snake River SD #052

SNAKE RIVER SCHOOL DISTRICT #52 CLASSIFIED PAY SCHEDULE FY2025-26

Paraprofessionals				
Step	Class I	Class II	Class III	Bachelor Degree
	<i>Title 1/Instructional Aides, Library Aides</i>	<i>SPED Parapros & EL Aides</i>	<i>BI Parapros, CBRS</i>	<i>BI Professionals, CBRS</i>
1	\$13.25	\$14.25	\$15.25	\$18.75
2	\$13.25	\$14.25	\$15.25	\$18.75
3	\$14.25	\$15.25	\$16.25	\$19.75
4	\$14.25	\$15.25	\$16.25	\$19.75
5	\$15.25	\$16.25	\$17.25	\$20.75
6	\$15.25	\$16.25	\$17.25	\$20.75
7	\$15.75	\$16.75	\$17.75	\$21.75
8	\$15.75	\$16.75	\$17.75	\$21.75
9+	\$16.25	\$17.25	\$18.25	\$22.75

Secretaries			
Step	Class I	Class II	Class III
	<i>Elementary, Secondary</i>	<i>HS Bookkeeper, Medicaid, College & Career Advisor</i>	<i>District AP/Payroll, Human Resources</i>
1	\$16.25	\$16.75	\$17.75
2	\$16.25	\$16.75	\$17.75
3	\$16.75	\$17.25	\$18.25
4	\$16.75	\$17.25	\$18.25
5	\$17.25	\$17.75	\$18.75
6	\$17.25	\$17.75	\$18.75
7	\$17.75	\$18.25	\$19.25
8	\$17.75	\$18.25	\$19.25
9	\$18.25	\$18.75	\$19.75
10	\$18.25	\$18.75	\$19.75
11+	\$18.75	\$19.25	\$20.25

Food Service			
Step	Cook's Helper	Cook	Manager
1	\$13.50	\$14.25	\$16.75
2	\$14.00	\$14.75	\$17.25
3	\$14.00	\$14.75	\$17.25
4+	\$14.50	\$15.25	\$18.25

Custodians	
<i>Jr. Custodians</i>	\$12.00
<i>Step 1</i>	\$15.50
<i>Step 2+</i>	\$17.00
<i>Head Custodian</i>	\$18.25

Bus Drivers		
Step	Route	Trip
1	\$21.00	\$19.00
2	\$21.00	\$19.00
3	\$21.00	\$19.00
4	\$21.50	\$19.00
5	\$21.50	\$19.00
6	\$21.50	\$19.00
7	\$22.00	\$19.00
8	\$22.00	\$19.00
9	\$22.00	\$19.00
10	\$22.50	\$19.00
11	\$22.50	\$19.00
12	\$23.00	\$19.00

Substitutes	
<i>Teacher</i>	\$107.00/day
<i>SPED</i>	\$97.00/day
<i>Classified</i>	\$94.00/day

Substitutes are eligible to earn up to three bonuses during the school year based on the total number of days worked in our district. Bonuses will be paid following the end of each trimester(November, March, June) to those who meet the required number of days during that trimester..

30 total days : **\$150.00**
60 total days : **\$300.00**
90 total days : **\$450.00**

<i>Food Service</i>	\$12.00/hr
<i>Bus Driver - Route</i>	\$19.00/hr
<i>Bus Driver - Trip</i>	\$34.00/Trip
<i>Bus Driver - Trip</i>	\$34.00/Trip

South Lemhi SD #292

Classified Staff Salary Schedule 25-26

	1	2	3	4
0.	7.25	13.60	17.20	22.60
1.	7.45	13.80	17.40	22.80
2.	7.65	14.00	17.60	23.00
3.	7.85	14.20	17.80	23.20
4.		14.40	18.00	23.40
5.		14.60	18.20	23.60
6.		14.80	18.40	23.80
7.		15.00	18.60	24.00
8.		15.20	18.80	24.20
9.		15.40	19.00	24.40
10.		15.60	19.20	24.60
11.		15.80	19.40	24.80
12.		16.00	19.60	25.00
13.		16.20	19.80	25.20
14.		16.40	20.00	25.40
15.		16.60	20.20	25.60
16.		16.80	20.40	25.80
17 or more		17.00	20.60	26.00

CATEGORY 1 Student

CATEGORY 2 Paraprofessionals, District Secretary, Custodians, Cooks Help

CATEGORY 3 Child Nutrition Supervisor, Route bus drivers, Clerk, Maintenance OR (Category 2 employee with 18+ Years in the District)

CATEGORY 4 Business Manager, Driver's Education

Activity Driver 11.00

Bus Driving Trainer: 13.00

Bus Driving Training: 10.00

Substitute Teachers: 100.00 a day

Policy History

Adopted On: May 8, 2017

Revised On: May 12, 2025

St. Maries Joint SD #041

2025-2026 St. Maries Joint School District #41 Classified Salary Schedule

	Base	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
A	14.85	15.15	15.45	15.76	16.08	16.40	16.72	17.06	17.40	17.75	18.10	18.47	18.83	19.21	19.60	19.99	20.39	20.80	21.21	21.64	22.07
B	15.12	15.42	15.73	16.05	16.37	16.70	17.03	17.37	17.72	18.07	18.43	18.80	19.18	19.56	19.95	20.35	20.76	21.17	21.60	22.03	22.47
C	15.65	15.97	16.28	16.61	16.94	17.28	17.63	17.98	18.34	18.71	19.08	19.46	19.85	20.25	20.65	21.07	21.49	21.92	22.35	22.80	23.26
D	17.24	17.59	17.94	18.30	18.66	19.04	19.42	19.81	20.20	20.61	21.02	21.44	21.87	22.31	22.75	23.21	23.67	24.14	24.63	25.12	25.62
E	19.09	19.48	19.87	20.26	20.67	21.08	21.50	21.93	22.37	22.82	23.28	23.74	24.22	24.70	25.19	25.70	26.21	26.74	27.27	27.82	28.37
F	21.75	22.18	22.62	23.08	23.54	24.01	24.49	24.98	25.48	25.99	26.51	27.04	27.58	28.13	28.69	29.27	29.85	30.45	31.06	31.68	32.31
G	23.87	24.35	24.83	25.33	25.84	26.35	26.88	27.42	27.97	28.52	29.09	29.68	30.27	30.88	31.49	32.12	32.77	33.42	34.09	34.77	35.47
H	24.40	24.89	25.38	25.89	26.41	26.94	27.48	28.03	28.59	29.16	29.74	30.34	30.94	31.56	32.19	32.84	33.49	34.16	34.85	35.54	36.25
I	12.73	12.73	12.98	12.98	13.24	13.24															

- A Custodian, Bus Aides, Library Aides, FS Dishwasher, Temporary Summer Maintenance
- B Music Parapro, PE Parapro, Literacy Parapro, Sped I Parapro, FS Ass't Cook, FS Cashier/Delivery, Student Support
- C Sped II Parapro, FS Head Cook
- D Building Secretaries, CTE/Dual Credit, DO Secretary/AP, BI Parapro
- E Bus Drivers, Shop Assistant, Technology Technician I, ASP Assistant
- F Maintenance, Mechanic, Admin Assistant/Board Clerk
- G Lead Mechanic/Route Manager, Trans Dept Router/Scheduler/Trainer, FS Supervisor, ASP Director, Technology Director
- H Maintenance Supervisor
- I Student Worker

* Substitutes for Food Service, Custodial, Transportation will be paid at Base pay of corresponding row

* As of 8/1/2025 - Up to 10 years comparable, verifiable experience can be recognized for initial Salary Schedule placement

* As of February 13, 2023 - Bus Drivers that return to St. Maries School District having retired from said District (both route drivers and substitutes), will be placed on the Salary Schedule in a manner that keeps them whole to the level of pay at retirement. Annual movement on the Salary Schedule will not be recognized for substitutes.

* All years of comparable, verifiable experience shall be recognized for a Certified Teacher hired as a paraprofessiona

* Current classified employees hired as temporary summer maintenance shall be paid the lower of their regular hourly rate or A-5

* Current certified employees hired as temporary summer maintenance shall be paid \$20 per hour

Sugar-Salem Joint SD #322

2025-2026 CLASSIFIED SALARY SCHEDULE

APPROVED BY SCHOOL BOARD

[illegible]

Swan Valley Elementary SD #092

Child Nutrition Program Director 2025-26 Salary Schedule

Step	Hourly Rate	Salary (170 Day, 8 hours)
1	\$ 14.00	\$ 19,040.00
2	\$ 14.25	\$ 19,380.00
3	\$ 14.50	\$ 19,720.00
4	\$ 14.75	\$ 20,060.00
5	\$ 15.00	\$ 20,400.00
6	\$ 15.25	\$ 20,740.00
7	\$ 15.50	\$ 21,080.00
8	\$ 15.75	\$ 21,420.00
9	\$ 16.00	\$ 21,760.00
10	\$ 16.25	\$ 22,100.00
11	\$ 16.50	\$ 22,440.00
12	\$ 16.75	\$ 22,780.00
13	\$ 17.00	\$ 23,120.00
14	\$ 17.25	\$ 23,460.00
15	\$ 17.50	\$ 23,800.00
16	\$ 17.75	\$ 24,140.00
17	\$ 18.00	\$ 24,480.00
18	\$ 18.25	\$ 24,820.00
19	\$ 18.50	\$ 25,160.00
20	\$ 18.75	\$ 25,500.00
21	\$ 19.00	\$ 25,840.00
22	\$ 19.25	\$ 26,180.00
23	\$ 19.50	\$ 26,520.00
24	\$ 19.75	\$ 26,860.00
25	\$ 20.00	\$ 27,200.00
26	\$ 20.25	\$ 27,540.00
27	\$ 20.50	\$ 27,880.00
28	\$ 20.75	\$ 28,220.00
29	\$ 21.00	\$ 28,560.00
30	\$ 21.25	\$ 28,900.00

Work Schedule:

8.0 hours per day for 165 days during the school year from approximately 7:00 AM to 3:00 PM. 137 student days, 13 Meeting/PD days, 15 Float days for summer/holiday meetings, cleaning/prep. Second Friday/Monday is Required for staff meetings and trainings.

Sick Leave:

9 days per year

Personal Leave: Three (3) personal leave days per year for the first through third consecutive years of employment. Four (4) personal leave days for the fourth or subsequent consecutive year of employment. Full time staff will be able to accumulate unused days year to year, up to seven (7) days. Days not taken will be paid at an amount equal to the daily pay for regular certified substitute pay in June.

Vacation: No vacation days for this position

Bereavement Leave: Up to 4 days of bereavement leave is granted to employees in the event of the death of an immediate family member.

Dependent Care: Employee must use 4 of their own days and district will match those 4 days

Benefits: Employee Health Insurance
Life Insurance
PERSI

Pay Period: Pay Period is 16th of the month to 15th of the month. Payday is once a month on the 20th of every month. Should the 20th fall on a holiday or weekend, we will move it to the first business day.

Placement: The Superintendent is authorized to accept up to 10 steps for relevant outside work experience. All other placements must be approved by the Board of Trustees

Note:

Classified employees are those non-certificated employees who are employed by the District or personnel hired in positions which do not require certification. With the exception of those classified employees who are hired for a stated specified time, all classified employees shall be regarded as “at-will” employees and may be dismissed at the will of either party and the employment relationship may be terminated at any time for any or no reason (so long as the same does not violate public policy or violate any other provision of law).

Custodial, Maintenance, and Grounds 2025-26 Salary Schedule

Step	Hourly Rate
1	\$ 15.00
2	\$ 15.40
3	\$ 15.80
4	\$ 16.20
5	\$ 16.60
6	\$ 17.00
7	\$ 17.40
8	\$ 17.80
9	\$ 18.20
10	\$ 18.60
11	\$ 19.00
12	\$ 19.40
13	\$ 19.80
14	\$ 20.20
15	\$ 20.60
16	\$ 21.00
17	\$ 21.40
18	\$ 21.80
19	\$ 22.20
20	\$ 22.60
21	\$ 23.00
22	\$ 23.40
23	\$ 23.80
24	\$ 24.20
25	\$ 24.60
26	\$ 25.00
27	\$ 25.40
28	\$ 25.80
29	\$ 26.20
30	\$ 26.60

Benefits for full time employees (30 hours or more per week)

Work Schedule: As needed during school year.
A schedule will be set with the employee

Sick Leave: 12 days per year if employed year around

Personal Leave:	Three (3) personal leave days per year for the first through third consecutive years of employment. Four (4) personal leave days for the fourth or subsequent consecutive year of employment. Full time staff will be able to accumulate unused days year to year, up to seven (7) days. Days not taken will be paid at an amount equal to the daily pay for regular certified substitute pay in June.
Vacation:	10 vacation days per year if employed full time year around
Bereavement Leave:	Up to 4 days of bereavement leave is granted to employees in the event of the death of an immediate family member.
Dependent Care:	Employee must use 4 of their own days and district will match those 4 days
Benefits:	Employee Health Insurance Life Insurance PERSI
Pay Period:	Pay Period is 16 th of the month to 15 th of the month. Payday is once a month on the 20 th of every month. Should the 20 th fall on a holiday or weekend, we will move it to the first business day.
Placement:	The Superintendent is authorized to accept up to 10 steps for relevant outside work experience. All other placements must be approved by the Board of Trustees.

Note:

Classified employees are those non-certificated employees who are employed by the District or personnel hired in positions which do not require certification. With the exception of those classified employees who are hired for a stated specified time, all classified employees shall be regarded as “at-will” employees and may be dismissed at the will of either party and the employment relationship may be terminated at any time for any or no reason (so long as the same does not violate public policy or violate any other provision of law).

Paraprofessional 2025-26 Salary Schedule

Step	Hourly Rate (High School Diploma)	Hourly Rate* (College)
1	\$ 14.00	\$ 15.00
2	\$ 14.20	\$ 15.20
3	\$ 14.40	\$ 15.40
4	\$ 14.60	\$ 15.60
5	\$ 14.80	\$ 15.80
6	\$ 15.00	\$ 16.00
7	\$ 15.20	\$ 16.20
8	\$ 15.40	\$ 16.40
9	\$ 15.60	\$ 16.60
10	\$ 15.80	\$ 16.80
11	\$ 16.00	\$ 17.00
12	\$ 16.20	\$ 17.20
13	\$ 16.40	\$ 17.40
14	\$ 16.60	\$ 17.60
15	\$ 16.80	\$ 17.80
16	\$ 17.00	\$ 18.00
17	\$ 17.20	\$ 18.20
18	\$ 17.40	\$ 18.40
19	\$ 17.60	\$ 18.60
20	\$ 17.80	\$ 18.80
21	\$ 18.00	\$ 19.00
22	\$ 18.20	\$ 19.20
23	\$ 18.40	\$ 19.40
24	\$ 18.60	\$ 19.60
25	\$ 18.80	\$ 19.80
26	\$ 19.00	\$ 20.00
27	\$ 19.20	\$ 20.20
28	\$ 19.40	\$ 20.40
29	\$ 19.60	\$ 20.60
30	\$ 19.80	\$ 20.80

*An individual must have at least 30 college semester credits to be placed on the college salary schedule.

Benefits for full time Paraprofessional employees (30 hours or more per week)

Work Schedule: Full time is 9.0 hours per day for 165 days (contract days varies from year to year) from approximately 7:30 AM to

4:15 PM. Second Friday/Monday is required for staff meetings and trainings.

Part time employee schedule will be set with employee.

Sick Leave:	9 days per year
Personal Leave:	Three (3) personal leave days per year for the first through third consecutive years of employment. Four (4) personal leave days for the fourth or subsequent consecutive year of employment. Full time staff will be able to accumulate unused days year to year, up to seven (7) days. Days not taken will be paid at an amount equal to the daily pay for regular certified substitute pay in June.
Vacation:	No vacation days for this position
Bereavement Leave:	Up to 4 days of bereavement leave is granted to employees in the event of the death of an immediate family member.
Dependent Care:	Employee must use 4 of their own days and district will match those 4 days
Benefits:	Employee Health Insurance Life Insurance PERSI
Pay Period:	Pay Period is 16 th of the month to 15 th of the month. Payday is once a month on the 20 th of every month. Should the 20 th fall on a holiday or weekend, we will move it to the first business day.
Placement:	The Superintendent is authorized to accept up to 10 steps for relevant outside work experience. All other placements must be approved by the Board of Trustees

Note:

Classified employees are those non-certificated employees who are employed by the District or personnel hired in positions which do not require certification. With the exception of those classified employees who are hired for a stated specified time, all classified employees shall be regarded as “at-will” employees and may be dismissed at the will of either party and the employment relationship may be terminated at any time for any or no reason (so long as the same does not violate public policy or violate any other provision of law).

Bus Driver 2025-26 Salary Schedule

Steps	Lower Route	Upper Route	High School Route (Includes Shuttle)
1	\$ 32.00	\$ 32.00	\$ 47.00
2	\$ 32.50	\$ 32.50	\$ 47.50
3	\$ 33.00	\$ 33.00	\$ 48.00
4	\$ 33.50	\$ 33.50	\$ 48.50
5	\$ 34.00	\$ 34.00	\$ 49.00
6	\$ 34.50	\$ 34.50	\$ 49.50
7	\$ 35.00	\$ 35.00	\$ 50.00
8	\$ 35.50	\$ 35.50	\$ 50.50
9	\$ 36.00	\$ 36.00	\$ 51.00
10	\$ 36.50	\$ 36.50	\$ 51.50
11	\$ 37.00	\$ 37.00	\$ 52.00
12	\$ 37.50	\$ 37.50	\$ 52.50
13	\$ 38.00	\$ 38.00	\$ 53.00
14	\$ 38.50	\$ 38.50	\$ 53.50
15	\$ 39.00	\$ 39.00	\$ 54.00
16	\$ 39.50	\$ 39.50	\$ 54.50
17	\$ 40.00	\$ 40.00	\$ 55.00
18	\$ 40.50	\$ 40.50	\$ 55.50
19	\$ 41.00	\$ 41.00	\$ 56.00
20	\$ 41.50	\$ 41.50	\$ 56.50
21	\$ 42.00	\$ 42.00	\$ 57.00
22	\$ 42.50	\$ 42.50	\$ 57.50
23	\$ 43.00	\$ 43.00	\$ 58.00
24	\$ 43.50	\$ 43.50	\$ 58.50
25	\$ 44.00	\$ 44.00	\$ 59.00
26	\$ 44.50	\$ 44.50	\$ 59.50
27	\$ 45.00	\$ 45.00	\$ 60.00
28	\$ 45.50	\$ 45.50	\$ 60.50
29	\$ 46.00	\$ 46.00	\$ 61.00
30	\$ 46.50	\$ 46.50	\$ 61.50

The following hourly rate is used for training, field trips, sporting events, cleaning buses, school activities, etc.

Step	Hourly Rate
1	\$ 17.00
2	\$ 17.25
3	\$ 17.50
4	\$ 17.75
5	\$ 18.00
6	\$ 18.25
7	\$ 18.50
8	\$ 18.75
9	\$ 19.00
10	\$ 19.25
11	\$ 19.50
12	\$ 19.75
13	\$ 20.00
14	\$ 20.25
15	\$ 20.50
16	\$ 20.75
17	\$ 21.00
18	\$ 21.25
19	\$ 21.50
20	\$ 21.75
21	\$ 22.00
22	\$ 22.25
23	\$ 22.50
24	\$ 22.75
25	\$ 23.00
26	\$ 23.25
27	\$ 23.50
28	\$ 23.75
29	\$ 24.00
30	\$ 24.25

Extra Hours:

All bus drivers are required by law to have 10 hours of training time every school year. In addition, drivers are allocated 2 hours per month and expected to use this time to ensure buses are orderly and clean.

Work Schedule:

Morning routes are from approximately 7:00 – 8:00 AM everyday school is in session.

Afternoon route are from approximately 3:45 – 4:45 PM everyday school is in session.

Ririe High School route is approximately 7:00-8:30 AM and 3:00-4:30 PM everyday school is in session.

Benefits: No benefits for part time employees

Pay Period: Pay Period is 16th of the month to 15th of the month. Payday is once a month on the 20th of every month. Should the 20th fall on a holiday or weekend, we will move it to the first business day.

Placement: The Superintendent is authorized to accept up to 10 steps for relevant outside work experience. All other placements must be approved by the Board of Trustees

Note:

Classified employees are those non-certificated employees who are employed by the District or personnel hired in positions which do not require certification. With the exception of those classified employees who are hired for a stated specified time, all classified employees shall be regarded as “at-will” employees and may be dismissed at the will of either party and the employment relationship may be terminated at any time for any or no reason (so long as the same does not violate public policy or violate any other provision of law).

Extra-Curricular Activities 2025-26 Salary Schedule

Athletic Director - \$500

Responsible for scheduling volleyball and basketball games for our students.

Girls Volleyball Coach - \$500

Responsible for coaching girls in grades 3-8 in basic volleyball skills after school during the months of September and October. Typically, there are 8-10 games scheduled, ½ home and ½ away.

Girls Basketball Coach - \$500

Responsible for coaching girls in grades 3-8 in basic basketball skills during the months of November and December. Typically, there are 8-10 games scheduled, ½ home and ½ away.

Boys Basketball Coach - \$500

Responsible for coaching boys in grades 3-8 in basic basketball skills during the months of January and February. Typically, there are 8-10 games scheduled, ½ home and ½ away.

Mars Rover - \$500

Responsible for Mars Rover competition that takes place in Pocatello at Idaho State University typically in April every year. Some practices will be during classroom instruction time and some will be after school.

Yearbook - \$500

Responsible for putting together the school yearbook every year. Needs to be completed and ready for distribution to students by May.

Pay Period

Payday is once a month on the 20th of every month. Should the 20th fall on a holiday or weekend, we will move it to the first business day. Stipends are paid once the season is complete.

Note:

Classified employees are those non-certificated employees who are employed by the District or personnel hired in positions which do not require certification. With the exception of those classified employees who are hired for a stated specified time, all classified employees shall be regarded as “at-will” employees and may be dismissed at the will of either party and the employment relationship may be terminated at any time for any or no reason (so long as the same does not violate public policy or violate any other provision of law).

Substitute 2025-26 Pay Rates

Daily Pay Definitions

Half Day – assignment that are up to 4 hours in duration

Full Day – assignments that are over 4 hours in duration

Certified

Regular Pay: Substitutes will be paid \$120.00 per full day when working in certified positions.

Classified

Regular Pay: Substitutes will be paid \$120.00 per full day when working in classified positions.

Food Service

Regular Pay: Substitutes will be paid \$120.00 per full day when working in food service positions.

Custodial/Facilities

Regular Pay: Substitutes will be paid hourly when working in custodial/facilities positions.

All substitutes are required to monitor their own timecard to ensure accuracy.

Pay Period

Pay Period is 16th of the month to 15th of the month. Payday is once a month on the 20th of every month. Should the 20th fall on a holiday or weekend, we will move it to the first business day.

Note:

Classified employees are those non-certificated employees who are employed by the District or personnel hired in positions which do not require certification. With the exception of those classified employees who are hired for a stated specified time, all classified employees shall be regarded as “at-will” employees and may be dismissed at the will of either party and the employment relationship may be terminated at any time for any or no reason (so long as the same does not violate public policy or violate any other provision of law).

Business Manager, Secretary, & Clerk 2025-26 Salary Schedule

Step	Salary
1	\$ 40,000.00
2	\$ 40,600.00
3	\$ 41,200.00
4	\$ 41,800.00
5	\$ 42,400.00
6	\$ 43,000.00
7	\$ 43,600.00
8	\$ 44,200.00
9	\$ 44,800.00
10	\$ 45,400.00
11	\$ 46,000.00
12	\$ 46,600.00
13	\$ 47,200.00
14	\$ 47,800.00
15	\$ 48,400.00
16	\$ 49,000.00
17	\$ 49,600.00
18	\$ 50,200.00
19	\$ 50,800.00
20	\$ 51,400.00
21	\$ 52,000.00
22	\$ 52,600.00
23	\$ 53,200.00
24	\$ 53,800.00
25	\$ 54,400.00
26	\$ 55,000.00
27	\$ 55,600.00
28	\$ 56,200.00
29	\$ 56,800.00
30	\$ 57,400.00

Work Schedule:

9.0 hours per day for approximately 200 days (Days vary from year to year depending on number of school days) from approximately 7:30 AM to 4:15 PM.

In addition to daily responsibilities at the schools, this position is responsible for attending all of the second Friday/Monday staff meetings/trainings and all school board

functions. This may require working evenings and/or weekends.

Sick Leave:	12 days per year
Personal Leave:	Three (3) personal leave days per year for the first through third consecutive years of employment. Four (4) personal leave days for the fourth or subsequent consecutive year of employment. Full time staff will be able to accumulate unused days year to year, up to seven (7) days. Days not taken will be paid at an amount equal to the daily pay for regular certified substitute pay in June.
Vacation:	No vacation days for this position Vacation is taken during school vacation breaks while maintaining oversight of duties and roles as necessary.
Bereavement Leave:	Up to 4 days of bereavement leave is granted to employees in the event of the death of an immediate family member.
Dependent Care:	Employee must use 4 of their own days and district will match those 4 days
Benefits:	Employee Health Insurance Life Insurance PERSI
Pay Period:	Pay Period is 16 th of the month to 15 th of the month. Payday is once a month on the 20 th of every month. Should the 20 th fall on a holiday or weekend, we will move it to the first business day.
Placement:	The Superintendent is authorized to accept up to 10 steps for relevant outside work experience. All other placements must be approved by the Board of Trustees

Note:

Classified employees are those non-certificated employees who are employed by the District or personnel hired in positions which do not require certification. With the exception of those classified employees who are hired for a stated specified time, all classified employees shall be regarded as “at-will” employees and may be dismissed at the will of either party and the employment relationship may be terminated at any time for any or no reason (so long as the same does not violate public policy or violate any other provision of law).

Teton County SD #401

2025-2026 Classified Salary Schedule														
	Cook	Paraprofessional	Kitchen Manager	Custodian High Needs Parapro	Child Nutrition Assistant	Secretary	Accounting Secretary TMS/THS/DO HR Assistant	Computer Tech	Assistant Maintenance	Certified Computer Tech	Bus Driver	Mechanic	Classified Supervisor-Tech, Trans, Child Nutrition, HR Director	CFO
Step 1	\$17.00	\$17.51	\$18.03	\$18.54	\$19.06	\$19.57	\$20.60	\$21.63	\$23.69	\$24.72	\$26.27	\$26.78	\$27.81	\$37.08
Step 2	\$17.59	\$18.12	\$18.66	\$19.19	\$19.72	\$20.25	\$21.32	\$22.39	\$24.52	\$25.59	\$27.18	\$27.72	\$28.78	\$38.38
Step 3	\$18.21	\$18.76	\$19.31	\$19.86	\$20.41	\$20.96	\$22.07	\$23.17	\$25.38	\$26.48	\$28.14	\$28.69	\$29.79	\$39.72
Step 4	\$18.84	\$19.41	\$19.98	\$20.56	\$21.13	\$21.70	\$22.84	\$23.98	\$26.27	\$27.41	\$29.12	\$29.69	\$30.83	\$41.11
Step 5	\$19.50	\$20.09	\$20.68	\$21.28	\$21.87	\$22.46	\$23.64	\$24.82	\$27.18	\$28.37	\$30.14	\$30.73	\$31.91	\$42.55
Step 6	\$20.18	\$20.80	\$21.41	\$22.02	\$22.63	\$23.24	\$24.47	\$25.69	\$28.14	\$29.36	\$31.19	\$31.81	\$33.03	\$44.04
Step 7	\$20.89	\$21.52	\$22.16	\$22.79	\$23.42	\$24.06	\$25.32	\$26.59	\$29.12	\$30.39	\$32.29	\$32.92	\$34.19	\$45.58
Step 8	\$21.62	\$22.28	\$22.93	\$23.59	\$24.24	\$24.90	\$26.21	\$27.52	\$30.14	\$31.45	\$33.42	\$34.07	\$35.38	\$47.18
Step 9	\$22.38	\$23.06	\$23.74	\$24.41	\$25.09	\$25.77	\$27.13	\$28.48	\$31.20	\$32.55	\$34.59	\$35.26	\$36.62	\$48.83
Step 10	\$23.16	\$23.86	\$24.57	\$25.27	\$25.97	\$26.67	\$28.08	\$29.48	\$32.29	\$33.69	\$35.80	\$36.50	\$37.90	\$50.54
Step 11	\$23.97	\$24.70	\$25.43	\$26.15	\$26.88	\$27.61	\$29.06	\$30.51	\$33.42	\$34.87	\$37.05	\$37.78	\$39.23	\$52.31
Step 12	\$24.81	\$25.56	\$26.32	\$27.07	\$27.82	\$28.57	\$30.08	\$31.58	\$34.59	\$36.09	\$38.35	\$39.10	\$40.60	\$54.14
Step 13	\$25.68	\$26.46	\$27.24	\$28.02	\$28.79	\$29.57	\$31.13	\$32.68	\$35.80	\$37.35	\$39.69	\$40.47	\$42.02	\$56.03

2025-2026 Proposed Substitute Pay Rate		
Substitute	\$141/day	
Long Term Sub	\$188/day	
Food Service	\$125/day	
Custodial	\$18.54/hr	
Bus	\$26.27/hr	
***\$150 bonus for working 10+ days per pay period		

Troy SD #287

STEP	A	B	C	D	E
1	15.08	19.10	20.10	22.11	30.15
2	15.53	19.67	20.70	22.77	31.05
3	15.99	20.26	21.32	23.46	31.99
4	16.47	20.87	21.96	24.16	32.95
5	16.97	21.49	22.62	24.88	33.93
6	17.48	22.14	23.30	25.63	34.95
7	18.00	22.80	24.00	26.40	36.00
8	18.54	23.48	24.72	27.19	37.08
9	19.10	24.19	25.46	28.01	38.19
10	19.67	24.91	26.23	28.85	39.34
11	20.26	25.66	27.01	29.71	40.52
12	20.87	26.43	27.82	30.61	41.73
13	21.49	27.22	28.66	31.52	42.99

(3% increase annually)

- A. Custodian/Aides/Grounds/Librarian Tech/Food Service Aides/
Paraprofessional
- B. Office Support
- C. Bus Driver
- D. Directors (Maintenance/Food Service/Transportation/Admin Secretary)
- E. District Office Staff (IT, BusMgr/Clerk, Admin Assistant)

Longevity:

20-24 years service \$1,500/ year
 25-29 years service \$1,500/year
 30+ years service \$1,500/year
 (Cumulative)

Substitute Teachers Salary Schedule

\$100 per day plus Lunch

Twin Falls SD #411

**TWIN FALLS SCHOOL DISTRICT #411
CLASSIFIED SALARY SCHEDULE
2025-2026**

	LEVEL 4	LEVEL 5	LEVEL 6	LEVEL 7	LEVEL 8	LEVEL 9	LEVEL 10	LEVEL 11	LEVEL 12	LEVEL 13	LEVEL 14	LEVEL 15
STEP A	\$16.56	\$16.83	\$17.10	\$17.36	\$17.62	\$17.90	\$18.16	\$18.43	\$18.70	\$18.94	\$18.22	\$28.06
STEP B	\$16.98	\$17.25	\$17.53	\$17.80	\$18.06	\$18.35	\$18.61	\$18.89	\$19.17	\$19.42	\$18.67	\$28.76
STEP C	\$17.40	\$17.68	\$17.97	\$18.24	\$18.51	\$18.81	\$19.08	\$19.36	\$19.65	\$19.90	\$19.14	\$29.48
STEP D	\$17.84	\$18.13	\$18.42	\$18.70	\$18.98	\$19.28	\$19.56	\$19.85	\$20.14	\$20.40	\$19.62	\$30.21
STEP E	\$18.28	\$18.58	\$18.88	\$19.16	\$19.45	\$19.76	\$20.05	\$20.34	\$20.64	\$20.91	\$20.11	\$30.97
STEP F	\$18.74	\$19.04	\$19.35	\$19.64	\$19.94	\$20.25	\$20.55	\$20.85	\$21.16	\$21.43	\$20.61	\$31.74
STEP G	\$19.21	\$19.52	\$19.83	\$20.13	\$20.44	\$20.76	\$21.06	\$21.37	\$21.68	\$21.97	\$21.13	\$32.54
STEP H	\$19.69	\$20.01	\$20.33	\$20.64	\$20.95	\$21.28	\$21.59	\$21.91	\$22.23	\$22.52	\$21.66	\$33.35
STEP I	\$20.18	\$20.51	\$20.84	\$21.15	\$21.47	\$21.81	\$22.13	\$22.45	\$22.78	\$23.08	\$22.20	\$34.18
STEP J	\$20.69	\$21.02	\$21.36	\$21.68	\$22.01	\$22.35	\$22.68	\$23.02	\$23.35	\$23.66	\$22.75	\$35.04

LEVEL	POSITION
4	Playground Aide, Cafeteria Assistant, Food Service Subs, Crossing Guard
4	Summer Paint & Lawn Crew (Supervisor + .80 of Level Two Step One) - temporary summer positions, Paraeducators (associates degree or 32 semester credits core credits or pass ParaPro exam), Safety & Security Aide
4	Food Service Traywasher, P.A.S.S. Monitor, Secondary Library Ass't, Special Ed. Clerk, Support Services Clerk
5	Paraeducators holding bachelors degree, or completing paraeducator training program (TFSD or CSI)
5	Elementary Library Tech (w/o 15 semester hrs library science credits), Food Service Cashiers, Cook, School Mentor Paraprofessional*, Computer Assistant
6	Elementary Library Tech (with 15 semester hrs library science credits), Child Care Tech, Food Service Asst. Manager; Paraeducators holding bachelors degree and completing paraeducator training program (TFSD or CSI).
7	Child Care Tech Supervisor, Casual Custodian
8	ERC Paraeducators, IRC Paraeducators, Behavior Paraeducators, Nest Paraeducators, Preschool Paraeducators
9	School Secretary, Support Service Secretary, Custodians, Food Service Manager III, Online Coordinator, Level 8 Paras with a degree (ERC/IRC/Behavior/NEST/Preschool)
10	Maintenance Personnel II, Food service Manager II, District Office Receptionist/Admin Asst
11	Elementary Head Custodian, Food Service Manager I, Food Service Warehouse Person, District Office Administrative Assistants, Food Service Clerk
12	Middle School Head Custodian, High School Registrar, Attendance Officer, MVHS Hd. Custodian
13	Senior High Head Custodian, Migrant Liaison, Maintenance Personnel I, Newcomer Liaison, Refugee Home/School Coord., HR Assistant, Curriculum Assistant, College & Career Advisor, Advanced Opportunities Coordinator, Dropout Prevention Specialist, Support Svcs Admin Asst
14	Graveyard Shift Custodian
15	Board Clerk/Superintendent's Executive Secretary

CLASSIFIED SALARY SCHEDULE II - 2025-2026

	189 Days	189 Days	197 Days	190 Days	253 Days
STEP	16	17	18	20	22
A	\$25.99	\$27.40	\$26.29	\$31.16	\$25.21
B	\$26.79	\$28.21	\$27.07	\$31.96	\$25.73
C	\$27.60	\$29.02	\$27.84	\$32.75	\$26.25
D	\$28.41	\$29.83	\$28.61	\$33.55	\$26.79
E	\$29.21	\$30.63	\$29.39	\$34.34	\$27.34
F	\$30.02	\$31.44	\$30.16	\$35.13	\$27.89
G	\$30.82	\$32.25	\$30.94	\$35.93	\$28.46
H	\$31.63	\$33.05	\$31.71	\$36.72	\$29.04
I	\$32.44	\$33.86	\$32.48	\$37.52	\$29.64
J	\$33.24	\$34.66	\$33.26	\$38.31	\$30.24
K	\$34.05	\$35.47	\$34.03	\$39.10	\$30.86
L	\$34.86	\$36.28	\$34.80	\$39.90	\$31.49
M	\$35.67	\$37.08	\$35.58	\$40.69	\$32.13
N	\$36.47	\$37.89	\$36.35	\$41.49	\$32.79
O	\$37.28	\$38.70	\$37.13	\$42.28	\$33.46
P	\$38.09	\$39.50	\$37.90	\$43.07	\$34.14
Q	\$38.89	\$40.31	\$38.67	\$43.87	\$34.84
R	\$39.70	\$41.12	\$39.45	\$44.66	\$35.55
S	\$40.50	\$41.92	\$40.22	\$45.45	\$36.27
T	\$41.31	\$42.73	\$40.99	\$46.25	\$37.01
	Workplace Learning Coord	Social Worker, Sign Language Interpreter, Homeless Coord., CBRS	Gear Up Coordinator	SLP - BA	HR Professional (.5 FTE)

EXEMPT CLASSIFIED SALARY SCHEDULE - 2025-2026

	253 Days	255 Days	255 Days	253 Days	253 Days
STEP	1	2	3	4	5
A	\$47,247	\$47,253	\$57,151	\$58,378	\$69,426
B	\$48,428	\$48,434	\$58,580	\$59,838	\$71,161
C	\$49,639	\$49,645	\$60,044	\$61,333	\$72,940
D	\$50,880	\$50,886	\$61,546	\$62,867	\$74,764
E	\$52,152	\$52,159	\$63,084	\$64,438	\$76,633
F	\$53,456	\$53,463	\$64,661	\$66,049	\$78,549
G	\$54,792	\$54,799	\$66,278	\$67,701	\$80,512
H	\$56,162	\$56,169	\$67,935	\$69,393	\$82,525
I	\$57,566	\$57,573	\$69,633	\$71,128	\$84,588
J	\$59,005	\$59,013	\$71,374	\$72,906	\$86,703
K	\$60,480	\$60,488	\$73,158	\$74,729	\$88,871
L	\$61,992	\$62,000	\$74,987	\$76,597	\$91,092
M	\$63,542	\$63,550	\$76,862	\$78,512	\$93,370
N	\$65,131	\$65,139	\$78,783	\$80,475	\$95,704
O	\$66,759	\$66,767	\$80,753	\$82,487	\$98,096
P	\$68,428	\$68,437	\$82,772	\$84,549	\$100,549
Q	\$70,139	\$70,148	\$84,841	\$86,663	\$103,063
R	\$71,892	\$71,901	\$86,962	\$88,829	\$105,639
S	\$73,690	\$73,699	\$89,136	\$91,050	\$108,280
T	\$75,532	\$75,541	\$91,365	\$93,326	\$110,987
	Computer Support Tech Payroll Specialist Purchasing Agent, AR/AP Specialist, Accounting Specialist	Assistant Maint Supervisor	Maintenance Supervisor	School Lunch Supervisor HR Manager	Tech & Data Manager

Valley SD #262

		VALLEY SCHOOL DISTRICT #262				
			2025-2026			
			5%			
	0 CREDITS	36 CREDITS	AA/72 CREDITS	AA+36/108 CREDITS	AA +72 /BA	BA+36
YEAR 00	\$15.57	\$15.81	\$15.99	\$17.35	\$17.51	\$18.54
YEAR 01	\$15.83	\$16.39	\$17.00	\$17.57	\$18.18	\$18.74
YEAR 02	\$16.04	\$16.63	\$17.22	\$17.82	\$18.40	\$18.99
YEAR 03	\$16.30	\$16.85	\$17.46	\$18.03	\$18.65	\$19.22
YEAR 04	\$16.58	\$17.12	\$17.71	\$18.28	\$18.90	\$19.47
YEAR 05	\$16.77	\$17.35	\$17.92	\$18.54	\$19.11	\$19.68
YEAR 06	\$17.00	\$17.57	\$18.18	\$18.74	\$19.41	\$19.93
YEAR 07	\$17.22	\$17.87	\$18.39	\$18.99	\$19.57	\$20.15
YEAR 08	\$17.46	\$18.03	\$18.65	\$19.22	\$19.82	\$20.41
YEAR 09	\$17.58	\$18.28	\$18.87	\$19.49	\$20.06	\$20.63
YEAR 10	\$17.92	\$18.54	\$19.11	\$19.69	\$20.28	\$20.86
YEAR 11	\$18.18	\$18.74	\$19.35	\$19.93	\$20.53	\$21.11
YEAR 12	\$18.39	\$18.99	\$19.57	\$20.15	\$20.76	\$21.34
YEAR 13	\$18.65	\$19.22	\$19.82	\$20.41	\$20.98	\$21.56

Vallivue SD #139

VALLIVUE SCHOOL DISTRICT #139
ADMINISTRATION - SERIES 300
Policy: 2025-26 Administrators' Certified Salary Schedule
(#304.3)
MAY 13, 2025

LEVEL	Base Increase	ELMVP & SEC-D	SEC-MSVP & HS - AD	SEC - ALT	SEC-HSVP & ELEM - P	MS - P	HS - P	DIR
1		81,765	90,061	91,187	92,313	95,690	101,317	102,981
2	1.50%	82,991	91,412	92,555	93,698	97,125	102,837	104,526
3	1.50%	84,236	92,783	93,943	95,103	98,582	104,380	106,094
4	1.50%	85,500	94,175	95,352	96,530	100,061	105,946	107,685
5	1.50%	86,783	95,588	96,782	97,978	101,562	107,535	109,300
6	1.50%	88,085	97,022	98,234	99,448	103,085	109,148	110,940
7	1.50%	89,406	98,477	99,708	100,940	104,631	110,785	112,604
8	1.50%	90,747	99,954	101,204	102,454	106,200	112,447	114,293
9	1.50%	92,108	101,453	102,722	103,991	107,793	114,134	116,007
10	1.50%	93,490	102,975	104,263	105,551	109,410	115,846	117,747
11	1.50%	94,892	104,520	105,827	107,134	111,051	117,584	119,513
12	1.50%	96,315	106,088	107,414	108,741	112,717	119,348	121,306
13	2.00%	98,241	108,210	109,562	110,916	114,971	121,735	123,732

CATEGORY	ADMIN RESPONSIBILITY	# OF CONTRACT DAYS
ELEM - VP & SEC-D	Elementary VICE Principal & Secondary Dean	198
SEC-MSVP & HS - AD	Secondary Middle School Assistant Principal & High School Athletic Director	203
SEC - ALT	Secondary Alternative School Principal	208
SEC-HSVP & ELEM - P	Secondary High School Assistant Principal & Elementary Principal	203
MS - P	Middle School Principal	213
HS - P	High School Principal	218
DIR	Director	218

An additional stipend for education semester credits earned "after" admin credentials will be counted.

MA	\$400
MA + 15	\$800
MA + 30	\$1,600
SPECIALIST	\$3,200
DOCTORATE	\$4,800

Initial placement or change of job are set by superintendent
Level does not mean years of experience

Legal Reference: Policy Code #303.4
Date of Adoption: 7/9/84
Reviewed/Revised: 6/8/93, 8/9/94, 9/12/95, 8/29/96, 6/10/97, 10/13/98, 7/13/99, 7/11/00, 12/12/00, 8/31/01, 8/30/02, 9/9/03, 8/25/04, 12/14/05, 6/13/06, 6/11/19, 6/9/20, 6/8/21, 6/14/22, 6/13/23, 05/14/24, 05/13/25

VALLIVUE SCHOOL DISTRICT
STAFF PERSONNEL - SERIES 400
2025-26 NON-CERTIFICATED "AT-WILL" CLASSIFIED EMPLOYEE PAY SCALE SCHEDULE
CLASSIFIED HI, SLPA OT, LPN AND PTA CERTIFIED
MAY 13, 2025

Pay Category	YEAR 1 Starting Base	YEAR 2 1%	YEAR 3 1%	YEAR 4 2%	YEAR 5 2%	YEAR 6 2%	YEAR 7 2%	YEAR 8 2%	YEAR 9 2%	YEAR 10 2%	11 OR MORE YEARS 2%
C-1	28.04	28.32	28.60	29.17	29.75	30.00	30.60	31.21	31.83	32.47	33.12
C-1M	31.33	31.64	31.96	32.60	33.25	34.00	34.68	35.37	36.08	36.80	37.54
C-2	34.41	34.75	35.10	35.80	36.52	37.25	38.00	38.76	39.54	40.33	41.14

NOTE: A positive job performance/evaluation(s) is required to advance to the next column on the pay scale schedule.

C-1	Certified HI Professional, Certified SLPA, Certified Occupational Therapist Asst.
C-1M	Certified HI Professional Masters, Certified ASL Translator
C-2	Licensed Nurse, Certified PTA

Additional factors for HOURLY OR BASE PAY increase(s):

Bilingual Oral	\$0.30
Bilingual Written	\$0.50
Braille Oral	\$0.30
Braille Written	\$0.50

Vallivue Loyalty Stipend: All full-time employees who have been employed by the District for 11-15 consecutive years will receive a Vallivue Loyalty Stipend of \$500, full-time employees who have been employed by the District for 16-20 consecutive years will receive \$750, and full-time employees who have been employed by the District for 21 or more consecutive years will receive \$1,000.

SEE ATTACHED: NON-CERTIFICATED "AT-WILL" CLASSIFIED EMPLOYEE PAY SCALE GUIDELINES

Non-certificated Employee Pay Scale Guidelines

General Information for Classified HI, SLPA, OT, LPN, PTA Certified

1. Pay Scale placement will be determined by the District's Human Resource Department including the Superintendent and Director of Finance. Placement will only be determined once the District has received necessary employment documentation including verification of years of experience.
2. Pay Categories are determined by job description and duties.
3. An increase on the starting base must be approved by the Board of Trustees.
4. Base salary will be established by the employee's position assignment / job description.
5. Years of experience for new employees will be determined by the District's Human Resource Department including the Superintendent and Director of Finance. Prior experience may or may not be granted.
6. A change in assignment for an employee may result in change of years of experience and/or pay category.
7. An increase for bilingual skills must be verified and related to the individual's position assignment.
8. Degrees and certifications are required for these positions. Additional years of service will not be given for degrees or certifications.
9. A positive job performance/evaluation(s) is required to advance to the next column on the pay scale.
10. A probationary period up to 90 days may be established at initial employment.
11. For those persons who work more than 20 hours a week, for 5 or more consecutive months, the district's health and life insurance will be provided and PERSI retirement participation is required. An employee working less than 1.00 FTE (full time equivalency) may have benefits prorated based on the percentage of time worked.
12. Annually calculated pay will be made on the basis of 12 monthly payments.
13. Overtime must be documented and have prior approval by the superintendent or his/her designee and will be limited according to the provisions of the Fair Labor Standards Act as applicable to public school district. (Policy 475)
14. Classified employees are considered "At-Will" employees. (Policy 471)

BOARD CHAIR SIGNATURE: _____ DATE: _____

Date of Adoption: 8/8/1988

Reviewed/Revised: 6/8/93, 8/9/94, 8/22/95, 8/29/96, 7/8/97, 10/13/98, 7/13/99, 7/11/00, 8/31/01, 8/30/02, 9/9/03, 8/25/04, 12/14/05, 6/13/06, 9/11/07, 9/9/08, 8/11/09, 6/8/10, 6/14/11, 6/12/12, 9/9/14, 6/9/15, 7/12/16, 7/11/17, 6/12/18, 6/11/19, 6/9/20, 6/12/21, 06/14/22, 6/13/23, 05/14/24, 05/13/25

Reviewed by: District Administration, Board of Trustees

**VALLIVUE SCHOOL DISTRICT
STAFF PERSONNEL - SERIES 400
2025-26 NON-CERTIFICATED "AT-WILL" CLASSIFIED EMPLOYEE PAY SCALE SCHEDULE
MAY 13, 2025**

Pay Category	YEAR 1 Starting Base	YEAR 2 1.0%	YEAR 3 1.0%	YEAR 4 2.0%	YEAR 5 2.0%	YEAR 6 2.0%	YEAR 7 2.0%	YEAR 8 2.0%	YEAR 9 2.0%	YEAR 10 2.0%	11 OR MORE YEARS 2.0%
P-1SS	15.60										
P-2	15.70	15.86	16.02	16.34	16.67	17.00	17.34	17.69	18.04	18.40	18.77
P-2T	16.78										
P-3	17.33	17.50	17.68	18.03	18.39	18.76	19.14	19.52	19.91	20.31	20.72
P-3C	18.09										
O-1	18.01	18.19	18.37	18.74	19.11	19.49	19.88	20.28	20.69	21.10	21.52
O-2	18.86	19.05	19.24	19.62	20.01	20.41	20.82	21.24	21.66	22.09	22.53
O-2SS	19.44										
O-3	20.06	20.26	20.46	20.87	21.29	21.72	22.15	22.59	23.04	23.50	23.97
O-3A	21.24	21.45	21.66	22.09	22.53	22.98	23.44	23.91	24.39	24.88	25.38
O-4	21.68	21.90	22.12	22.56	23.01	23.47	23.94	24.42	24.91	25.41	25.92
O-5	24.93	25.18	25.43	25.94	26.46	26.99	27.53	28.08	28.64	29.21	29.79
O-6	26.55	26.82	27.09	27.63	28.18	28.74	29.31	29.90	30.50	31.11	31.73
T-1	21.54	21.76	21.98	22.42	22.87	23.33	23.80	24.28	24.77	25.27	25.78
T-2	26.22	26.48	26.74	27.27	27.82	28.38	28.95	29.53	30.12	30.72	31.33
TS	27.27	27.54	27.82	28.38	28.95	29.53	30.12	30.72	31.33	31.96	32.60
TO1	23.12	23.35	23.58	24.05	24.53	25.02	25.52	26.03	26.55	27.08	27.62
TO2	23.38	23.61	23.85	24.33	24.82	25.32	25.83	26.35	26.88	27.42	27.97
TO3	24.23	24.47	24.71	25.20	25.70	26.21	26.73	27.26	27.81	28.37	28.94

NOTE: A positive job performance/evaluation(s) is required to advance to the next column on the pay scale schedule.

P-1SS	Summer School Para/EA, AVID tutors
P-2	Instructional, Spec Ed (Resource Rm), Title, LEP, Migrant, Lunch/Noon Duty, Safe School, Youth Companion, G/T, ISS, District-Wide Mail Delivery
P-2T	Test Administrator for State Assessments
P-3	K-8 Librarian, Computer Lab, Family Liaison, Homeless Liaison, Migrant Case Manager, Alternative School Daycare, Interpreter, SLP Para, Career Center, Nurse Asst, Spec Ed (ED/Extended Resource/Pre School), Turning Point, Non-Certified OT, Non-Certified PT, Advanced Ops, Neer Peer and Resiliency Tracker
P-3C	CERTIFIED PARA w/teaching CURRENT Idaho certificate
O-1	K-8 Secretary/Receptionist/Attendance, Alternative Secretary, District Clerical Support
O-2	Elementary Bookkeeper, District Receptionist 1
O-2SS	Summer School Only: Secretary/Registrar High
O-3	Academy & 9-12 Receptionist/Secretary/Attendance Clerk, Middle School Registrar, Middle School Bookkeeper, High School Registrar, District Receptionist 2
O-3A	High School Bookkeeper, Director Secretary, District Registrar, District Medicaid Billing/Compliance Specialist, HR Generalist
O-4	District AP Specialist 1, District Personnel Clerk
O-5	District Payroll Specialist 1, District AP Specialist 2
O-6	District Bookkeeper, District Payroll Specialist 2, District Executive Secretary
T-1	Technology Support, Technology Inventory Warehouse
T-2	Advanced Technology Support
TS	Technology Support Supervisor
TO1	SIS Data Specialist
TO2	Data Collections Specialist
TO3	SIS and Data Collections Coordinator

Additional factors for HOURLY OR BASE PAY increase(s):

Bilingual Oral	\$0.30
Bilingual Written	\$0.50
Braille Oral	\$0.30
Braille Written	\$0.50

Vallivue Loyalty Stipend: All full-time employees who have been employed by the District for 11-15 consecutive years will receive a Vallivue Loyalty Stipend of \$500, full-time employees who have been employed by the District for 16-20 consecutive years will receive \$750, and full-time employees who have been employed by the District for 21 or more consecutive years will receive \$1,000.

SEE ATTACHED: NON-CERTIFICATED "AT-WILL" CLASSIFIED EMPLOYEE PAY SCALE GUIDELINES

Non-certificated Employee Pay Scale Guidelines

General Information for Classified, Food Service, Custodian and Maintenance Pay Scales

1. Pay Scale placement will be determined by the District's Human Resource Department including the Superintendent and Director of Finance. Placement will only be determined once the District has received necessary employment documentation including verification of years of experience.
2. Pay Categories are determined by job description and duties.
3. An increase on the starting base must be approved by the Board of Trustees.
4. Base salary will be established by the employee's position assignment / job description.
5. Years of experience for new employees will be determined by the District's Human Resource Department including the Superintendent and Director of Finance. Prior experience may or may not be granted.
6. A change in assignment for an employee may result in change of years of experience and/or pay category.
7. An increase for bilingual skills must be verified and related to the individual's position assignment.
8. Bachelor's Degree
 - a. Employees holding a Bachelor's Degree will be given one (1) year experience at time of original placement. Official transcriptions must be provided.
 - b. Employees who earn a Bachelor's Degree after initial placement will be given one (1) year experience. Official transcriptions must be provided no later than September 1st for current fiscal year consideration. For transcripts received after this date, movement will be granted the following fiscal year and is not retroactive.
9. A positive job performance/evaluation(s) is required to advance to the next column on the pay scale.
10. A probationary period up to 90 days may be established at initial employment.
11. For those persons who work more than 20 hours a week, for 5 or more consecutive months, the district's health and life insurance will be provided and PERSI retirement participation is required. An employee working less than 1.00 FTE (full time equivalency) may have benefits prorated based on the percentage of time worked.
12. Annually calculated pay will be made on the basis of 12 monthly payments.
13. Overtime must be documented and approved by the superintendent or his/her designee and will be limited according to the provisions of the Fair Labor Standards Act as applicable to public school district. (Policy 475)
14. A request for termination of a non-certificated employee shall be submitted in writing to the supervisor at least two weeks prior to the last day of work.

BOARD CHAIR SIGNATURE: _____ DATE: _____

Legal Reference:

Date of Adoption: 8/8/1988

Reviewed/Revised: 6/8/93, 8/9/94, 8/22/95, 8/29/96, 7/8/97, 10/13/98, 7/13/99, 7/11/00, 8/31/01, 8/30/02, 9/9/03, 8/25/04, 12/14/05, 6/13/06, 9/11/07, 9/9/08, 8/11/09, 6/8/10, 6/14/11, 6/12/12, 9/9/14, 6/9/15, 7/12/16, 7/11/17, 6/12/18, 6/11/19, 6/9/20, 6/12/21, 6/14/22, 6/13/23, 05/14/24, 05/13/25

Reviewed by: District Administration, Board of Trustees

**VALLIVUE SCHOOL DISTRICT
STAFF PERSONNEL - SERIES 400
2025-26 NON-CERTIFICATED "AT-WILL" CLASSIFIED EMPLOYEE PAY SCALE SCHEDULE
CUSTODIAN & MAINTENANCE
MAY 13, 2025**

Pay Category	YEAR 1 Starting Base	YEAR 2 1.0%	YEAR 3 1.0%	YEAR 4 2.0%	YEAR 5 2.0%	YEAR 6 2.0%	YEAR 7 2.0%	YEAR 8 2.0%	YEAR 9 2.0%	YEAR 10 2.0%	11 OR MORE YEARS 2.0%
S	16.74	16.91	17.08	17.42	17.77	18.13	18.49	18.86	19.24	19.62	20.01
S-1	17.27	17.44	17.61	17.96	18.32	18.69	19.06	19.44	19.83	20.23	20.63
CUST	17.54	17.72	17.90	18.26	18.63	19.00	19.38	19.77	20.17	20.57	20.98
C-1ND	17.54										
CEH	18.85	19.04	19.23	19.61	20.00	20.40	20.81	21.23	21.65	22.08	22.52
CMH	19.93	20.13	20.33	20.74	21.15	21.57	22.00	22.44	22.89	23.35	23.82
CHH	21.01	21.22	21.43	21.86	22.30	22.75	23.21	23.67	24.14	24.62	25.11
CLS	28.58	28.87	29.16	29.74	30.33	30.94	31.56	32.19	32.83	33.49	34.16
M	22.92	23.15	23.38	23.85	24.33	24.82	25.32	25.83	26.35	26.88	27.42
M1	23.73	23.97	24.21	24.69	25.18	25.68	26.19	26.71	27.24	27.78	28.34
M2	24.54	24.79	25.04	25.54	26.05	26.57	27.10	27.64	28.19	28.75	29.33
MGL	25.62	25.88	26.14	26.66	27.19	27.73	28.28	28.85	29.43	30.02	30.62
LM	27.14	27.41	27.68	28.23	28.79	29.37	29.96	30.56	31.17	31.79	32.43
LM1	27.96	28.24	28.52	29.09	29.67	30.26	30.87	31.49	32.12	32.76	33.42
LM2	28.77	29.06	29.35	29.94	30.54	31.15	31.77	32.41	33.06	33.72	34.39
MLS	29.85	30.15	30.45	31.06	31.68	32.31	32.96	33.62	34.29	34.98	35.68
MLS-1	30.68	30.99	31.30	31.93	32.57	33.22	33.88	34.56	35.25	35.96	36.68

NOTE: A positive job performance/evaluation(s) is required to advance to the next column on the pay scale schedule.

CERTIFICATIONS: Requires class attendance which could be 1 to 3 days. Examples include, Asbestos Certification, Applicator Licenses or Water Licenses.

S	Seasonal / Part-Time
S-1	Seasonal / Part-Time with 1 or more certifications directly related to grounds maintenance
CUST	Custodian - Building
C-1ND	Custodian - Building Noon Duty Only
CEH	Custodian - Elementary Head
CMH	Custodian - Middle School Head
CHH	Custodian - High School Head
CLS	Custodian - Lead Supervisor
M	Maintenance, Grounds - year-round ground work
M1	Maintenance - 1 certification pertaining to work performed and as approved by the District
M2	Maintenance - 2 or more certifications pertaining to work performed and as approved by the District
MGL	Maintenance Ground Lead - Must have Applicator's License
LM	Licensed - Maintenance Licensed HVAC, Electrical
LM1	Licensed - Maintenance Licensed HVAC, Electrical - 1 additional certifications pertaining to work performed and as approved by the District
LM2	Licensed - Maintenance Licensed HVAC, Electrical - 2 or more additional certifications pertaining to work performed and as approved by the District
MLS	Maintenance Lead Supervisor
MLS-1	Maintenance Lead Supervisor - Licensed - 1 or more additional certifications pertaining to work performed and as approved by the District

Additional factors for HOURLY OR BASE PAY increase(s):

Bilingual Oral	\$0.30
Bilingual Written	\$0.50
Braille Oral	\$0.30
Braille Written	\$0.50

Vallivue Loyalty Stipend: All full-time employees who have been employed by the District for 11-15 consecutive years will receive a Vallivue Loyalty Stipend of \$500, full-time employees who have been employed by the District for 16-20 consecutive years will receive \$750, and full-time employees who have been employed by the District for 21 or more consecutive years will receive \$1,000.

SEE ATTACHED: NON-CERTIFICATED "AT-WILL" CLASSIFIED EMPLOYEE PAY SCALE GUIDELINES

Non-certificated Employee Pay Scale Guidelines

General Information for Classified, Food Service, Custodian and Maintenance Pay Scales

1. Pay Scale placement will be determined by the District's Human Resource Department including the Superintendent and Director of Finance. Placement will only be determined once the District has received necessary employment documentation including verification of years of experience.
2. Pay Categories are determined by job description and duties.
3. An increase on the starting base must be approved by the Board of Trustees.
4. Base salary will be established by the employee's position assignment / job description.
5. Years of experience for new employees will be determined by the District's Human Resource Department including the Superintendent and Director of Finance. Prior experience may or may not be granted.
6. A change in assignment for an employee may result in change of years of experience and/or pay category.
7. An increase for bilingual skills must be verified and related to the individual's position assignment.
8. Bachelor's Degree
 - a. Employees holding a Bachelor's Degree will be given one (1) year experience at time of original placement. Official transcriptions must be provided.
 - b. Employees who earn a Bachelor's Degree after initial placement will be given one (1) year experience. Official transcriptions must be provided no later than September 1st for current fiscal year consideration. For transcripts received after this date, movement will be granted the following fiscal year and is not retroactive.
9. A positive job performance/evaluation(s) is required to advance to the next column on the pay scale.
10. A probationary period up to 90 days may be established at initial employment.
11. For those persons who work more than 20 hours a week, for 5 or more consecutive months, the district's health and life insurance will be provided and PERSI retirement participation is required. An employee working less than 1.00 FTE (full time equivalency) may have benefits prorated based on the percentage of time worked.
12. Annually calculated pay will be made on the basis of 12 monthly payments.
13. Overtime must be documented and approved by the superintendent or his/her designee and will be limited according to the provisions of the Fair Labor Standards Act as applicable to public school district. (Policy 475)
14. A request for termination of a non-certificated employee shall be submitted in writing to the supervisor at least two weeks prior to the last day of work.

BOARD CHAIR SIGNATURE: _____ DATE: _____

Legal Reference:

Date of Adoption: 8/8/1988

Reviewed/Revised: 6/8/93, 8/9/94, 8/22/95, 8/29/96, 7/8/97, 10/13/98, 7/13/99, 7/11/00, 8/31/01, 8/30/02, 9/9/03, 8/25/04, 12/14/05, 6/13/06, 9/11/07, 9/9/08, 8/11/09, 6/8/10, 6/14/11, 6/12/12, 9/9/14, 6/9/15, 7/12/16, 7/11/17, 6/12/18, 6/11/19, 6/9/20, 6/12/21, 6/14/22, 6/13/23, 05/14/24, 05/13/25

Reviewed by: District Administration, Board of Trustees

VALLIVUE SCHOOL DISTRICT 139
POLICY: 2025-26 EXTRACURRICULAR SALARY SCHEDULE (457)

FY2026 - removes extended contracts section; adds additional FTE, participant and 6A classification specifics.
Middle School AD and High School Assistant AD will be moved to a different payscale.

Calculating Base \$ 33,982.20

FOOTBALL

{1}	HS Head Coach	0.14
{1}	HS Assistant Varsity: 6A designation or 150+ participants	0.11
{6}	HS Assistant Varsity	0.11
{2}	HS Junior Varsity	0.09
{2}	HS Freshmen	0.07
{4}	Middle School	0.05

VOLLEYBALL

{1}	HS Head Coach	0.14
{1}	HS Junior Varsity	0.07
{1}	HS Sophomore	0.07
{1}	HS Freshman	0.07
{4}	Middle School	0.05

CROSS COUNTRY

{1}	HS Head Coach	0.12
{2}	HS Assistant Varsity	0.07
{2}	Middle School	0.05

SOCCER

{1}	HS Head Men's Coach	0.12
{1}	HS Junior Varsity Men's Coach	0.07
{1}	HS Head Women's Coach	0.12
{1}	HS Junior Varsity Women's Coach	0.07

WRESTLING

{1}	HS Head Coach	0.14
{1}	HS Assistant Coach: 6A designation or 75+ participants as of Jan 1st	0.09
{1}	HS Assistant Coach - Men's	0.09
{1}	HS Assistant Coach - Women's	0.09
{1}	HS Junior Varsity	0.07
{2}	Middle School	0.05
{1}	MS Assistant Coach: 65+ participants	0.05

BASKETBALL

{1}	HS Head Men's Coach	0.14
{3}	HS Men's Assistant	0.10
{1}	HS Head Women's Coach	0.14
{3}	HS Women's Assistant	0.10
{4}	Middle School Men's Coach	0.05
{4}	Middle School Women's Coach	0.05

GOLF

{1}	HS Head Men's Coach	0.09
{1}	HS Head Women's Coach	0.09
{1}	HS Junior Varsity Men's	0.06
{1}	HS Junior Varsity Women's	0.06

OFF-SEASON STIPEND *

{1}	Football	\$ 7,500
{1}	Volleyball	\$ 3,500
{1}	Wrestling	\$ 3,500
{1}	Men's Basketball	\$ 3,500
{1}	Women's Basketball	\$ 3,500
{1}	Track	\$ 3,500
{1}	Band	\$ 3,500

* Walk-on coaches will be paid in August of current school year; Employees will be prorated over September current school year - August following school year

SOFTBALL

{1}	HS Head Coach	0.12
{3}	HS Assistant Coach	0.07

BASEBALL

{1}	HS Head Coach	0.12
{3}	HS Assistant Coach	0.07

TRACK

{1}	HS Coordinator/Head Coach	0.12
{1}	HS Assistant Coach: 6A designation or 150+ participants as of March 30th	0.07
{5}	HS Assistant Coach	0.07
{4}	Middle School	0.05

TENNIS

{1}	HS Head Coach	0.12
{3}	HS Assistant Coach	0.07
{3}	Middle School	0.05

OTHER

{1}	HS Cheer Head Coach Fall/Winter (x2)	0.08
{1}	HS Asst Cheer Coach Fall/Winter (x2)	0.06
{1}	HS Dance	0.12
{1}	HS Dance Assistant	0.06
{1}	Middle School Dance	0.05
{1}	HS Auxiliary Team	0.12
{1}	HS Auxiliary Assistant Team	0.06
{1}	HS Drama	0.10
{1}	HS Debate/Speech	0.12
{1}	HS Debate/Speech Assistant	0.06
{1}	HS ASB Leadership	0.06
{1}	HS Band	0.14
{1}	HS Asst Band	0.07
{1}	Middle School Band	0.05
{1}	HS Vocal Music	0.10
{1}	HS Vocal Music Assistant: 220 participants	0.03
{1}	Middle School Vocal Music	0.05
{1}	HS Orchestra	0.05
{1}	Middle School Orchestra	0.05
{1}	Swim Team	0.06
{1}	Swim Asst Team	0.03
{1}	HS Annual	0.10
{1}	Middle School Annual	0.03
{1}	Middle School Quiz Bowl	0.04
{1}	HS Robotics	0.06
{1}	Middle School Robotics	0.04
{1}	Esports Advisor	0.05

OTHER STIPENDS

{1}	Elementary Music - 2 per year @ \$100 ea	\$ 100
-----	--	--------

LAWN DETAIL STIPEND ^

{1}	HS Football Fields	\$ 4,200
{1}	HS Baseball/Softball Fields	\$ 4,200
{1}	HS Soccer Fields	\$ 4,200

^ Lawn detail stipends will be paid in three "seasonal" installments: Summer - August, Fall - October, Spring - May

2. The extra curricular increment shall be increased by .004 for each year of experience in the same sport of activity. The total allowable years of experience shall be increased one year each year subsequent to 1985-86 to a maximum of twelve years. The Superintendent or his/her designee shall determine the number of years of prior experience allowable in the sport or activity for persons employed subsequent to 1984-85.

3. The board shall make the final determination for years of experience, the number of employees, and which employees are employed in extra-curricular activities. Nothing herein shall prevent the board from reassigning such employees prior to the beginning of the activities with appropriate reduction in salaries.

4. Extra curricular activities assignments shall initially be made by mutual agreement of the board and the employee.

EXTRACURRICULAR % CALCULATING BASE

Step	Base %	Base %	Base %	Base %	Base %	Base %	Base %	Base %	Base %	Base %	Base %	Base %
	0.02	0.03	0.04	0.05	0.06	0.07	0.08	0.09	0.10	0.11	0.12	0.14
1	0.020	0.030	0.040	0.050	0.060	0.070	0.080	0.090	0.100	0.110	0.120	0.140
2	0.024	0.034	0.044	0.054	0.064	0.074	0.084	0.094	0.104	0.114	0.124	0.144
3	0.028	0.038	0.048	0.058	0.068	0.078	0.088	0.098	0.108	0.118	0.128	0.148
4	0.032	0.042	0.052	0.062	0.072	0.082	0.092	0.102	0.112	0.122	0.132	0.152
5	0.036	0.046	0.056	0.066	0.076	0.086	0.096	0.106	0.116	0.126	0.136	0.156
6	0.040	0.050	0.060	0.070	0.080	0.090	0.100	0.110	0.120	0.130	0.140	0.160
7	0.044	0.054	0.064	0.074	0.084	0.094	0.104	0.114	0.124	0.134	0.144	0.164
8	0.048	0.058	0.068	0.078	0.088	0.098	0.108	0.118	0.128	0.138	0.148	0.168
9	0.052	0.062	0.072	0.082	0.092	0.102	0.112	0.122	0.132	0.142	0.152	0.172
10	0.056	0.066	0.076	0.086	0.096	0.106	0.116	0.126	0.136	0.146	0.156	0.176
11	0.060	0.070	0.080	0.090	0.100	0.110	0.120	0.130	0.140	0.150	0.160	0.180
12	0.064	0.074	0.084	0.094	0.104	0.114	0.124	0.134	0.144	0.154	0.164	0.184

EXTRACURRICULAR STIPEND BASED ON % CALCULATING BASE LISTED ABOVE

Step	Base %	Base %	Base %	Base %	Base %	Base %	Base %	Base %	Base %	Base %	Base %	Base %
	0.02	0.03	0.04	0.05	0.06	0.07	0.08	0.09	0.10	0.11	0.12	0.14
1	\$ 680	\$ 1,019	\$ 1,359	\$ 1,699	\$ 2,039	\$ 2,379	\$ 2,719	\$ 3,058	\$ 3,398	\$ 3,738	\$ 4,078	\$ 4,758
2	\$ 816	\$ 1,155	\$ 1,495	\$ 1,835	\$ 2,175	\$ 2,515	\$ 2,855	\$ 3,194	\$ 3,534	\$ 3,874	\$ 4,214	\$ 4,893
3	\$ 952	\$ 1,291	\$ 1,631	\$ 1,971	\$ 2,311	\$ 2,651	\$ 2,990	\$ 3,330	\$ 3,670	\$ 4,010	\$ 4,350	\$ 5,029
4	\$ 1,087	\$ 1,427	\$ 1,767	\$ 2,107	\$ 2,447	\$ 2,787	\$ 3,126	\$ 3,466	\$ 3,806	\$ 4,146	\$ 4,486	\$ 5,165
5	\$ 1,223	\$ 1,563	\$ 1,903	\$ 2,243	\$ 2,583	\$ 2,922	\$ 3,262	\$ 3,602	\$ 3,942	\$ 4,282	\$ 4,622	\$ 5,301
6	\$ 1,359	\$ 1,699	\$ 2,039	\$ 2,379	\$ 2,719	\$ 3,058	\$ 3,398	\$ 3,738	\$ 4,078	\$ 4,418	\$ 4,758	\$ 5,437
7	\$ 1,495	\$ 1,835	\$ 2,175	\$ 2,515	\$ 2,855	\$ 3,194	\$ 3,534	\$ 3,874	\$ 4,214	\$ 4,554	\$ 4,893	\$ 5,573
8	\$ 1,631	\$ 1,971	\$ 2,311	\$ 2,651	\$ 2,990	\$ 3,330	\$ 3,670	\$ 4,010	\$ 4,350	\$ 4,690	\$ 5,029	\$ 5,709
9	\$ 1,767	\$ 2,107	\$ 2,447	\$ 2,787	\$ 3,126	\$ 3,466	\$ 3,806	\$ 4,146	\$ 4,486	\$ 4,825	\$ 5,165	\$ 5,845
10	\$ 1,903	\$ 2,243	\$ 2,583	\$ 2,922	\$ 3,262	\$ 3,602	\$ 3,942	\$ 4,282	\$ 4,622	\$ 4,961	\$ 5,301	\$ 5,981
11	\$ 2,039	\$ 2,379	\$ 2,719	\$ 3,058	\$ 3,398	\$ 3,738	\$ 4,078	\$ 4,418	\$ 4,758	\$ 5,097	\$ 5,437	\$ 6,117
12	\$ 2,175	\$ 2,515	\$ 2,855	\$ 3,194	\$ 3,534	\$ 3,874	\$ 4,214	\$ 4,554	\$ 4,893	\$ 5,233	\$ 5,573	\$ 6,253

Approved: _____ (on file)
Board Chairperson

Date: _____

Legal Reference: Master Agreement 9/12/06, 8/07/07
Date of Adoption: 12/17/73

Reviewed/revised: 6/8/81, 7/23/84, 9/9/85, 7/13/87, 5/15/90, 7/9/90, 10/14/91, 6/8/93, 8/9/94, 8/22/95, 8/29/96, 7/8/97, 11/10/98, 10/12/99, 10/10/00, 8/31/01, 8/30/02, 9/9/03, 8/25/04, 12/14/05, 9/12/06, 8/14/07, 6/14/11, 9/13/11, 6/12/12, 6/11/13, 6/17/14, 9/9/14, 9/8/15, 7/12/16, 7/11/17, 8/14/18, 6/11/19, 6/9/20, 6/8/21, 5/10/22, 05/14/24

Reviewed by: District Administration, Board of Trustees

VALLIVUE SCHOOL DISTRICT 139
POLICY: 2025-26 EXTRACURRICULAR SALARY SCHEDULE (457)

FY2026 - removes extended contracts section; adds additional FTE, participant and 6A classification specifics.
Middle School AD and High School Assistant AD will be moved to a different payscale.

Calculating Base \$ 33,982.20

FOOTBALL

{1}	HS Head Coach	0.14
{1}	HS Assistant Varsity: 6A designation or 150+ participants	0.11
{6}	HS Assistant Varsity	0.11
{2}	HS Junior Varsity	0.09
{2}	HS Freshmen	0.07
{4}	Middle School	0.05

VOLLEYBALL

{1}	HS Head Coach	0.14
{1}	HS Junior Varsity	0.07
{1}	HS Sophomore	0.07
{1}	HS Freshman	0.07
{4}	Middle School	0.05

CROSS COUNTRY

{1}	HS Head Coach	0.12
{2}	HS Assistant Varsity	0.07
{2}	Middle School	0.05

SOCCER

{1}	HS Head Men's Coach	0.12
{1}	HS Junior Varsity Men's Coach	0.07
{1}	HS Head Women's Coach	0.12
{1}	HS Junior Varsity Women's Coach	0.07

WRESTLING

{1}	HS Head Coach	0.14
{1}	HS Assistant Coach: 6A designation or 75+ participants as of Jan 1st	0.09
{1}	HS Assistant Coach - Men's	0.09
{1}	HS Assistant Coach - Women's	0.09
{1}	HS Junior Varsity	0.07
{2}	Middle School	0.05
{1}	MS Assistant Coach: 65+ participants	0.05

BASKETBALL

{1}	HS Head Men's Coach	0.14
{3}	HS Men's Assistant	0.10
{1}	HS Head Women's Coach	0.14
{3}	HS Women's Assistant	0.10
{4}	Middle School Men's Coach	0.05
{4}	Middle School Women's Coach	0.05

GOLF

{1}	HS Head Men's Coach	0.09
{1}	HS Head Women's Coach	0.09
{1}	HS Junior Varsity Men's	0.06
{1}	HS Junior Varsity Women's	0.06

OFF-SEASON STIPEND*

{1}	Football	\$ 7,500
{1}	Volleyball	\$ 3,500
{1}	Wrestling	\$ 3,500
{1}	Men's Basketball	\$ 3,500
{1}	Women's Basketball	\$ 3,500
{1}	Track	\$ 3,500
{1}	Band	\$ 3,500

* Walk-on coaches will be paid in August current school year; Employees will be prorated over September current school year - August following school year

SOFTBALL

{1}	HS Head Coach	0.12
{3}	HS Assistant Coach	0.07

BASEBALL

{1}	HS Head Coach	0.12
{3}	HS Assistant Coach	0.07

TRACK

{1}	HS Coordinator/Head Coach	0.12
{1}	HS Assistant Coach: 6A designation or 150+ participants as of March 30th	0.07
{5}	HS Assistant Coach	0.07
{4}	Middle School	0.05

TENNIS

{1}	HS Head Coach	0.12
{3}	HS Assistant Coach	0.07
{3}	Middle School	0.05

OTHER

{1}	HS Cheer Head Coach Fall/Winter (x2)	0.08
{1}	HS Asst Cheer Coach Fall/Winter (x2)	0.06
{1}	HS Dance	0.12
{1}	HS Dance Assistant	0.06
{1}	Middle School Dance	0.05
{1}	HS Auxiliary Team	0.12
{1}	HS Auxiliary Assistant Team	0.06
{1}	HS Drama	0.10
{1}	HS Debate/Speech	0.12
{1}	HS Debate/Speech Assistant	0.06
{1}	HS ASB Leadership	0.06
{1}	HS Band	0.14
{1}	HS Asst Band	0.07
{1}	Middle School Band	0.05
{1}	HS Vocal Music	0.10
{1}	HS Vocal Music Assistant: 220 participants	0.03
{1}	Middle School Vocal Music	0.05
{1}	HS Orchestra	0.05
{1}	Middle School Orchestra	0.05
{1}	Swim Team	0.06
{1}	Swim Asst Team	0.03
{1}	HS Annual	0.10
{1}	Middle School Annual	0.03
{1}	Middle School Quiz Bowl	0.04
{1}	HS Robotics	0.06
{1}	Middle School Robotics	0.04
{1}	Esports Advisor	0.05

LAWN DETAIL STIPEND

{1}	HS Football Fields	\$ 4,200
{1}	HS Baseball/Softball Fields	\$ 4,200
{1}	HS Soccer Fields	\$ 4,200

OTHER STIPENDS

{1}	Elementary Music - 2 per year @ \$100 ea	\$ 100
-----	--	--------

1. The appropriate percentage from the extra-curricular salary schedule is multiplied times the extra-curricular calculating base as negotiated. The board may approve of the redistribution of the total increment of two or more coaches when requested by those involved. The number of coaches indicated in the parenthesis is informational only and may be adjusted by the board.

2. The extra curricular increment shall be increased by .004 for each year of experience in the same sport of activity. The total allowable years of experience shall be increased one year each year subsequent to 1985-86 to a maximum of twelve years. The Superintendent or his/her designee shall determine the number of years of prior experience allowable in the sport or activity for persons employed subsequent to 1984-85.

3. The board shall make the final determination for years of experience, the number of employees, and which employees are employed in extra-curricular activities. Nothing herein shall prevent the board from reassigning such employees prior to the beginning of the activities with appropriate reduction in salaries.

4. Extra curricular activities assignments shall initially be made by mutual agreement of the board and the employee.

EXTRACURRICULAR % CALCULATING BASE

Step	Base %	Base %	Base %	Base %	Base %	Base %	Base %	Base %	Base %	Base %	Base %	Base %
	0.02	0.03	0.04	0.05	0.06	0.07	0.08	0.09	0.10	0.11	0.12	0.14
1	0.020	0.030	0.040	0.050	0.060	0.070	0.080	0.090	0.100	0.110	0.120	0.140
2	0.024	0.034	0.044	0.054	0.064	0.074	0.084	0.094	0.104	0.114	0.124	0.144
3	0.028	0.038	0.048	0.058	0.068	0.078	0.088	0.098	0.108	0.118	0.128	0.148
4	0.032	0.042	0.052	0.062	0.072	0.082	0.092	0.102	0.112	0.122	0.132	0.152
5	0.036	0.046	0.056	0.066	0.076	0.086	0.096	0.106	0.116	0.126	0.136	0.156
6	0.040	0.050	0.060	0.070	0.080	0.090	0.100	0.110	0.120	0.130	0.140	0.160
7	0.044	0.054	0.064	0.074	0.084	0.094	0.104	0.114	0.124	0.134	0.144	0.164
8	0.048	0.058	0.068	0.078	0.088	0.098	0.108	0.118	0.128	0.138	0.148	0.168
9	0.052	0.062	0.072	0.082	0.092	0.102	0.112	0.122	0.132	0.142	0.152	0.172
10	0.056	0.066	0.076	0.086	0.096	0.106	0.116	0.126	0.136	0.146	0.156	0.176
11	0.060	0.070	0.080	0.090	0.100	0.110	0.120	0.130	0.140	0.150	0.160	0.180
12	0.064	0.074	0.084	0.094	0.104	0.114	0.124	0.134	0.144	0.154	0.164	0.184

EXTRACURRICULAR STIPEND BASED ON % CALCULATING BASE LISTED ABOVE

Step	Base %	Base %	Base %	Base %	Base %	Base %	Base %	Base %	Base %	Base %	Base %	Base %
	0.02	0.03	0.04	0.05	0.06	0.07	0.08	0.09	0.10	0.11	0.12	0.14
1	\$ 680	\$ 1,019	\$ 1,359	\$ 1,699	\$ 2,039	\$ 2,379	\$ 2,719	\$ 3,058	\$ 3,398	\$ 3,738	\$ 4,078	\$ 4,758
2	\$ 816	\$ 1,155	\$ 1,495	\$ 1,835	\$ 2,175	\$ 2,515	\$ 2,855	\$ 3,194	\$ 3,534	\$ 3,874	\$ 4,214	\$ 4,893
3	\$ 952	\$ 1,291	\$ 1,631	\$ 1,971	\$ 2,311	\$ 2,651	\$ 2,990	\$ 3,330	\$ 3,670	\$ 4,010	\$ 4,350	\$ 5,029
4	\$ 1,087	\$ 1,427	\$ 1,767	\$ 2,107	\$ 2,447	\$ 2,787	\$ 3,126	\$ 3,466	\$ 3,806	\$ 4,146	\$ 4,486	\$ 5,165
5	\$ 1,223	\$ 1,563	\$ 1,903	\$ 2,243	\$ 2,583	\$ 2,922	\$ 3,262	\$ 3,602	\$ 3,942	\$ 4,282	\$ 4,622	\$ 5,301
6	\$ 1,359	\$ 1,699	\$ 2,039	\$ 2,379	\$ 2,719	\$ 3,058	\$ 3,398	\$ 3,738	\$ 4,078	\$ 4,418	\$ 4,758	\$ 5,437
7	\$ 1,495	\$ 1,835	\$ 2,175	\$ 2,515	\$ 2,855	\$ 3,194	\$ 3,534	\$ 3,874	\$ 4,214	\$ 4,554	\$ 4,893	\$ 5,573
8	\$ 1,631	\$ 1,971	\$ 2,311	\$ 2,651	\$ 2,990	\$ 3,330	\$ 3,670	\$ 4,010	\$ 4,350	\$ 4,690	\$ 5,029	\$ 5,709
9	\$ 1,767	\$ 2,107	\$ 2,447	\$ 2,787	\$ 3,126	\$ 3,466	\$ 3,806	\$ 4,146	\$ 4,486	\$ 4,825	\$ 5,165	\$ 5,845
10	\$ 1,903	\$ 2,243	\$ 2,583	\$ 2,922	\$ 3,262	\$ 3,602	\$ 3,942	\$ 4,282	\$ 4,622	\$ 4,961	\$ 5,301	\$ 5,981
11	\$ 2,039	\$ 2,379	\$ 2,719	\$ 3,058	\$ 3,398	\$ 3,738	\$ 4,078	\$ 4,418	\$ 4,758	\$ 5,097	\$ 5,437	\$ 6,117
12	\$ 2,175	\$ 2,515	\$ 2,855	\$ 3,194	\$ 3,534	\$ 3,874	\$ 4,214	\$ 4,554	\$ 4,893	\$ 5,233	\$ 5,573	\$ 6,253

Approved: _____ (on file)
Board Chairperson

Date: _____

Legal Reference: Master Agreement 9/12/06, 8/07/07
Date of Adoption: 12/17/73

Reviewed/revised: 6/8/81, 7/23/84, 9/9/85, 7/13/87, 5/15/90, 7/9/90, 10/14/91, 6/8/93, 8/9/94, 8/22/95, 8/29/96, 7/8/97, 11/10/98, 10/12/99, 10/10/00, 8/31/01, 8/30/02, 9/9/03, 8/25/04, 12/14/05, 9/12/06, 8/14/07, 6/14/11, 9/13/11, 6/12/12, 6/11/13, 6/17/14, 9/9/14, 9/8/15, 7/12/16, 7/11/17, 8/14/18, 6/11/19, 6/9/20, 6/8/21, 5/10/22, 05/14/24, 05/13/25

Reviewed by: District Administration, Board of Trustees

VALLIVUE SCHOOL DISTRICT #139
2025-2026 HIGH SCHOOL ASSISTANT & MIDDLE SCHOOL ATHLETIC DIRECTORS

LEVEL	Base Increase	MSAD	HSAAD
1		8,750	7,000
2	1.50%	8,881	7,105
3	1.50%	9,014	7,212
4	1.50%	9,149	7,320
5	1.50%	9,286	7,430
6	1.50%	9,425	7,541
7	1.50%	9,566	7,654
8	1.50%	9,709	7,769
9	1.50%	9,855	7,886
10	1.50%	10,003	8,004
11	1.50%	10,153	8,124
12	1.50%	10,305	8,246
13	2.00%	10,511	8,411

CATEGORY	RESPONSIBILITY
MSAD	Middle School Athletic Director
HSAAD	High School Assistant Athletic Director

Initial placement or change of job are set by superintendent
Level does not mean years of experience

Legal Reference:
Date of Adoption: 05/13/2025
Reviewed/Revised:

VALLIVUE SCHOOL DISTRICT #139
2025-26 SUPER CLASSIFIED SALARY SCHEDULE
MAY 13, 2025

LEVEL		SCFS	SCM	SCDIR
1		75,420	101,317	102,981
2	1.50%	76,551	102,837	104,526
3	1.50%	77,699	104,380	106,094
4	1.50%	78,864	105,946	107,685
5	1.50%	80,047	107,535	109,300
6	1.50%	81,248	109,148	110,940
7	1.50%	82,467	110,785	112,604
8	1.50%	83,704	112,447	114,293
9	1.50%	84,960	114,134	116,007
10	1.50%	86,234	115,846	117,747
11	1.50%	87,528	117,584	119,513
12	1.50%	88,841	119,348	121,306
13	2.00%	90,618	121,735	123,732

CATEGORY	ADMIN RESPONSIBILITY	# OF CONTRACT DAYS
SCFS	Food Service Department Supervisor	223
SCM	Maintenance Department Supervisor	260
SCDIR	Finance, Human Resources Director	240
SCDIR	Technology Director	218

MA	\$400
MA + 15	\$800
MA + 30	\$1,600
SPECIALIST	\$3,200
DOCTORATE	\$4,800

Initial placement or change of job are set by superintendent
Level does not mean years of experience

Legal Reference:

Date of Adoption: 05/14/2024

Reviewed/Revised: 05/13/2025

**VALLIVUE SCHOOL DISTRICT
STAFF PERSONNEL - SERIES 400
2025-26 NON-CERTIFICATED "AT-WILL" CLASSIFIED EMPLOYEE PAY SCALE SCHEDULE
CHILD NUTRITION
MAY 13, 2025**

Pay Category	YEAR 1 Starting Base	YEAR 2 1.0%	YEAR 3 1.0%	YEAR 4 2.0%	YEAR 5 2.0%	YEAR 6 2.0%	YEAR 7 2.0%	YEAR 8 2.0%	YEAR 9 2.0%	YEAR 10 2.0%	11 OR MORE YEARS 2.0%
FSSUB	15.72										
F-LH	8.16	8.24	8.32	8.49	8.66	8.83	9.01	9.19	9.37	9.56	9.75
F-1	15.98	16.14	16.30	16.63	16.96	17.30	17.65	18.00	18.36	18.73	19.10
F-1C	16.19	16.35	16.51	16.84	17.18	17.52	17.87	18.23	18.59	18.96	19.34
F-2	18.08	18.26	18.44	18.81	19.19	19.57	19.96	20.36	20.77	21.19	21.61
F-3	19.28	19.47	19.66	20.05	20.45	20.86	21.28	21.71	22.14	22.58	23.03
OF	17.06	17.23	17.40	17.75	18.11	18.47	18.84	19.22	19.60	19.99	20.39
OF2	18.42	18.60	18.79	19.17	19.55	19.94	20.34	20.75	21.17	21.59	22.02
OF3	20.06	20.26	20.46	20.87	21.29	21.72	22.15	22.59	23.04	23.50	23.97
WF	15.98	16.14	16.30	16.63	16.96	17.30	17.65	18.00	18.36	18.73	19.10
WF2	19.28	19.47	19.66	20.05	20.45	20.86	21.28	21.71	22.14	22.58	23.03

NOTE: A positive job performance/evaluation(s) is required to advance to the next column on the pay scale schedule.

FSSUB	Food Service Child Nutrition Substitute
F-LH	Lunch Room Help
F-1	Child Nutrition Cook
F-1C	Child Nutrition Cashier, Ala Carte Leads
F-2	Child Nutrition Elementary Manager
F-3	Child Nutrition Secondary Manager, Catering Coordinator
OF	Office Food Service - Inventory Clerk
OF2	Office Food Service - Bookkeeper, Free and Reduced Clerk
OF3	Office Food Service - Food Service Supervisor's Assistant
WF	Warehouse - Food Service
WF2	Warehouse - Food Service Supervisor

Additional factors for HOURLY OR BASE PAY increase(s):

Bilingual Oral	\$0.30
Bilingual Written	\$0.50
Braille Oral	\$0.30
Braille Written	\$0.50

Vallivue Loyalty Stipend: All full-time employees who have been employed by the District for 11-15 consecutive years will receive a Vallivue Loyalty Stipend of \$500, full-time employees who have been employed by the District for 16-20 consecutive years will receive \$750, and full-time employees who have been employed by the District for 21 or more consecutive years will receive \$1,000.

SEE ATTACHED: NON-CERTIFICATED "AT-WILL" CLASSIFIED EMPLOYEE PAY SCALE GUIDELINES

Non-certificated Employee Pay Scale Guidelines

General Information for Classified, Food Service, Custodian and Maintenance Pay Scales

1. Pay Scale placement will be determined by the District's Human Resource Department including the Superintendent and Director of Finance. Placement will only be determined once the District has received necessary employment documentation including verification of years of experience.
2. Pay Categories are determined by job description and duties.
3. An increase on the starting base must be approved by the Board of Trustees.
4. Base salary will be established by the employee's position assignment / job description.
5. Years of experience for new employees will be determined by the District's Human Resource Department including the Superintendent and Director of Finance. Prior experience may or may not be granted.
6. A change in assignment for an employee may result in change of years of experience and/or pay category.
7. An increase for bilingual skills must be verified and related to the individual's position assignment.
8. Bachelor's Degree
 - a. Employees holding a Bachelor's Degree will be given one (1) year experience at time of original placement. Official transcriptions must be provided.
 - b. Employees who earn a Bachelor's Degree after initial placement will be given one (1) year experience. Official transcriptions must be provided no later than September 1st for current fiscal year consideration. For transcripts received after this date, movement will be granted the following fiscal year and is not retroactive.
9. A positive job performance/evaluation(s) is required to advance to the next column on the pay scale.
10. A probationary period up to 90 days may be established at initial employment.
11. For those persons who work more than 20 hours a week, for 5 or more consecutive months, the district's health and life insurance will be provided and PERSI retirement participation is required. An employee working less than 1.00 FTE (full time equivalency) may have benefits prorated based on the percentage of time worked.
12. Annually calculated pay will be made on the basis of 12 monthly payments.
13. Overtime must be documented and approved by the superintendent or his/her designee and will be limited according to the provisions of the Fair Labor Standards Act as applicable to public school district. (Policy 475)
14. A request for termination of a non-certificated employee shall be submitted in writing to the supervisor at least two weeks prior to the last day of work.

BOARD CHAIR SIGNATURE: _____ DATE: _____

Legal Reference:

Date of Adoption: 8/8/1988

Reviewed/Revised: 6/8/93, 8/9/94, 8/22/95, 8/29/96, 7/8/97, 10/13/98, 7/13/99, 7/11/00, 8/31/01, 8/30/02, 9/9/03, 8/25/04, 12/14/05, 6/13/06, 9/11/07, 9/9/08, 8/11/09, 6/8/10, 6/14/11, 6/12/12, 9/9/14, 6/9/15, 7/12/16, 7/11/17, 6/12/18, 6/11/19, 6/9/20, 6/12/21, 6/14/22, 6/13/23, 05/14/24, 05/13/25

Reviewed by: District Administration, Board of Trustees

VALLIVUE SCHOOL DISTRICT #139
2025-2026 SUPERVISOR CERTIFIED/CLASSIFIED SALARY SCHEDULE
MAY 13, 2025

LEVEL		SUP SVC	NETLS	NETLJ	NETSECUR
1		83,184	86,512	76,223	59,047
2	1.50%	84,432	87,809	77,366	59,932
3	1.50%	85,698	89,126	78,526	60,831
4	1.50%	86,983	90,463	79,704	61,743
5	1.50%	88,288	91,820	80,900	62,669
6	1.50%	89,612	93,197	82,114	63,609
7	1.50%	90,956	94,595	83,346	64,563
8	1.50%	92,320	96,014	84,596	65,531
9	1.50%	93,705	97,454	85,865	66,514
10	1.50%	95,111	98,916	87,153	67,512
11	1.50%	96,538	100,400	88,460	68,525
12	1.50%	97,986	101,906	89,787	69,553
13	2.00%	99,946	103,944	91,583	70,944

CATEGORY	RESPONSIBILITY	# OF CONTRACT DAYS
SUP SVC	Supervisor Special Services - Special Education Supervisor, Board Certified Behavior Analyst, Health Services	208
NETLS	Senior Network Engineer	208
NETLJ	Junior Network Engineer	230
NETSECUR	Network Security & Administration	230

MA	\$400
MA + 15	\$800
MA + 30	\$1,600
SPECIALIST	\$3,200
DOCTORATE	\$4,800

Initial placement or change of job are set by superintendent
Level does not mean years of experience

Date of Adoption: 6.13.2023
Reviewed/Revised: 05/14/2024, 05/13/2025
Reviewed by: District Administration, Board of Trustees

Weiser SD #431

Para Starting Pay Grid 2025-2026

163 Day Assignment

	A- General Para	B- SPED/Special Para	C-AA	D-BA or BS
Steps	Start \$13.91/Hr	Start \$14.61/hr	Start \$15.38/hr	Start \$16.41/hr
0	\$ 19,157.00	\$ 20,221.00	\$ 21,286.00	\$ 22,705.00
1	\$ 19,540.14	\$ 20,625.42	\$ 21,711.72	\$ 23,159.10
2	\$ 19,930.94	\$ 21,037.93	\$ 22,145.95	\$ 23,622.28
3	\$ 20,329.56	\$ 21,458.69	\$ 22,588.87	\$ 24,094.73
4	\$ 20,736.15	\$ 21,887.86	\$ 23,040.65	\$ 24,576.62
5	\$ 21,150.88	\$ 22,325.62	\$ 23,501.46	\$ 25,068.15
6	\$ 21,573.89	\$ 22,772.13	\$ 23,971.49	\$ 25,569.52
7	\$ 22,005.37	\$ 23,227.57	\$ 24,450.92	\$ 26,080.91
8	\$ 22,445.48	\$ 23,692.12	\$ 24,939.94	\$ 26,602.53
9	\$ 22,894.39	\$ 24,165.97	\$ 25,438.74	\$ 27,134.58
10	\$ 23,352.28	\$ 24,649.29	\$ 25,947.52	\$ 27,677.27
11-15	\$ 24,519.89	\$ 25,881.75	\$ 27,244.89	\$ 29,061.13
16-20	\$ 25,745.88	\$ 27,175.84	\$ 28,607.14	\$ 30,514.19
21-25	\$ 27,033.18	\$ 28,534.63	\$ 30,037.49	\$ 32,039.90
26 above	\$ 27,844.17	\$ 29,390.67	\$ 30,938.62	\$ 33,001.09

Step increase = 2%

Step band 11-15, 16-20 & 21-25 = 5.0% increase from step 15 & 20 (same salary for all 5 yrs)

Step band 26 and above = 3% increase from step band 21-25 (frozen)

2025-2026 School Year Includes:

163 Days for Classified - 158 scheduled days, 5 paid holidays

Para schedule is:

144 days @ 8.75 hours per day.	1260 hours
11 PD days @5 hours per day.	55 hours
3 days opening week	22.5 hours total
5 paid holidays @8 hours per day	40 hours
TOTAL	1377.50 hours

Wendell SD #232

Wendell School District #232
Classified Pay Schedule 2025-26

[illegible]

Additional \$.75 for 1 on 1
Additional \$1.00 for Classroom Instructional
Five year - \$2.75 for 5 years beyond 10 years

West Ada SD #002

CLASSIFIED SALARY SCHEDULE

2025-26

West Ada School District

GRADE	(2)	(3)	(4)	(5)	(7)	(8)	(11)
STEP	2025-26						
*A							
*B							
0	15.69	16.94	19.50	22.41	13.62	16.00	26.97
1	16.00	17.28	19.89	22.86	13.89	16.32	27.51
2	16.32	17.63	20.29	23.32	14.17	16.65	28.06
3	16.65	17.98	20.70	23.79	14.45	16.98	28.62
4	16.98	18.34	21.11	24.27	14.74	17.32	29.19
5	17.32	18.71	21.53	24.76	15.03	17.67	29.77
6	17.67	19.08	21.96	25.26	15.33	18.02	30.37
7	18.02	19.46	22.40	25.77	15.64	18.38	30.98
8	18.38	19.85	22.85	26.29	15.95	18.75	31.60
9	18.75	20.25	23.31	26.82	16.27	19.13	32.23
10	19.13	20.66	23.78	27.36	16.60	19.51	32.87
11	19.51	21.07	24.26	27.91	16.93	19.90	33.53
12	19.90	21.49	24.75	28.47	17.27	20.30	34.20
13	20.30	21.92	25.25	29.04	17.62	20.71	34.88
14	20.71	22.36	25.76	29.62	17.97	21.12	35.58
15	21.12	22.81	26.28	30.21	18.33	21.54	36.29

Crossing Guard	15.42
Tutor	15.28
Noon duty	12.57
Noon duty (w/lunch)	9.61

CAREER ENHANCEMENT

15-19 years in district: \$600/year
 20-24 years in district: \$900/year
 25-29 years in district: \$1,200/year
 30+ years in district: \$2,400/year

CLASSIFIED SALARY SCHEDULE
EFFECTIVE JULY 1, 2025

Grade	Step 0 Rate	Administrative Support	Education	Maintenance
2	15.69		After School Child Care	Custodian
				Grounds Keeper I
				Summer Maintenance
3	16.94	Absence Reporting & Sub-Placement Clerk	Paraprofessional (w/classes) **	Night Supervisor
		Administrative Assistant/Secretary	Health Aide	Maintenance Warehouse Tech (Step 2)
		Clerk-Accounts Pavable/Pavroll/Personnel	Para Mentor (Rebound)	
		Registrar/ Middle School		
4	19.50	Bookkeeper		Grounds Keeper II
		Security Officer/ Secondary SSA		Head Custodian/ Elementary and Academies
		Registrar/ High School		Mail Delivery
5	22.41		Interpreter	Head Custodian / Secondary
			Paraprofessional SLP w/ Bachelors	Maintenance Technician
			Health Technician	Area Supervisor (Step 5)
			Health Tech PCS	
7	13.62		Overcrowded Classroom Assistant	
8	16.00	Assistant Secretary/Receptionist	Paraprofessional Computer Lab	
		Attendance Secretary	Elementary Librarian	
		Gifted & Talented Assistant/Challenge	Assistant Librarian (Secondary)	
			Safe School Assistant	
			Paraprofessional	
11	26.97		Sign Language Interpreter	
			IBI Professional	
			Certified Occupational Therapist Assistant (COTA)	
			LPN	
			LPN PCS	
			Paraprofessional SLP w/ SLP-A licensure	

402.40 Addendum B

** Employees are grandfathered, classes are no longer offered for movement on the salary schedule

West Side Joint SD #202

West Side Classified Salary Schedule			
Paraprofessional / Food Service			
	2023-2024 Rate/Hr	2024-2025	25-26
	NEW HIRE	\$11.50	\$12.25
	\$11.50	\$12.00	\$12.75
	\$11.75	\$12.25	\$13.00
	\$12.00	\$12.50	\$13.25
	\$12.25	\$12.75	\$13.50
	\$12.50	\$13.00	\$13.75
	\$12.75	\$13.25	\$14.00
Certified		\$15.00	\$16.00
Custodians			
	Rate/Hour	2024-2025	25-26
	NEW HIRE	\$12.50	\$13.25
	\$12.50	\$13.00	\$13.75
	\$12.75	\$13.25	\$14.00
	\$13.00	\$13.50	\$14.25
	\$13.50	\$14.00	\$14.75
	\$14.00	\$14.50	\$15.25
	\$14.50	\$15.00	\$15.75
	\$15.00	\$15.50	\$16.25
	\$15.50	\$16.00	\$16.75
Secretaries			
	Rate/Hour	2024-2025	25-26
	NEW HIRE	\$14.00	\$15.00
	\$14.00	\$16.00	\$17.00
	\$14.50	\$16.50	\$17.50
	\$15.00	\$17.00	\$18.00
	\$15.50	\$17.50	\$18.50
	\$16.00	\$18.00	\$19.00
	\$16.50	\$18.50	\$19.50
	\$17.00	\$19.00	\$20.00
	\$17.50	\$19.50	\$20.50
Substitutes			
		2024-2025	25-26
Non-certified	\$12.00	\$12.00	\$12.75
Certified Teacher		\$15.00	\$16.00
Bus Drivers			
		2024-2025	25-26
Route Pay	\$30.50/route	\$31.50	\$32.25
Trips/Training	\$15.00/hr	\$15.50	\$16.25
Any classified employee who will have worked 20 or more years before retirement qualifies for an enhancement of \$1,000 per year in the final three years of employment with West Side School District. Employee needs to make commitment in writing.			
Increase in salary is not based upon years of service, but upon funding from the legislature and district priorities.			

Whitepine Joint SD #288

Whitepine Joint School District
Classified Employee Pay Scale

BASE @ \$ 16.30	1.00	1.10	1.15	1.20	1.25	1.25	1.40	1.55
Category Type	CAT A	CAT B	CAT C	CAT D	CAT E	CAT F	CAT G	CAT H
Base Hourly Rate	\$ 16.30	\$ 17.93	\$ 18.75	\$ 19.56	\$ 20.38	\$ 20.38	\$ 22.82	\$ 25.27

							Exempt Personnel		
Year	Exp Multiplier	Category A	Category B	Category C	Category D	Category E	Category F	Category G	Category H
1	1.000	\$ 16.30	\$ 17.93	\$ 18.75	\$ 19.56	\$ 20.38	\$ 20.38	\$ 22.82	\$ 25.27
2	1.020	\$ 16.63	\$ 18.29	\$ 19.12	\$ 19.95	\$ 20.78	\$ 20.78	\$ 23.28	\$ 25.77
3	1.040	\$ 16.95	\$ 18.65	\$ 19.49	\$ 20.34	\$ 21.19	\$ 21.19	\$ 23.73	\$ 26.28
4	1.060	\$ 17.28	\$ 19.01	\$ 19.87	\$ 20.73	\$ 21.60	\$ 21.60	\$ 24.19	\$ 26.78
5	1.080	\$ 17.60	\$ 19.36	\$ 20.24	\$ 21.12	\$ 22.01	\$ 22.01	\$ 24.65	\$ 27.29
6	1.100	\$ 17.93	\$ 19.72	\$ 20.62	\$ 21.52	\$ 22.41	\$ 22.41	\$ 25.10	\$ 27.79
7	1.120	\$ 18.26	\$ 20.08	\$ 20.99	\$ 21.91	\$ 22.82	\$ 22.82	\$ 25.56	\$ 28.30
8	1.140	\$ 18.58	\$ 20.44	\$ 21.37	\$ 22.30	\$ 23.23	\$ 23.23	\$ 26.01	\$ 28.80
9	1.160	\$ 18.91	\$ 20.80	\$ 21.74	\$ 22.69	\$ 23.64	\$ 23.64	\$ 26.47	\$ 29.31
10	1.180	\$ 19.23	\$ 21.16	\$ 22.12	\$ 23.08	\$ 24.04	\$ 24.04	\$ 26.93	\$ 29.81
11	1.200	\$ 19.56	\$ 21.52	\$ 22.49	\$ 23.47	\$ 24.45	\$ 24.45	\$ 27.38	\$ 30.32
12	1.220	\$ 19.89	\$ 21.87	\$ 22.87	\$ 23.86	\$ 24.86	\$ 24.86	\$ 27.84	\$ 30.82
13	1.240	\$ 20.21	\$ 22.23	\$ 23.24	\$ 24.25	\$ 25.27	\$ 25.27	\$ 28.30	\$ 31.33
14	1.260	\$ 20.54	\$ 22.59	\$ 23.62	\$ 24.65	\$ 25.67	\$ 25.67	\$ 28.75	\$ 31.83
15	1.280	\$ 20.86	\$ 22.95	\$ 23.99	\$ 25.04	\$ 26.08	\$ 26.08	\$ 29.21	\$ 32.34
16	1.300	\$ 21.19	\$ 23.31	\$ 24.37	\$ 25.43	\$ 26.49	\$ 26.49	\$ 29.67	\$ 32.84

*** Experience multiplier may include prior industry experience or experience in another school district pending approval of the Board of Trustees on an individual basis.

*** Per *2025 / 2026 Employee Handbook*, staff will be paid at highest position rate plus 0.25 of any **additional position** assigned, pending Board of Trustees approval.

*** Rates are determined by current *Assignment Specification* and are subject to potential annual alteration to reflect movement in assigned position. Movement is determined annually and not reflective of temporary coverage of shifts. Permanent reassignment during a SY may result in alteration of wage scale pending Board of Trustees approval.

2025-2026

Whitepine Joint School District
Classified Employee Pay Scale

Note: No change in calculating base for FY26