

ARTICLE 6

COMPENSATION

6.1 Contract Days and Work Day Length

(a) The number of days in the school week and/or school year is solely a Board decision. The 2025-2026 school year shall be comprised of 190 work days. A copy of the school calendar is attached to this Agreement as Appendix B and is for informational purposes only. Included within the 190 days for the school year will be:

- Five (5) Paid Holidays
- Four (4) Professional Development Days with a minimum of one (1) day set aside as a non-directed professional workday
- Three (3) Record Days, which will be non-directed, and uninterrupted
- One (1) Staff Orientation Day
- One (1) Preparation Day
- One (1) Checkout Day in which staff may leave after completion of administrative checkout activities
- One (1) Day's Equivalent for Back to School or Parent Activities. The hours for this day will be accounted for as follows:
 - Three (3.0) hours for back-to-school or parent activities
 - Four and a half (4.5) hours to be used for Policy Review

The non-student contact days at the commencement of the school year may be scheduled in ½ day blocks rather than dedicated full-day blocks.

- (b) The work day shall be seven hours and thirty minutes. The administration shall have the right to set the work day hours.
- (c) Teachers shall be given a minimum of fifty consecutive minutes of individual preparation time on a daily basis either during the student instructional day or before or after the student instructional day. Arrangements for individual preparation time shall be determined at the building level by the building principal. From time to time due to schedule changes, a teacher may not have his/her individual preparation time on a given day.
- (d) One (1) elementary early-release hour per month will be set aside for undirected preparation / collaboration time. During any month of the school year where there are four (4) work days that are Mondays, a second undirected preparation / collaboration hour will occur.
- (e) A part-time teacher shall receive the same percentage of individual preparation time as his or her percentage of the full time contract. The principal at the secondary level shall have the discretion to schedule the part-time teacher's preparation time at any time during the part-time teacher's contract day, whether before the teacher begins his or her instruction time with students, or during the teacher's instructional day.
- (f) When specialists are responsible for the classroom instruction at the elementary level, the classroom teacher shall not be required to remain in the classroom for classroom

management purposes and may use the time for instructional planning. However, there may be times when teachers are expected to implement part of the curriculum initiated by the specialist and required to be present for that reason. This exception shall be prearranged with the knowledge of the building principal.

(g) Teachers shall have a 30 minute duty free lunch which shall not be included in the work day.

(h) Teachers shall not be required to report to school on emergency closure days.

(i) Special education teachers will be guaranteed one paperwork day each month that is free of duties and meetings, and may be in the location of the teacher's choosing, on the district's property, after providing notice to their principal as to their location.

(j) High School Parent Teacher Conference Hours: Of the eight (8) hours allocated for Parent Teacher Conferences at the high school, four (4) hours must be dedicated to Parent Teacher Conferences (2 hours for the first Parent Teacher Conference day, and 2 hours for the second Parent Teacher Conference day). The remaining four (4) hours shall be used for registration hours, elective fair hours, or other academic event hours specific to the needs of the high school setting. These hours may be used on Parent Teacher Conference days, or the equivalent number of hours throughout the year.

6.2 School District Salary Schedule

	Step	BA Only	BA24+	MA+
Residency	1	\$50,252	\$51,449	\$53,007
	2	\$50,809	\$53,631	\$55,424
	3	\$51,849	\$55,814	\$57,841
Professional	1	\$53,402	\$57,996	\$60,257
	2	\$53,928	\$60,179	\$62,674
	3	\$54,967	\$62,362	\$65,090
	4	\$56,006	\$64,545	\$67,506
	5	\$57,046	\$66,727	\$69,923
	6	\$64,427	\$68,910	\$72,339
	7	\$64,427	\$71,092	\$74,756
	8	\$64,427	\$73,275	\$77,173
	9	\$64,427	\$75,458	\$79,589

10	\$64,427	\$78,000	\$82,400
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- (a) All eligible certified employees, including those considered by the State of Idaho to be Pupil Service Personnel, will be placed on this schedule.
- (b) Employees who are not eligible to be placed on the Professional Rung of the State Reimbursement Schedule will be placed on the Residency Rung for salary placement. Placement on the Professional Rung will be done when the employee has reached "Professional" status either through certification or by definition in Idaho Code.
- (c) Other Stipends: Psychologists will receive a stipend equivalent to 5% of their cell placement. Speech Language Pathologists will receive a stipend equivalent to 10% of their cell placement. These stipends will be paid over the same 12-month period as the employee's regular contract.

6.3 Criteria for Vertical Placement on the Salary Schedule

- (a) New employees who at the beginning of the 2025-2026 school year have 0 years of experience will be placed on Residency Rung / Step 1 of the salary schedule. They will be placed on the appropriate column based on the education they have/had at the time their certificate was issued.
- (b) If qualified to do so, employees who have successfully completed their third year of teaching will be granted their Professional Endorsement. Employees who have three or more years of teaching experience and who have not been granted a Professional Endorsement by the State Department of Education will continue to be placed on Step 3 of the residency Rung.
- (c) Employees who have three years of experience or more and are new to the district will be placed on the salary schedule using the same criteria and process used to place individuals on the 2015-2016 schedule. However, up to nine additional years of experience will be added when making the placement.

Vertical placement on the 2025-2026 schedule will be determined by following the same process used by the State Department of Education to estimate salary apportionment. There will not be a direct correlation of prior teaching experience and steps on the 2025-2026 salary schedule. Employees with 10 or more years of experience may be placed on mid-level cells of the salary schedule.

- (d) Current legislation allows instructional staff to move one cell on the career ladder for each year they are employed and meet the applicable performance criteria for that compensation rung. That same criteria will be followed for movement on the district's salary schedule.
- (e) To determine the appropriate cohort placement for teachers new to the district, the actual years of teaching or administrative service in an accredited public school, in an accredited private or parochial school or in an accredited college or university shall be counted.

6.4 Criteria for Horizontal Placement on the Salary Schedule

- (a) Only credits earned after initial certification will be counted for horizontal placement on the salary schedule.
- (b) Effective July 1, 2015, movement between columns on the professional rung of the career ladder will follow the state requirements: "Only credits and degrees, earned at an institution of higher education accredited by a body recognized by the state board of education or credits earned through an internship or other work experience approved by the state board of education, shall be credited."
- (c) Subject to the conditions above for recognition, reimbursement and payment, successful completion of college or university courses and/or participation in inservice workshops authorized by the Director of Human Resources will be recognized to fulfill the credit requirement for placement on the salary schedule. However, in-service credit earned after August 31, 1994 shall not be counted for placement on the salary schedule.
- (d) All university and college credit hours must be verified by official transcripts. The Director of Curriculum shall certify satisfactory completion of in-service workshops and verify the number of credit hours earned following completion of the workshop.
- (e) Those employees who have a Bachelor's degree, but less than 24 additional credits will be placed on the BA column of the salary schedule. Those employees who have a Bachelor's degree and who have at least 24 additional credits, will be placed on the BA24+ column of the salary schedule. Those employees with a Master's, Educational Specialist or Doctorate degree will be placed on the MA column of the salary schedule.
- (f) In order to maintain the integrity of the original placement cohorts of the career ladder, employees will be repositioned on the career ladder in a cell on the appropriate column that provides an increase in salary.
- (g) Employees who have been approved for horizontal movement will first be advanced one step on the same column on which their 2025-2026 contract was issued. Advancement will then be made using the appropriate new column and step combination from the following table:

	2025-26 BA Only Step	New Step When Moving to BA24+	New Step When Moving to MA+		2025-26 BA24+ Step	New Step When Moving to MA+
Residency	1	Step 1	Step 1		1	Step 1
	2	Step 2	Step 2		2	Step 2
	3	Step 3	Step 3		3	Step 3
Professional	1	Step 1	Step 1		1	Step 1
	2	Step 2	Step 2		2	Step 2

3	Step 2	Step 2	3	Step 3
4	Step 2	Step 2	4	Step 4
5	Step 3	Step 2	5	Step 5
6	Step 4	Step 4	6	Step 6
7	Step 5	Step 4	7	Step 7
8	Step 5	Step 5	8	Step 8
9	Step 6	Step 6	9	Step 9
10-1	Step 7	Step 7	10	Step 10
10-2	Step 8	Step 8		
10-3	Step 9	Step 9		
10-4	Step 10	Step 10		

10-1: Use this transition if this is the employee's first year on Step 10

10-2: Use this transition if this is the employee's second year on Step 10

10-3: Use this transition if this is the employee's third year on Step 10

10-4: Use this transition if this is the employee's fourth (or more) year on Step 10

6.5 Change of Contracts

Teachers must notify the Human Resources Department by September 1 that they qualify for change of placement. An official transcript supporting the allowable movement is required to be submitted to the Human Resources Department by September 15 documenting earned credits. If there are extenuating circumstances at the college or university regarding the timing for transcribed credit, those extenuating circumstances shall be documented in writing by the institution of higher education. The employee is responsible to obtain this documentation for submission to the Human Resources Department. Retroactive placement shall become effective at the time of verification of credits.

6.6 Salary Payments

(a) Salary from a "Teacher Contract" and any existing "Supplemental Contract" shall be paid in twelve (12) equal payments and be paid on or before the first day of each month. Any new "Supplemental Contract" payments will be paid during the month(s) that those wages are earned.

- (b) Upon request by the teacher and approval of the Director of Business Operations, the district will make the provisions to pay teachers in emergency situations.

6.7 Compensation for Service as a Substitute

- (a) A building administrator may require a teacher to substitute in a class he or she is not regularly scheduled to teach. Certified staff performing duties concurrently, that is, performing two responsibilities at the same time, shall be compensated at the certified, short-term bachelor's level compensation rate. Certified staff supervising a combination of classes or providing substitute services during preparation time qualify for the additional compensation.
- (b) Payment may be requested after the teacher has accumulated no less than one-half ($\frac{1}{2}$) day of substitute service. The teacher must submit a substitute teacher voucher to the payroll office. It is required that the voucher be signed by the teacher and the applicable building principal or assistant principal, certifying the dates and number of hours of substitute service. Upon receipt, the payroll office will include the additional payment in the teacher's regular paycheck received in the month following the month of voucher submission.
- (c) If by the approach of the school year's end, it is not foreseeable that a teacher will accumulate the minimum amount of substitute time required for submission to payroll, the teacher shall be entitled to receive in lieu of compensation, compensatory time, calculated at the rate of one hour of compensatory time for each hour of substitute service for which the teacher has not and will not be paid. Compensatory time shall be arranged with the building principal to be taken before the end of the school year. Compensatory time, however, must be taken outside of the instructional portion of the workday. In no case shall substitute compensatory time be carried over into the next school year.

6.8 Extracurricular Salary Schedule

Extra-curricular salaries for each position listed in the schedule below shall be calculated at one of three experience levels, depending on the experience of the coach or advisor in the sport or activity for which he/she is to be paid. Each level shall have its own "calculation base" and each position listed below shall have its own "percentage multiplier." The level one calculation base for a coach or advisor with one to five years of experience in his/her assignment shall be \$30,000. The level two calculation base for a coach or advisor with six to ten years of experience in his/her assignment shall equal the compensation base for level 1 plus \$5,000. The level three calculation base for a coach or advisor with eleven or more years of experience in his/her assignment shall equal the calculation base for level one plus \$10,000. To determine the compensation for each extra-curricular coach or advisor, multiply the coach's calculation base by the percentage multiplier listed for that coach's or advisor's position in the schedule below. Any teacher who is hired for an extra-curricular position shall be given experience credit for each full year he/she has previously worked in that same sport or activity and in the same position for which compensation is currently being calculated, whether that experience was with School District No. 25 or with another school district. The calculation base for each of the three extra-curricular experience levels is as follows:

Level One (1 - 5 years)

Level Two (6 - 10 years)

Level Three (11 years +)

\$30,000	\$35,000	\$40,000	
<u>High School</u>	<u>Percent</u>	<u>Middle School</u>	<u>Percent</u>
Annual Advisor	8.8%	Band	6.4%
Band	11.9%	Basketball 7th Boys	5.5%
Head Baseball	9.0%	Basketball 7th Girls	5.5%
Asst. Baseball	6.0%	Basketball 8th Boys	5.5%
Head Boys Basketball	14.0%	Basketball 8th Girls	5.5%
Asst. Boys Basketball	9.0%	Cheer Advisor	7.0%
Head Girls Basketball	14.0%	Asst. Cheer Advisor	3.5%
Asst. Girls Basketball	9.0%	Cross Country	5.5%
Cheerleader Advisor	13.8%	Asst. Cross Country	3.5%
Asst. Cheerleader Advisor	6.2%	Intramural Fall	2.0%
Cross Country	9.0%	Intramural Winter	2.0%
Asst. Cross Country	6.0%	Intramural Spring	2.0%
Dance (with class period)	8.4%	Math Counts	4.0%
Dance (outside class)	13.8%	Orchestra	6.4%
Asst. Dance	6.0%	Robotics	6.0%
Head Debate	13.8%	Student Leadership	4.0%
Asst. Debate	6.0%	Head Track	7.0%
Drama	13.3%	Asst. Track	5.0%
Asst. Drama	6.0%	Vocal	5.8%
Flag Team - Band	6.7%	Volleyball 7th	5.5%
Head Varsity Football	14.0%	Volleyball 8th	5.5%
Head Junior Varsity Football	10.0%	Head Wrestling	6.0%
Head Freshman Football	10.0%	Asst. Wrestling	4.0%
Asst. Football	9.0%	Yearbook Advisor	4.0%
Head Golf	9.0%		
Asst. Golf	6.0%		
Intramural Winter	3.0%		
<u>High School (cont.)</u>		<u>Webmaster</u>	
Orchestra	7.0%	High School	8.6%
Robotics	9.0%	Middle School	4.0%
Head Boys Soccer	9.0%	Elementary	2.0%
Asst. Boys Soccer	6.0%		
Head Girls Soccer	9.0%		
Asst. Girls Soccer	6.0%		
Head Softball	9.0%		
Asst. Softball	6.0%		
Student Government Advisor	9.0%		
Head Tennis	9.0%		
Asst. Tennis	6.0%		
Head Track	10.5%		

Asst. Track	6.5%
Vocal	8.9%
Head Volleyball	14.0%
Asst. Volleyball	9.0%
Head Wrestling	14.0%
Asst. Wrestling	9.0%

6.9 Driver's Education

(a) Compensation

The Board and Association agree that all driver education instructional personnel shall be paid at the rate of at least \$30.00 per hour for each working hour assigned.

(b) Holidays

Driver education personnel employed during the summer months will be entitled to all legal holidays off duty without pay. Driver education personnel will not work on Sundays.

(c) Additional Time

Driver education driving instructors will be granted a maximum of three (3) hours of time at the regular rate of pay to complete the necessary written reports. The extra time to complete written reports will be granted after the total instructional program has been completed. Driver education classroom instructors will be granted one (1) hour per day at the regular daily rate of pay for instructional preparation.

(d) Schedule

All driver education employees will be expected to work according to prearranged daily schedule. Any change or alteration of the schedule must have the written approval of the Transportation Coordinator.

6.10 Summer School, Night School and After School/Lunch/Saturday Academies/Pre-approved Off Contract Time

Summer and Night School professional staff shall be paid at the rate of at least \$30.00 per hour. Certificated employees will receive \$30 per hour for any off-contract work authorized by a district administrator.

6.11 Time Required of Teachers Beyond the Regular Contract Day

A 1:1 ratio of flexible time will be given to the employee for time required beyond the normal work day. Arrangements for flexible time will be made between the employee and the principal.