

**ARTICLE I
CAREER LADDER**

For the 2015-2016 school year only, the following provisions shall be in effect:

Contract length:

The standard base contract, and the corresponding career ladder, shall be based on 185 days.

2015-2016 Career Ladder										
Career Ladder Rungs	1	2	3	4	5	6	7	8	9	10
Residency	32,700	33,200	33,822							
Professional	35,498	36,885	38,311	39,775	41,282	42,089	43,668	45,305	47,004	47,603
Legacy (Grandfather) Rungs	1	2	3	4	5	6	All certified employees hired on or before July 31, 2015 will be eligible to move into the Legacy Rungs. All certified employees hired after July 31, 2015 will not be eligible to move into the Legacy Rungs			
Professional Legacy (Grandfather) Rungs*	49,300	51,149	53,067	55,057	57,122	59,407				
The Rungs below include either the \$400 BA +24 or the \$700 Masters Stipend										
Career Ladder Rungs	1	2	3	4	5	6	7	8	9	10
Professional W/ BA +24	35,898	37,285	38,711	40,175	41,682	42,489	44,068	45,705	47,404	48,003
Professional W/ Masters	36,198	37,585	39,011	40,475	41,982	42,789	44,368	46,005	47,704	48,303
Legacy (Grandfather) Rungs	1	2	3	4	5	6	All certified employees hired on or before July 31, 2015 will be eligible to move into the Legacy Rungs. All certified employees hired after July 31, 2015 will not be eligible to move into the Legacy Rungs			
Professional W/ BA +24	49,700	51,549	53,467	55,457	57,522	59,807				
Professional W/ Masters	50,000	51,849	53,767	55,757	57,822	60,107				

2015-16 Longevity Stipend*		
	Years of District Service	Amount of Stipend
Eligible employees		
Professional w/ BA +24 or Masters Degree	20 - 29	1,000.00
Professional w/ BA +24 or Masters Degree	30 - 34	2,000.00
Professional w/ BA +24 or Masters Degree	35 and over	3,000.00

CERTIFIED PROFESSIONAL EMPLOYEES THAT ARE HIRED ON OR BEFORE JULY 31, 2015 ARE ELIGIBLE FOR THIS STIPEND.

*employees that received career enhancement during the 2014-15 school year at a higher rate than the table above will be grandfathered at the same rate that they received in 2014-15 until such time that they would be entitled to a rate that is higher in the above table.

- A. For 2015-16, Career Ladder Placement only, credits earned on or before June 30, 2015 will be honored if they would have resulted in a lane change for the employee. Those credits must be submitted to Human Resources no later than August 1, 2015. If, through no fault of the employee, the university has not posted credits or degrees earned by August 1, the District will honor them once posted.
- B. In order to receive the BA +24 or Masters Stipend, credits must be submitted to the District on or before the last Friday of September.
- C. Certified staff will move one (1) rung on the career ladder for each year that they are employed by the District and meet the applicable performance criteria for the compensation rung. See Idaho Statutes 33-1001 and 33-1004B. Certificated Professional Employees on probation will not advance on the career ladder.
- D. Requirements to qualify for the School Psychologist Stipend based on 11.5% of legacy rung 6 of the Career Ladder: a 60 credit hour Master's degree; 30 graduate credits subsequent to the Master's degree; at least a 1,000 clock hour internship including clinical practicum; and certification as a School Psychologist.
- E. One semester of full-time employment (1.0 FTE) under contract or one contract year of half-time (.5 FTE or greater) employment will be treated as one year of experience for all Certificated Professional Employees covered by this contract.
- F. For the purpose of salary placement regarding current employees and new hires, credits earned must be subsequent to initial state teacher certification.
- G. All certified employees hired on or before July 31, 2015 will be eligible to move into the Legacy Rungs. All certified employees hired after July 31, 2015 will not be eligible to move into the legacy rungs.
- H. Employees must request full and official transcripts from any and all universities to be sent to them for review prior to submitting the transcript to the District by the last Friday in September for salary credit purposes. Transcripts displaying single classes only will not be accepted.
- I. Individual adjustment in the negotiated Career Ladder shall not be made except as provided for in the Supplemental Salary Schedule or as otherwise addressed in this Agreement.
- J. Requirements for School Nurses: A State-certified "R.N." will be considered equivalent to a "BA." Initial placement on the Career Ladder will be on Professional Rung 1. Continuing education units (CEU) will be accepted at a ratio of fifteen (15) CEUs for one (1) college credit.
- K. Corrections made to a Certificated Professional Employees contracted salary amount from the previous year must be on or before December 1st of each year.