

2.1 COMPENSATION PACKAGE

1. SALARY SCHEDULE

The salaries for Certificated Professional Teachers covered by this Agreement are set forth in the schedule attached as Exhibit A.

- a. Each Certificated Professional Teacher shall be paid his/her individual salary based upon the individual's placement on the schedule for actual educational placement and experience placement.
- b. A Certificated Professional Teacher new to the district is placed on the District's salary scheduled based upon their placement on the state career ladder. (i.e. if the SDE indicates the individual is a P3 on the state's career ladder, the individual is then placed on the P3 step of the district's schedule).
 - i. If the Certificated Professional Teacher has not yet earned 24 credits beyond their Bachelor's Degree, subsequent to certification they will be placed no higher than P5 on the district's schedule.
- c. Existing Certificated Professional Teachers move one step down on the district's schedule for each full year of employment with the District, until such employee reaches the P5 level.
- d. For a Certificated Professional Teacher to move beyond the P5 step, the Certificated Professional Teacher must have additional educational credits. A Certificated Professional Teacher will be frozen at P5 if they have not earned at least 24 educational credits beyond the bachelor's degree, earned after obtaining a teaching certificate.
 - i. For a Certificated Professional Teacher to move from P5 to BA6 the Certificated Professional Teacher must have at least 24 educational credits beyond their bachelor's degree, earned after obtaining their teaching certificate.
 - a. The Certificated Professional Teacher will continue to move one step for each full year of employment until they reach BA8.
 - ii. A Certificated Professional Employee will be frozen at BA8 unless they have earned a Master's Degree, subsequent to obtaining their teaching certificate, which then allows the Certificated Professional Teacher to move to MA9.
 - i. a. The Certificated Professional Teacher will continue to move one step for each year of service until they reach MA10, the location where the Certificated Professional Teacher will ultimately be frozen.

1.1 2022-2023 SALARY SCHEDULE COMMITTEE

During the 2022-2023 school year, the district's administration and district's Certificated Professional Teachers shall meet to address possible future modifications to the structure of the district's schedule, for recommend to the negotiations teams for the 2023-2024 school year.

- a. Administration, as defined for this section, shall include, but not be limited to the District's Superintendent, Business Manager and up to two (2) additional administrative designees as selected by the District's Superintendent.
- b. District Teachers, as defined for this section, shall include, but not be limited to the MHEA President and Vice President and up to two (2) additional district teachers (at least one of whom shall not be a dues paying member of the MHEA), as selected by the MHEA.
- c. Such meetings shall be held open to the public and in accordance with the Open Meeting laws of the state of Idaho.
- d. It shall be the responsibility of the MHEA to contact the District's Superintendent to initiate this process and request the meeting to occur.