

**FINAL: Teacher Negotiations with 1% increase to MSD Base  
MELBA SCHOOL DISTRICT NO. 136J  
2014-2015 CERTIFIED SALARY SCHEDULE**

*Attachment 3.*

days 185

Years	MA							PHd
Exp	BA+0	BA+15	BA+30	BA+45	BA+60	MA+15	MA+30	EDSpec
0	31750	31750	31750	31750	31750	31750	32687	33994
1	31750	31750	31750	31750	31750	32372	33667	35014
2	31750	31750	31750	31750	32061	33344	34677	36064
3	31750	31750	31750	31753	33023	34344	35718	37146
4	31750	31750	31750	32705	34014	35374	36789	38261
5	31750	31750	32391	33687	35034	36435	37893	39409
6	31750	32080	33363	34697	36085	37528	39030	40591
7	31771	33042	34364	35738	37168	38654	40201	41809
8	32724	34033	35394	36810	38283	39814	41407	43063
9		35054	36456	37915	39431	41008	42649	44355
10		36106	37550	39052	40614	42239	43928	45685
11		37189	38676	40224	41832	43506	45246	47056
12		38305	39837	41430	43087	44811	46603	48468
13			41032	42673	44380	46155	48002	49922
14				43953	45712	47540	49442	51419
15					47083	48966	50925	52962

*approved: School Board Meeting May 12, 2014*



MELBA SCHOOL DISTRICT NO. 136J  
 2015-2016 CERTIFIED SALARY SCHEDULE

	Cohort 1	Cohort 2	Cohort 3	Cohort 4	Cohort 5	Cohort 6	Cohort 7	Cohort 8	Cohort 9	Cohort 10
Residency/ Professional	32700	33200	33822							
Professional	35498	36885	38311	39775	41282	42089	43668	45305	47004	47603

**Cohorts**                      Certificated staff will "cross-walk" to the new career ladder cohort according to the State's 2015 current education and service index as of 2014-2015 fiscal year. The Department of Education "cross-walk" form used in determining the appropriate cohort is available in the District office.

**Certificated Staff**                      With regards to Fiscal Year 2016, in cases where the current 2015 fiscal year's certified employee's wage plus two-percent (2%) is higher than the State career ladder, a Salary Equalization Payment will be issued.

This Salary Equalization Payment will only be for current Melba School District certificated employees; certificated employees currently employed by Melba School District and return for the 2015-2016 fiscal year. For questions regarding the Salary Equalization Payment please contact the District office.

New certificated employees would be paid at the designated career ladder cohort and are not eligible for the Salary Equalization Payment.

### Career Ladder Cohort Funding

**\*\*The information provided in the table below shows the yearly approved OR projected cohort funding. <sup>(1)</sup> The 2015 -2016 cohort funding has been approved by the Board of Trustees. <sup>(2)</sup> The 2016 - 2017 cohort funding was approved on 5/10/2016 by the Board. <sup>(3)</sup> The 2017 -2020 cohort funding will be determined upon future State of Idaho Legislative funding. The information represents a summary of the Certificated Career Ladder Cohort funding amounts as found in Idaho Code. See link below for more information.**

<b>Career Ladder</b>	<b>R1</b>	<b>RP2</b>	<b>RP3</b>	<b>P1</b>	<b>P2</b>	<b>P3</b>	<b>P4</b>	<b>P5</b>	<b>P6</b>	<b>P7</b>	<b>P8</b>	<b>P9</b>	<b>P10</b>
2015 - 2016 <sup>(1)</sup>	32700	33200	33822	35498	36885	38311	39775	41282	42089	43668	45305	47004	47603
2016 - 2017 <sup>(2)</sup>	33400	34250	35117	37249	38758	39546	41113	41961	43591	44503	46201	47183	48202
2017 - 2018 <sup>(3)</sup>	34600	35500	36411	38999	40630	41155	42825	43391	45102	45711	47467	48122	48802
2018 - 2019 <sup>(3)</sup>	35800	36750	37706	40750	42503	42765	44538	44820	46614	46918	48734	49061	49401
2019 - 2020 <sup>(3)</sup>	37000	38000	39000	42500	44375	46250	48125	50000					

<sup>(1)</sup> Previous year Board approved Cohort funding

<sup>(2)</sup> Board approved Cohort funding 5.10.16

<sup>(3)</sup> To be determined based on future State Legislation

<http://www.legislature.idaho.gov/legislation/2016/H0571.pdf>