

ARTICLE II

**HIGHLAND SCHOOL DISTRICT #305
SALARY SCHEDULE
2024-2025**

HIGHLAND SCHOOL DISTRICT #305

EXP	BA	BA+12	BA+24	MA BA+36	MA+12 BA+48	MA+24 BA+60	MA+36 ES/DR
0	40622	42145	43696	45304	46974	48705	50501
1	42145	43696	45304	46974	48705	50501	52367
2	43696	45304	46974	48705	50501	52367	54299
3	45304	46974	48705	50501	52367	54299	56306
4	46974	48705	50501	52367	54299	56306	58387
5	48705	50501	52367	54299	56306	58387	60546
6	50501	52367	54299	56306	58387	60546	62787
7	52367	54299	56306	58387	60546	62787	65113
8	54299	56306	58387	60546	62787	65113	67524
9	56306	58387	60546	62787	65113	67524	70026
10		60546	62787	65113	67524	70026	72622
11					70026	72622	75315
12						75315	78110
13							81009

For certified staff employed at Highland during the 2001-2002 school year, a BA+72 will be recognized in the MA+36/ES DR column. Certified Staff hired after 2001-2002 will be frozen at the BA+60 column unless they have a Master's Degree. Certified Staff shall advance based upon years of experience and education. Certified Staff shall be paid the minimum salaries as identified on the Idaho Career Ladder Model: Resident Endorsed Staff shall earn a minimum salary of \$47,859, Professional Endorsed Staff shall be paid a minimum salary of \$50,859, Advanced Professional Staff shall be paid a minimum salary of \$61,359.

Career Ladder in Statute

Career Salary Rung	Step 1	Step 2	Step 3	Step 4	Step 5
Standard Teacher	41,500	42,500	43,500		
Professional Teacher	44,500	46,250	48,000	49,750	51,500
Advanced Professional Teacher	55,000	57,000	59,000	61,000	63,000
Advanced Degree Premium	BA+24	2,000	MA	3,500	

Career Ladder in Statute with additional \$6,359 appropriated by Legislature in 2024

Career Salary Rung	Step 1	Step 2	Step 3	Step 4	Step 5
Standard Teacher	47,859	48,859	49, 859		
Professional Teacher	50,859	52,609	54,359	56,109	57,859
Advanced Professional Teacher	61,359	63,359	65,359	67,359	69,359
Advanced Degree Premium	BA+24	2,000	MA	3,500	