

Article 8. SALARIES

- A. The salary for certificated employees shall be based upon the placement of each respective certificated employee upon the District Salary Grid, Appendix A.
- B. Certificated employees shall be paid in twelve (12) monthly installments as identified in the Standard Teacher's Contract.
- C. The District Salary Grid shall be based upon 1,425 hours of contracted service.
- D. No certificated employee shall receive a reduction in base salary (salary, education allocation and one-time salary schedule adjustments) from the 2023-2024 school year.

Eligible certificated employees shall receive one step from their current placement on the Teton Certified Salary Schedule for the 2024-2025 school year. Any state-issued stipends shall be passed on to certificated employees as soon as possible.

- E. For the 2024-2025 contract year, per state law, no full-time certificated employee shall earn less than \$41,500.
- F. The District agrees to pay to each qualifying certificated employee the education allocations received by the District from the State of Idaho pursuant to Idaho Code Section 33-1004B(9)(a&b).
 - 1. Certificated employees holding a professional endorsement and a baccalaureate degree and twenty-four (24) or more credits, two thousand dollars (\$2,000) for the 2024-2025 school year.

Certificated employees holding a professional endorsement and a master's degree, three thousand five hundred dollars (\$3,500) for the 2024-2025 school year.

The payment of the above education allocations shall be made in 12 equal installments payable in the same manner as the certificated employee's base compensation as determined by their placement on Appendix A.

This allocation shall not be part of the base salary as determined by each certificated employee's placement on Appendix A.

- 2. Eligible certificated employees who qualified for Advanced Professional Endorsement (APE) for the first time during the 2023-2024 school year shall receive a one-time stipend in the amount of one-thousand dollars (\$1,000) during the 2024-2025 school year. Eligible certificated employees who qualify for APE for the second time during the 2023-2024 school year shall receive a one-time stipend in the amount of one-thousand five hundred dollars (\$1,500) for the 2024-2025 school year. Eligible certificated employees who qualify for APE for the third time during the 2023-2024 school year shall receive a one-time stipend in the amount of one-thousand seven hundred fifty dollars (\$1,750) for the 2024-2025 school year. Eligible certificated employees who qualify for APE for the

fourth and fifth time during the 2023-2024 school year shall receive a one-time payment in the amount of two-thousand dollars (\$2,000) for the school year.

- G.** Certificated employees on Appendix A Step 13 in the school years 2023-2024 and who are also on Step 13 in school year 2024-2025 shall receive a one-time payment in the amount of two hundred fifty dollars (\$250) in the March 2025 payroll.
- H.** Certificated employees may be given up to three (3) days of compensated time dependent upon required additional duties performed outside of contract hours as agreed upon with their building administrator. Certificated employees shall be responsible for tracking their time.

Appendix A 2024 - 2025

Teton Certified Salary Schedule	
Step 1	\$47,281
Step 2	\$48,049
Step 3	\$48,819
Step 4	\$50,117
Step 5	\$51,990
Step 6	\$53,863
Step 7	\$55,737
Step 8	\$57,609
Step 9	\$60,434
Step 10	\$62,298
Step 11	\$65,238
Step 12	\$68,329
Step 13	\$71,519

Appendix A shall be in effect from July 1, 2024- June 30, 2025.