

**ARTICLE II**

**HIGHLAND SCHOOL DISTRICT #305  
SALARY SCHEDULE  
2023-2024**

**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	39855	41319	42839	44416	46053	47750	49511
1	41319	42839	44416	46053	47750	49511	51340
2	42839	44416	46053	47750	49511	51340	53234
3	44416	46053	47750	49511	51340	53234	55202
4	46053	47750	49511	51340	53234	55202	57242
5	47750	49511	51340	53234	55202	57242	59359
6	49511	51340	53234	55202	57242	59359	61556
7	51340	53234	55202	57242	59359	61556	63836
8	53234	55202	57242	59359	61556	63836	66200
9	55202	57242	59359	61556	63836	66200	66653
10		59359	61556	63836	66200	66653	71198
11					66653	71198	73838
12						73838	76578
13							79421

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 \$47,477, Professional Endorsed Staff shall be paid a minimum salary of \$50,349, Advanced Professional Staff shall be paid a minimum salary of \$60,592.

Career Ladder in Statute

Career Salary Rung	Step 1	Step 2	Step 3	Step 4	Step 5
Standard Teacher	41,118	41,988	42,860		
Professional Teacher	43,990	45,773	47,555	49,337	51,119
Advanced Professional Teacher	54,233	55,705	57,165	58,613	
Advanced Degree Premium	BA+24	2,000	MA	3,500	

Career Ladder in Statute with additional \$6,359 appropriated by Legislature in 2023

Career Salary Rung	Step 1	Step 2	Step 3	Step 4	Step 5
Standard Teacher	47,477	48,347	49,219		
Professional Teacher	50,349	52,132	53,914	55,696	57,478
Advanced Professional Teacher	60,592	62,064	63,524	64,972	
Advanced Degree Premium	BA+24	2,000	MA	3,500	