

Lakeland Joint School District #272

15506 N. Washington St.
Rathdrum, ID 83858
208-687-0431



**LJSD Vision: A community committed to academic excellence ...
dedicated to student success.**

Board Agenda Item Request

AGENDA ITEM: Administrator Salary Matrix Update

PURPOSE: Approve/Deny Administrator Salary Matrix Update

MEETING DATE: November 19, 2025

PREPARED BY: Jessica Grantham, Brook Cunningham

RECOMMENDATION:

Pending approval of the requested budget revision, the District is recommending the approval of the updated Administrator Salary Matrix, which reflects a 2% increase to the base.

ATTACHMENTS:

Approved 2025-26 Administrator Salary Matrix
Proposed 2025-26 Administrator Salary Matrix

LJSD Certified Administrator Salary Matrix: 2025-26

		Asst Supt	Daily Rate of Pay	Federal Programs Director	Daily Rate of Pay	HS Principal	Daily Rate of Pay	Activities Director / Asst. High School Principal	Daily Rate of Pay	Middle Level Principal/ Alt HS Principal	Daily Rate of Pay	Elem Principal	Daily Rate of Pay	Asst MS Principal	Daily Rate of Pay	Asst Elem Principal	Daily Rate of Pay
Cell		230 day contract		230 day contract		220 day contract		220 day contract		215 day contract		213 day contract		210 day contract		210 day contract	
1	M.Ed.	\$120,750	\$525	\$116,254	\$505	\$105,190	\$478	\$98,519	\$448	\$98,519	\$458	\$94,467	\$444	\$88,498	\$421	\$83,892	\$399
2	M.Ed. & minimum of 1 yr experience	\$122,924	\$534	\$118,347	\$515	\$106,768	\$485	\$99,997	\$455	\$99,997	\$465	\$95,884	\$450	\$89,824	\$428	\$85,151	\$405
3	M.Ed.+ 3 credits & minimum of 2 years experienc	\$125,136	\$544	\$120,477	\$524	\$108,371	\$493	\$101,497	\$461	\$101,497	\$472	\$97,322	\$457	\$91,173	\$434	\$86,428	\$412
4	M.Ed.+ 6 credits & minimum of 3 years experienc	\$127,388	\$554	\$122,645	\$533	\$109,995	\$500	\$103,020	\$468	\$103,020	\$479	\$98,782	\$464	\$92,541	\$441	\$87,724	\$418
5	M.Ed.+ 9 credits & minimum of 4 years experienc	\$129,681	\$564	\$124,853	\$543	\$111,645	\$507	\$104,564	\$475	\$104,564	\$486	\$100,265	\$471	\$93,929	\$447	\$89,041	\$424
6	M.Ed.+ 12 credits & minimum of 5 years experier	\$132,015	\$574	\$127,099	\$553	\$113,320	\$515	\$106,134	\$482	\$106,134	\$494	\$101,768	\$478	\$95,337	\$454	\$90,376	\$430
7	M.Ed.+ 15 credits & minimum of 6 years experier	\$134,392	\$584	\$129,388	\$563	\$115,020	\$523	\$107,725	\$490	\$107,725	\$501	\$103,295	\$485	\$96,768	\$461	\$91,731	\$437
8	M.Ed.+ 18 credits & minimum of 7 years experier	\$136,811	\$595	\$131,717	\$573	\$116,744	\$531	\$109,341	\$497	\$109,341	\$509	\$104,844	\$492	\$98,219	\$468	\$93,108	\$443
9	M.Ed.+ 21 credits & minimum of 8 years experier	\$139,274	\$606	\$134,087	\$583	\$118,497	\$539	\$110,981	\$504	\$110,981	\$516	\$106,416	\$500	\$99,692	\$475	\$94,504	\$450
10	M.Ed.+ 24 credits & minimum of 9 years experier	\$141,780	\$616	\$136,502	\$593	\$120,274	\$547	\$112,646	\$512	\$112,646	\$524	\$108,014	\$507	\$101,186	\$482	\$95,922	\$457

1. Placement may be determined by the Superintendent on a case-by-case basis
2. A retired principal will be placed at the beginning of the appropriate column

Proposed: LJSD Certified Administrator Salary Matrix: 2025-26

		Asst Supt	Daily Rate of Pay	Federal Programs Director	Daily Rate of Pay	HS Principal	Daily Rate of Pay	Activities Director / Asst. High School Principal	Daily Rate of Pay	Middle Level Principal/ Alt HS Principal	Daily Rate of Pay	Elem Principal	Daily Rate of Pay	Asst MS Principal	Daily Rate of Pay	Asst Elem Principal	Daily Rate of Pay
Cell		230 day contract		230 day contract		220 day contract		220 day contract		215 day contract		213 day contract		210 day contract		210 day contract	
1	M.Ed.	\$123,165	\$536	\$118,579	\$516	\$107,294	\$488	\$100,489	\$457	\$100,489	\$467	\$96,356	\$452	\$90,268	\$430	\$85,570	\$407
2	M.Ed. & minimum of 1 yr experience	\$125,382	\$545	\$120,714	\$525	\$108,903	\$495	\$101,997	\$464	\$101,997	\$474	\$97,802	\$459	\$91,620	\$436	\$86,854	\$414
3	M.Ed.+ 3 credits & minimum of 2 years experienc	\$127,639	\$555	\$122,887	\$534	\$110,538	\$502	\$103,527	\$471	\$103,527	\$482	\$99,268	\$466	\$92,996	\$443	\$88,157	\$420
4	M.Ed.+ 6 credits & minimum of 3 years experienc	\$129,936	\$565	\$125,098	\$544	\$112,195	\$510	\$105,080	\$478	\$105,080	\$489	\$100,758	\$473	\$94,392	\$449	\$89,478	\$426
5	M.Ed.+ 9 credits & minimum of 4 years experienc	\$132,275	\$575	\$127,350	\$554	\$113,878	\$518	\$106,655	\$485	\$106,655	\$496	\$102,270	\$480	\$95,808	\$456	\$90,822	\$432
6	M.Ed.+ 12 credits & minimum of 5 years experier	\$134,655	\$585	\$129,641	\$564	\$115,586	\$525	\$108,257	\$492	\$108,257	\$504	\$103,803	\$487	\$97,244	\$463	\$92,184	\$439
7	M.Ed.+ 15 credits & minimum of 6 years experier	\$137,080	\$596	\$131,976	\$574	\$117,320	\$533	\$109,880	\$499	\$109,880	\$511	\$105,361	\$495	\$98,703	\$470	\$93,566	\$446
8	M.Ed.+ 18 credits & minimum of 7 years experier	\$139,547	\$607	\$134,351	\$584	\$119,079	\$541	\$111,528	\$507	\$111,528	\$519	\$106,941	\$502	\$100,183	\$477	\$94,970	\$452
9	M.Ed.+ 21 credits & minimum of 8 years experier	\$142,059	\$618	\$136,769	\$595	\$120,867	\$549	\$113,201	\$515	\$113,201	\$527	\$108,544	\$510	\$101,686	\$484	\$96,394	\$459
10	M.Ed.+ 24 credits & minimum of 9 years experier	\$144,616	\$629	\$139,232	\$605	\$122,679	\$558	\$114,899	\$522	\$114,899	\$534	\$110,174	\$517	\$103,210	\$491	\$97,840	\$466

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