

FY2026 Certificated Salary Structure Proposals

Scenario 1:

Proposed FY26 Certificated Salary Schedule					
CELL	Salary	%Change	Compared to FY25 Schd.		
1	\$50,252		R1 Minimum - \$50,252 P1 Minimum - \$53,402 AP1 Minimum - \$64,427		
2	\$51,258	2.00%			
3	\$52,284	2.00%			
4	\$53,330	2.00%	Freeze AP stipends at FY25 status. No new AP stipends.		
5	\$54,397	2.00%			
6	\$55,485	2.00%	Certified staff remain frozen if they do not advance to the next category on the career ladder.		
7	\$56,595	2.00%			
8	\$57,727	2.00%			
9	\$58,882	2.00%			
10	\$60,060	2.00%			
11	\$61,262	2.00%			
12	\$62,488	2.00%			
13	\$63,738	2.00%			
14	\$65,013	2.00%			
15	\$66,314	2.00%			
16	\$67,641	2.00%			
17	\$68,994	2.00%			
18	\$70,374	2.00%			
19	\$71,782	2.00%			
20	\$73,218	2.00%			
21	\$74,683	2.00%			
22	\$76,177	2.00%			
23	\$77,701	2.00%			
24	\$79,256	2.00%			
25	\$80,842	2.00%			
BA+24	\$1,900				
MA	\$3,200				
APE Pass Through Adjustment					
	APE1	APE2	APE3	APE4	APE5
FY2026	\$1,400	\$3,300	\$4,500	\$7,125	\$9,200
	40%	60%	60%	75%	80%

Scenario 2:

FY25 Certificated Salary Schedule					
CELL	Salary	%Change			
1	\$47,477				
2	\$48,427	^ 2.0%			
3	\$49,396	^ 2.0%			
4	\$50,384	^ 2.0%			
5	\$51,392	^ 2.0%			
6	\$52,420	^ 2.0%			
7	\$53,469	^ 2.0%			
8	\$54,539	^ 2.0%			
9	\$55,630	^ 2.0%			
10	\$56,743	^ 2.0%			
11	\$57,878	^ 2.0%			
12	\$59,036	^ 2.0%			
13	\$60,217	^ 2.0%			
14	\$61,422	^ 2.0%			
15	\$62,651	^ 2.0%			
16	\$63,905	^ 2.0%			
17	\$65,184	^ 2.0%			
18	\$66,488	^ 2.0%			
19	\$67,818	^ 2.0%			
20	\$69,175	^ 2.0%			
21	\$70,559	^ 2.0%			
22	\$71,971	^ 2.0%			
23	\$73,411	^ 2.0%			
24	\$74,880	^ 2.0%			
25	\$76,378	^ 2.0%			
BA+24	\$1,900				
MA	\$3,200				
APE Pass Through Adjustment					
	APE1	APE2	APE3	APE4	APE5
FY2025	\$3,500	\$5,500	\$7,500	\$9,500	\$11,500

FY2026 Athletic Structure

Current District Scale:

Years of Exp.	2024-25	Senior High	
1	\$31,200	Head Coach Varsity 15.5%	Asst. Coach (9th or C Team) 11.0%
2	\$32,635	Baseball	Baseball
3	\$34,070	Basketball	Basketball
4	\$35,506	Football	Football
5	\$36,941	Soccer	Soccer
6	\$38,376	Softball	Softball
7	\$39,811	Track	Track
8	\$41,246	Volleyball	Volleyball
9	\$42,682	Wrestling	Wrestling
10-14	\$44,117	Cross Country	Cross Country
15-19	\$46,323	Cheerleading*	Cheerleading*
20-24	\$48,528	Swimming	Swimming
25+	\$50,734	Tennis	Tennis
		Dance Team*	Dance Team*
		Golf	Golf
		*Eligible for an additional 50% stipend if their team participates in competitive season	

Senior High		Middle Level	
FFA Advisor	15.50%	Activities Director*	15.50%
Band Director	10.50%	7th/8th Coach	6.30%
Yearbook	9.20%	Basketball	6.30%
Drama	9.20%	Cheerleading/Dance	6.30%
Choir Director	9.20%	Cross Country	6.30%
ASB/Leadership Advisor/Prom	9.20%	Track	6.30%
Newspaper/Broadcasting	5.70%	Wrestling	6.30%
Speech/Arts	5.70%	Volleyball	6.30%
BPA Advisor	5.50%	7/8 Yearbook	5.70%
FCCLA Advisor	5.50%	7/8 Intramural Basketball	4.00%
Jr. Statesmen Advisor	5.50%	7/8 Band/Choir Director	3.50%
Tech. Skills Advisor	3.50%	ASB/Leadership Advisor	3.50%
		*Plus half a day teaching assignment	

Proposal #1 – 3-Tier Scale:

		Days in Season	Sport	Days/Year	Varsity Head	Asst/JV/C
Years of Exp.	2024-25	113	Boys Basketball	30.96%	16.50%	12.50%
1	\$31,200	110	Women's Basketball	30.14%	16.50%	12.50%
2	\$32,635	103	Football	28.22%	16.50%	12.50%
3	\$34,070	103	Wrestling	28.22%	16.50%	12.50%
4	\$35,506	90	Swimming	24.66%	16.50%	12.50%
5	\$36,941	83	Volleyball	22.74%	15.50%	11.50%
6	\$38,376	82	Cross Country	22.47%	15.50%	11.50%
7	\$39,811	79	Baseball	21.64%	15.50%	11.50%
8	\$41,246	79	Softball	21.64%	15.50%	11.50%
9	\$42,682	79	Tennis	21.64%	15.50%	11.50%
10-14	\$44,117	79	Track	21.64%	15.50%	11.50%
15-19	\$46,323	76	Soccer	20.82%	15.50%	11.50%
20-24	\$48,528	62	LHS Golf	16.99%	14.50%	10.50%
25+	\$50,734	62	THS Golf	16.99%	14.50%	10.50%

	1	2	3	4	5	6	7	8	9	10-14	15-19	20-24	25+
16.50%	\$5,148	\$5,385	\$5,622	\$5,858	\$6,095	\$6,332	\$6,569	\$6,806	\$7,043	\$7,279	\$7,643	\$8,007	\$8,371
15.50%	\$4,836	\$5,058	\$5,281	\$5,503	\$5,726	\$5,948	\$6,171	\$6,393	\$6,616	\$6,838	\$7,180	\$7,522	\$7,864
14.50%	\$4,524	\$4,732	\$4,940	\$5,148	\$5,356	\$5,565	\$5,773	\$5,981	\$6,189	\$6,397	\$6,717	\$7,037	\$7,356
13.50%	\$4,212	\$4,406	\$4,599	\$4,793	\$4,987	\$5,181	\$5,374	\$5,568	\$5,762	\$5,956	\$6,254	\$6,551	\$6,849
12.50%	\$3,900	\$4,079	\$4,259	\$4,438	\$4,618	\$4,797	\$4,976	\$5,156	\$5,335	\$5,515	\$5,790	\$6,066	\$6,342
11.50%	\$3,588	\$3,753	\$3,918	\$4,083	\$4,248	\$4,413	\$4,578	\$4,743	\$4,908	\$5,073	\$5,327	\$5,581	\$5,834
10.50%	\$3,276	\$3,427	\$3,577	\$3,728	\$3,879	\$4,029	\$4,180	\$4,331	\$4,482	\$4,632	\$4,864	\$5,095	\$5,327
9.50%	\$2,964	\$3,100	\$3,237	\$3,373	\$3,509	\$3,646	\$3,782	\$3,918	\$4,055	\$4,191	\$4,401	\$4,610	\$4,820

Senior High		Middle Level	
FFA Advisor	15.50%	Activities Director	15.50%
Cheer	15.50%	7th/8th Coach	6.30%
Dance	15.50%	Basketball	6.30%
Band Director	10.50%	Cheerleading/	6.30%
Yearbook	9.20%	Cross Country	6.30%
Drama	9.20%	Track	6.30%
Choir Director	9.20%	Wrestling	6.30%
ASB/Leadership	9.20%	Volleyball	6.30%
Newspaper/Broad	5.70%	7/8 Yearbook	5.70%
Speech/Arts	5.70%	7/8 Intramural	4.00%
BPA Advisor	5.50%	7/8 Band/Choir	3.50%
FCCLA Advisor	5.50%	ASB/Leadership	3.50%
Jr. Statesmen Ad	5.50%		
Tech. Skills Adv	3.50%		
*Eligible for an additional 50% stipend if their team participates in competitive season		*Plus half a day teaching assignment	

Proposal #2 – 4-Tier Scale:

		Days in Season	Sport	Days/Year	Varsity Head	Asst/JV/C
Years of Exp.	2024-25	113	Boys Basketball	30.96%	16.50%	12.50%
1	\$31,200	110	Women's Basketball	30.14%	16.50%	12.50%
2	\$32,635	103	Football	28.22%	16.50%	12.50%
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20-24	\$48,528	62	LHS Golf	16.99%	13.50%	9.50%
25+	\$50,734	62	THS Golf	16.99%	13.50%	9.50%

	1	2	3	4	5	6	7	8	9	10-14	15-19	20-24	25+
16.50%	\$5,148	\$5,385	\$5,622	\$5,858	\$6,095	\$6,332	\$6,569	\$6,806	\$7,043	\$7,279	\$7,643	\$8,007	\$8,371
15.50%	\$4,836	\$5,058	\$5,281	\$5,503	\$5,726	\$5,948	\$6,171	\$6,393	\$6,616	\$6,838	\$7,180	\$7,522	\$7,864
15.00%	\$4,680	\$4,895	\$5,111	\$5,326	\$5,541	\$5,756	\$5,972	\$6,187	\$6,402	\$6,618	\$6,948	\$7,279	\$7,610
14.50%	\$4,524	\$4,732	\$4,940	\$5,148	\$5,356	\$5,565	\$5,773	\$5,981	\$6,189	\$6,397	\$6,717	\$7,037	\$7,356
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12.50%	\$3,900	\$4,079	\$4,259	\$4,438	\$4,618	\$4,797	\$4,976	\$5,156	\$5,335	\$5,515	\$5,790	\$6,066	\$6,342
11.50%	\$3,588	\$3,753	\$3,918	\$4,083	\$4,248	\$4,413	\$4,578	\$4,743	\$4,908	\$5,073	\$5,327	\$5,581	\$5,834
11.00%	\$3,432	\$3,590	\$3,748	\$3,906	\$4,064	\$4,221	\$4,379	\$4,537	\$4,695	\$4,853	\$5,096	\$5,338	\$5,581
10.50%	\$3,276	\$3,427	\$3,577	\$3,728	\$3,879	\$4,029	\$4,180	\$4,331	\$4,482	\$4,632	\$4,864	\$5,095	\$5,327
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Lakeland Joint School District #272

5506 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: FY26 Certified Salary Structure

MEETING DATE: May 7, 2025

PREPARED BY: Jessica Grantham

INFORMATIONAL SUMMARY:

The recent state webinar created a fair amount of confusion and concern among districts across the state regarding the minimum salary requirements for certificated staff under 33-1004E and the corresponding minimum amounts defined in 33-1004B.

Section 33-1004E requires that all certificated instructional staff be paid no less than the minimum salary specified for their applicable rung level, as defined in 33-1004B. This means:

- Staff placed anywhere between R1 to R3 must receive at least the minimum for R1,
- Staff between P1 to P5 must receive at least the minimum for P1
- Staff on AP1 to AP5 must be paid at least the minimum for AP1.

For FY26, 33-1004B(10) states:

(10) Effective July 1, 2025, the educator salary-based apportionment program compensation rung cell amounts shall be adjusted by an amount equivalent to the salary-based apportionment adjustment for administrative and classified staff positions.

The Legislature approved a 5% CEC (Change in Employee Compensation) for FY26.

The codified salary schedule for FY25 is below, so our interpretation of the minimum would be 5% on these codified rungs for R1, P1, and AP1:

f) Effective July 1, 2024, the allocation shall be:

Base Allocation	1	2	3	4	5
Residency	\$41,500	\$42,500	\$43,500		
Professional	\$44,500	\$46,250	\$48,000	\$49,750	\$51,500
Advanced Professional	\$55,000	\$57,000	\$59,000	\$61,000	\$63,000

Beginning in FY24 and continuing for FY25 & FY26, the Legislature included an additional \$6,359 in the apportionment to districts, but this amount was not codified in the 33-1004B of the career ladder statute. The state is now indicating that the \$6,359 must be included in determining the FY26 minimum salary, despite it not being previously required in FY24 and FY25.

For example, under the state's interpretation, the minimum salary for someone in the Residency rung would be the R1 minimum of:

$\$41,500 + \$6,359$, increased by 5% CEC = $\$50,252$

Effective July 1, 2025, the allocation shall be:

Base Allocation	1	2	3	4	5
Residency	\$50,252	\$51,302	\$52,352		
Professional	\$53,402	\$55,239	\$57,077	\$58,914	\$60,752
Advanced Professional	\$64,427	\$66,527	\$68,627	\$70,727	\$72,827

Many districts did not receive sufficient funding to fully pass through the \$6,359 in FY24, due to the common gap between the number of funded positions and the number of actual staff employed, most at higher salary levels that were developed by districts long before the implementation of the career ladder. This is a key reason most Idaho districts rely on local levies.

In our case, while we did not receive full funding, we were able to restructure our schedule and pass through the \$6,359 proportionally in FY24. However, we were unable to increase base salaries in FY25. Matching the required minimums in FY26 would require us to restructure our salary schedule again and eliminate the AP stipend pass-through by building it into the base of the certified salary schedule. Additional impacts could include having additional staffing reductions (increasing class sizes), unfairly having to increase those below the minimums, and not being able to give our other staff increases.

We are working diligently to outline the impact on our existing certified staff to determine the impact of these new requirements on the FY26 budget. I anticipate working through the IBB (Interest Based Bargaining) process to provide a recommendation for the certified salary schedule to incorporate into the FY26 budget.



SBA FY26

Alexandra McCann <amccann@sde.idaho.gov>

Mon, May 19, 2025 at 7:50 AM

To: Jessica Ann Margaret Grantham <jessica.grantham@lakeland272.org>

Cc: Julie Oberle <JAOberle@sde.idaho.gov>, Gideon Tolman <gtolman@sde.idaho.gov>

Hi Jessica,

Julie and Gideon forwarded your email to me.

If a payment is a stipend or other extra pay, it is not part of their base salary and therefore,

I would not consider it part of their minimum salary. In other words, it would not be counted towards meeting the minimum.

This is outlined in our Staffing Manual (<https://sde.idaho.gov/finance/files/general/manuals/2024-2025-ISEE-Staff-Data-Guidance-Manual.pdf>).

Contract Base Salary

Use "Contract 1-Base" as it appears on the contract.

- Round to the nearest dollar; \$45,856.40 = 45,856
- If the contract includes extended pay, this should be included as a part of the base salary reported.
- **Do not include extra pay such as coaching or any other pay based on a flat stipend as a part of the base salary. Report as extra pay.**

I will say that whether you pay a lower base plus a stipend to arrive at the R1, P1, or AP1 minimums, the net is the same:

R1 - \$50,252 or R1 - \$47,252 + stipend \$3,000 (or other amounts), you would be still paying \$50,252.

But in the second example, the stipend is not counted towards meeting the minimum requirements.

Perhaps I am not understanding your example?

Kind regards,



Alexandra McCann, Ph.D.

Financial Specialist, Principal

05.22.2025 LJSD IBB - SBA Email

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From: Jessica Grantham <jessica.grantham@lakeland272.org>

Sent: Wednesday, May 14, 2025 6:56 PM

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