

			BA	BA Plus 24	MA
1	R1	R1	\$47,609	\$47,859	\$48,359
2	R2	R2	\$47,859	\$48,359	\$48,859
3	R3	R3	\$48,359	\$48,859	\$49,859
4	P1	A	\$50,359	\$50,859	\$51,359
5	P2	B	\$50,960	\$51,739	\$52,472
6	P3	C	\$51,560	\$52,637	\$53,612
7	P4A	D	\$52,161	\$53,552	\$54,781
8	P4B	E	\$53,068	\$54,486	\$55,979
9	P5	F	\$53,975	\$55,439	\$57,207
10	P7A	G		\$56,410	\$58,465
11	P7B	H		\$57,401	\$59,756
12	P8A	I		\$58,412	\$61,078
13	P8B	J		\$59,443	\$62,433
14	P9A	K		\$60,495	\$63,823
15	P9B	L	2021 Only Below	\$61,567	\$65,247
16	P10A	M	Grandfather	\$62,662	\$66,707
17	P10B	N	Grandfather	\$63,778	\$68,203
18	P10C	O	Grandfather	\$64,916	\$69,736
19	P10D	P	Grandfather	\$66,077	\$71,308
20	P10E	Q	Grandfather	\$67,262	\$72,920
21		R	Grandfather	\$68,470	\$74,571
22		S	Grandfather	\$69,702	\$76,264

Years	
10 to 14	\$500.00
15-19	\$1,000.00
20 plus	\$1,250.00
Sunset June 2025	
Advanced Professional	\$750

Appendix A		New hire placement grid	
Completed Years	Placement on Emmett Salary Schedule	Placement	
	- Residency	1	
1	Residency	2	
2	Residency	3	
3	Professional	A	Professional 1
4	Professional	B	
5	Professional	C	Professional 2
6	Professional	D	
7	Professional	E	Professional 3
8	Professional	F	
9	Professional/Advanced Professional	G	Professional 4
10	Professional/Advanced Professional	H	
11	Professional/Advanced Professional	I	
12	Professional/Advanced Professional	J	Professional 5
13	Professional/Advanced Professional	K	
14	Professional/Advanced Professional	L	
15	Professional/Advanced Professional	M	
16	Professional/Advanced Professional	N	
17	Professional/Advanced Professional	O	
18	Professional/Advanced Professional	P	
19	Professional/Advanced Professional	Q	
20	Professional/Advanced Professional	R	
21	Professional/Advanced Professional	S	

- Employees must meet the BA/MA
- * qualifications
- Initial Placement above step K is capped at step M without Superintendent
- * approval
- Out of state new hires will be placed dependent on State Department of Education Placement on the career
- * ladder.

Salary Schedule for Occupational Therapy, Physical Therapy, Speech Language Pathologist, and Psychologists

See District Offer OT, PT, SLP, and Psych Salary Schedule

2024-2025 School Year

Masters or Higher

2023-2024 Career Ladder Placement	OT, PT, SLP	Psychologists
Residency 1	\$57,359	\$58,359
Residency 2	\$57,859	\$58,859
Residency 3	\$58,859	\$59,409
Professional 1	\$60,859	\$61,359
Professional 2	\$62,359	\$62,872
Professional 3	\$63,899	\$64,426
Professional 4	\$65,481	\$66,022
Professional 5	\$67,107	\$67,663
Professional 6	\$68,778	\$69,349
Professional 7	\$70,494	\$71,081
Professional 8	\$72,258	\$71,861

Stipends may be provided to Occupational Therapy (OT), Physical Therapy (PT), Speech Language Pathologist (SLP), and Psychologists for additional duties that relate to responsibilities and extended days of work. Stipends can also be provided for additional certifications that will be utilized by the Emmett School District. Stipends will be provided in the following amounts:

School Psychologists	\$10,000
OT, PT, SLP	\$5,000
Certifications	\$5,000

3. Placement on the Salary Schedule

The above Certified Employee Salary Schedule is a model of the end goal of the GCEA and the District. It is intended to be a "living document" that provides both the District and the Employee a clear view of where they are in their salaries and where they are headed. The goal of the Salary Schedule is to be financially sustainable for the District and mutually agreed upon by both the District and the Employees.

The District will form a committee that evaluates the sustainability of the Schedule, as well as works towards developing a more permanent Schedule.

In determining the experience factor, the actual years of teaching or administrative service in an accredited public school or in an accredited private or parochial school shall be credited. All certificated employees working in a certified position including Career Technical,

