

**KUNA JOINT SCHOOL DISTRICT NO. 3
2007-2008 SALARY SCHEDULE**

STEPS	1	2	3	4	5	6	7
	BA	BA + 12	BA +24	MA BA + 36	MA + 12 BA + 48	MA + 24 BA + 60	MA + 36 ES/DR
0	31,000	31,000	31,000	31,000	31,385	32,562	33,783
1	31,000	31,000	31,000	31,385	32,562	33,783	35,050
2	31,000	31,000	31,385	32,562	33,783	35,050	36,364
3	31,000	31,385	32,562	33,783	35,050	36,364	37,728
4	31,385	32,562	33,783	35,050	36,364	37,728	39,143
5	32,562	33,783	35,050	36,364	37,728	39,143	40,610
6	33,783	35,050	36,364	37,728	39,143	40,610	42,133
7	35,050	36,364	37,728	39,143	40,610	42,133	43,713
8	36,364	37,728	39,143	40,610	42,133	43,713	45,352
9	37,728	39,143	40,610	42,133	43,713	45,352	47,053
10	37,728	40,610	42,133	43,713	45,352	47,053	48,818
11	37,728	40,610	42,133	45,352	47,053	48,818	50,648
12	37,728	40,610	42,133	45,352	48,818	50,648	52,548
13	37,728	40,610	42,133	45,352	48,818	50,648	54,518

Minimum Salary Mandated by State of Idaho: \$31,000
 Calculated Base: \$27,087
 Vertical Factor: 1.0375
 Horizontal Factor: 1.0375

1. Employees must hold a valid teaching certificate.
2. If an employee is eligible to move across the salary schedule because of additional education, the district administration office must be notified in writing on or before September 15th.
3. An incoming certified employee shall be given credit on the salary schedule for each full year of teaching experience recognized by the Idaho State Department of Education for reimbursement.
4. Placement on the salary schedule shall normally be based as per Article V, Section C, #3. However, when necessary to obtain an individual with particular qualifications, whose services are mandated by state or federal requirements, the superintendent may make an initial appointment at a higher step in the authorized salary schedule. These advanced step appointments shall be accompanied by a written statement containing the superintendent's justification for the higher than normal starting salary. These exceptions must be shared with and approved by the School Board of Trustees.