

ARTICLE V - SALARY

A. Salary Schedule and Per Diem

- i. Certified salaries for the 2019-2020 contract year are based on a 185 day calendar.
- ii. An incoming certified employee shall be placed on the salary schedule based on their current level of education and their current years of certified experience.
- iii. Each certified employee will be placed on the salary schedule dependent upon when they were hired, either before or after July 1, 2017.

Kuna Joint School District No.3										
Salary Schedule for Staff Hired Before July 1, 2017										
Year	Education									
	BA	BA +12	BA +24	BA +36	MA	BA +48	MA +12	BA +60	MA +24	MA +36
0	\$38,500	\$38,500	\$38,500	\$38,500	\$38,500	\$38,500	\$38,500	\$38,500	\$38,500	\$38,500
1	\$38,750	\$38,750	\$38,750	\$38,750	\$38,750	\$38,750	\$38,750	\$38,750	\$38,750	\$38,750
2	\$39,000	\$39,000	\$39,000	\$39,000	\$39,000	\$39,000	\$39,000	\$39,000	\$39,000	\$39,000
3	\$39,591	\$39,591	\$39,591	\$39,591	\$39,591	\$39,591	\$39,591	\$39,591	\$39,591	\$39,591
4	\$42,788	\$42,788	\$44,468	\$44,468	\$45,728	\$44,468	\$45,728	\$44,468	\$45,728	\$45,728
5	\$44,628	\$44,628	\$46,308	\$46,308	\$47,568	\$46,308	\$47,568	\$46,308	\$47,568	\$47,568
6	\$44,628	\$44,628	\$46,308	\$46,308	\$47,568	\$46,308	\$47,568	\$46,308	\$47,568	\$47,568
7	\$44,628	\$44,628	\$46,308	\$46,308	\$47,568	\$46,308	\$47,568	\$46,308	\$47,568	\$47,843
8	\$44,628	\$44,628	\$46,308	\$46,308	\$47,568	\$46,308	\$47,568	\$46,583	\$47,843	\$49,705
9	\$44,628	\$44,628	\$46,308	\$46,308	\$47,568	\$46,583	\$47,843	\$48,445	\$49,705	\$50,061
10	\$44,628	\$44,628	\$46,308	\$46,583	\$47,843	\$48,445	\$49,705	\$50,061	\$50,061	\$51,938
11	\$44,628	\$44,827	\$46,583	\$48,445	\$49,705	\$50,061	\$50,061	\$51,938	\$51,938	\$53,885
12	\$44,827	\$46,507	\$48,445	\$50,061	\$50,061	\$51,938	\$51,938	\$53,885	\$53,885	\$55,906
13	\$44,903	\$48,252	\$50,061	\$51,938	\$51,938	\$53,885	\$53,885	\$55,906	\$55,906	\$58,003
14	\$44,903	\$48,252	\$50,625	\$53,885	\$53,885	\$55,906	\$55,906	\$58,003	\$58,003	\$60,179
15	\$44,903	\$48,252	\$50,625	\$53,885	\$53,885	\$58,003	\$58,003	\$60,179	\$60,179	\$62,435
16+	\$44,903	\$48,252	\$50,625	\$53,885	\$53,885	\$58,003	\$58,003	\$60,179	\$60,179	\$64,777

Kuna Joint School District No.3				
Salary Schedule for for Staff Hired After July 1, 2017				
	Education			
Year	BA	BA +24	MA	MA +36
0	38,500	38,500	38,500	38,500
1	38,750	38,750	38,750	38,750
2	39,000	39,000	39,000	39,000
3	39,591	39,591	39,591	39,591
4	42,788	44,468	45,728	45,728
5	44,628	46,308	47,568	47,568
6	44,628	46,308	47,568	47,568
7	44,628	46,308	47,568	47,843
8	44,628	46,308	47,568	49,705
9	44,628	46,308	47,568	50,061
10	44,628	46,308	47,843	51,938
11	44,628	46,583	49,705	53,885
12	44,827	48,445	50,061	55,906
13	44,903	50,061	51,938	58,003
14	44,903	50,625	53,885	60,179
15	44,903	50,625	53,885	62,435
16+	44,903	50,625	53,885	64,777

B. Supplemental Salary Schedule

- i. All supplemental contracts are issued in conformity with the applicable provisions of Idaho Code.
- ii. The number of activities and the number of coaches/advisors that will be authorized for each activity are outlined in the supplemental salary schedule. If activity enrollment is below the minimum required to safely participate, then the corresponding position on the supplemental salary schedule will not be filled and no contract will be issued.
- iii. Building administration may add additional assistant coaches with building discretionary funds at a salary identified in the supplemental salary schedule for the requested position. Building administrators, with the approval of the Superintendent, may add assistants by dividing the total dollar amount available for that activity ensuring equal pay for equal duties.
- iv. Extracurricular activities are organized into three tiers identified by the level of contact involved in the activity and/or the level of time commitment involved. All sports will have a minimum of two coaches. If the sport is co-ed, one coach will be male and one will be female.

High School: Activities and Athletics					
Activity Type	Level	Safety Ratio	High School Activity	Advisor Pay	Assistant Advisor Pay
Tier 1	High	50:1	Band, choir, CAST	\$ 4,400	\$ 1,650
Tier 2	Moderate	50:1	Drama, yearbook, debate	\$ 2,750	\$ 1,100

Tier 3	Seasonal	50:1	Academic Decathlon, color-guard, dance, newspaper	\$ 1,650	\$ 825
Athletics Type	Description	Safety Ratio	High School Sport	Head Coach Pay	High School Asst. Coach Pay
Tier 1	High Contact	10:1	Football, volleyball, cheer, basketball, wrestling	\$ 4,950	\$ 2,750
Tier 2	Moderate Contact	15:1	Soccer, baseball, softball	\$ 3,850	\$ 2,200
Tier 3	Low Contact	20:1	Cross country, golf, tennis, track	\$ 3,080	\$ 1,320

Middle School: Athletic and Activities

Activity Type	Description	Safety Ratio	Middle School Activity	Advisor Pay	Assistant Advisor Pay
Tier 1	High	50:1	Band, choir	\$ 1,870	\$ -
Tier 2	Moderate	50:1	CAST, orchestra, intramural director	\$ 1,100	\$ -
Tier 3	Seasonal	50:1	Honor Society	\$ 550	\$ -
Athletics Type	Description	Safety Ratio	Middle School Sport	Head Coach Pay	Middle School Asst. Coach Pay
Tier 1	High Contact	10:1	Football, volleyball, basketball, wrestling	\$ 2,090	\$ 1,540
Tier 2	Moderate Contact	15:1	N/A	\$ 1,870	\$ 1,430
Tier 3	Low Contact	20:1	Cross country, golf, tennis, track	\$ 1,650	\$ 1,320

Extra Day Positions

Position	Extra Day	Stipend
Counselor - Secondary	20	\$1000
FFA Advisor (grandfathered)	60	\$1000
FFA Advisor	40	\$1000
Head Nurse	10	\$3500
Instructional Coach	N/A	\$5000
Mentor	N/A	\$900
School Leadership Team	N/A	\$900
School Psychologist	10	\$7500

Social Worker	10	\$1000
Speech Language Pathologist	10	\$1000

C. Traveling Staff

Employees who are required to use their own automobiles in the performance of their duties and employees who are assigned to more than one (1) school per day shall be reimbursed for all such travel at the rate per mile as established by the IRS standard mileage rate for business travel. Employees using their own automobile for travel within the district will be reimbursed for travel done between arrival at the first location at the beginning of their workday and their last location at the end of their working day.

The Kuna School District shall pay staff members for approved travel expenses at the same rate and under the same conditions as the Federal per diem rates.