

2018-19 CJSD Career Ladder Rungs

Step		BA	BA+24	MA	STEP Movement
1	Residency 1	\$ 35,800	\$ 35,800	\$ 36,300	Move to R2
2	Residency 2	\$ 36,750	\$ 36,750	\$ 37,500	Move to R3
3	Residency 3	\$ 37,706	\$ 37,706	\$ 38,706	Move to P1
4	Professional 1	\$ 40,750	\$ 42,350	\$ 43,550	Move to P2
5	Professional 2	\$ 42,503	\$ 44,103	\$ 45,303	Move to P3
6	Professional 3	\$ 42,765	\$ 44,365	\$ 45,565	Move to P4
7	Professional 4	\$ 44,538	\$ 46,138	\$ 47,338	Move to P5
8	Professional 5	\$ 44,820	\$ 46,420	\$ 47,620	Move to P6
9	Professional 6	\$ 46,614	\$ 48,214	\$ 49,414	Move to P7
10	Professional 7	\$ 46,918	\$ 48,518	\$ 49,718	Move to P8
11	P7A	\$ 47,665	\$ 49,265	\$ 50,465	Move to P8
12	Professional 8	\$ 48,734	\$ 50,334	\$ 51,534	Move to P9
13	Professional 9	\$ 49,061	\$ 50,661	\$ 51,861	Move P9A*
14	P9A	\$ 49,500	\$ 51,100	\$ 52,300	Move P9A*
15	P9B	\$ 51,500	\$ 53,100	\$ 54,300	Move P9B*
16	Professional 10	\$ 49,401	\$ 51,001	\$ 52,201	Move P9A*
17	P10A (Base \$50,865)		\$ 52,465	\$ 53,665	Move P9B*
18	P10B (Base \$53,200)		\$ 54,800	\$ 56,000	Move P9C*
19	P10C (Base \$55,600)		\$ 57,200	\$ 58,400	Move P9D*
20	P10D (Base \$56,650)			\$ 59,400	Move P9D

2019-20 CJSD Career Ladder Rungs

Step		BA	BA+24	MA/ES/DR
1	Residency 1	\$ 38,500	\$ 38,500	\$ 39,000
2	Residency 2	\$ 39,000	\$ 39,000	\$ 39,750
3	Residency 3	\$ 39,500	\$ 39,500	\$ 40,500
4	Professional 1	\$ 42,500	\$ 44,500	\$ 46,000
5	Professional 2	\$ 43,000	\$ 45,000	\$ 46,500
6	Professional 3	\$ 43,800	\$ 45,800	\$ 47,300
7	Professional 4	\$ 44,500	\$ 46,500	\$ 48,000
8	Professional 5	\$ 45,875	\$ 47,875	\$ 49,375
9	Professional 6	\$ 46,700	\$ 48,700	\$ 50,200
10	Professional 7	\$ 48,100	\$ 50,100	\$ 51,600
11	Professional 8	\$ 49,100	\$ 51,100	\$ 52,600
12	Professional 9	\$ 50,000	\$ 52,000	\$ 53,500
13	P9A (Base \$51,364)		\$ 53,364	\$ 54,864
14	P9B (Base \$53,200)		\$ 55,200	\$ 56,700
15	P9C (Base \$55,600)		\$ 57,600	\$ 59,100
16	P9D (Base \$57,800)			\$ 61,300

*P9A-D Grandfathered rungs

*P9A Must have minimum 11 years Teaching Exp.

*P9B Must have minimum 13 years Teaching Exp.

*P9C Must have minimum 15 years Teaching Exp.

*P9D Must have minimum 18 years Teaching Exp. & MA

***Professional Endorsement Requirements (for certificated personnel moving from Residency 3 to Professional 1.)**

ID §33-1201A

Meets these Requirements:

EXPERIENCE: Applicant has held a certificate for at least three (3) years OR has completed a state board of education approved interim certificate of three (3) years or longer.

PROFESSIONAL COMPENSATION RUNG PERFORMANCE: Applicant has met the professional compensation rung performance criteria for two (2) of the three (3) previous years OR the third year.

The criteria is:

- An overall rating of Proficient and no components rated as unsatisfactory on the state framework for teaching evaluation; and
- Majority of their students have met their measurable student achievement targets.

ANNUAL INDIVIDUALIZED PROFESSIONAL LEARNING PLAN(IPLP): Applicant has an individualized professional learning plan developed with their district/charter supervisor.

*For movement along the professional rungs (P1 to P2, P2 to P3, etc.), the governing code is in a couple of pieces:

33-1004B [(10)](9)(b) is the part where individuals on the professional rung move forward “unless they have failed to meet the compensation rung performance criteria for the previous three (3) years” or to word it a little more clearly, if they’ve met all of the criteria in at least 1 of the 3 previous years, they will move forward.

The criteria are defined in 33-1001(14) as:

Having an overall Proficient rating on their evaluation, having no components of the evaluation marked as unsatisfactory, and that the majority of their students met the required targets.