

**Article II – Professional Compensation**  
**2020-2021 CPE Salary Schedule**

<b>2020-2021</b>		<b>Base Salary + Education Allocation</b> <i>Education Allocation contingent on funding</i>			
<b>Placement</b>	<b>Base Salary</b>	\$ 2,000.00 <b>BA+24</b>	\$ 3,500.00 <b>MA</b>	\$ 3,500.00 <b>MA+24</b>	\$ 3,900.00 <b>ES/DR</b>
RP0	\$40,000				
RP1	\$40,000	<i>May not qualify for Education Allocation (See <u>Education Allocation</u> Page 5)</i>			
RP2	\$40,000				
RP3	\$40,000				
P1A	\$42,500	\$44,500	\$46,000		\$46,400
P1B	\$42,500	\$44,500	\$46,000		\$46,400
P2	\$43,778	\$45,778	\$47,278		\$47,678
P3	\$44,048	\$46,048	\$47,548		\$47,948
P4	\$45,874	\$47,874	\$49,374		\$49,774
P5	\$46,165	\$48,165	\$49,665		\$50,065
P6	\$48,012	\$50,012	\$51,512		\$51,912
P7	\$48,326	\$50,326	\$51,826		\$52,226
P8	\$50,196	\$52,196	\$53,696		\$54,096
P9	\$50,533	\$52,533	\$54,033		\$54,433
P10	\$51,271	\$53,271	\$54,771	\$54,771	\$55,171
					
		<b>BA+24</b>	<b>MA</b>	<b>MA+24</b>	<b>ES/DR</b>
10A		\$55,164	\$56,664	\$56,664	\$57,064
10B		\$57,132	\$58,632	\$58,632	\$59,032
10C		\$58,009	\$59,509	\$59,509	\$59,909
10D		\$61,159	\$62,659	\$62,659	\$63,059
10E		\$64,486	\$65,986	\$65,986	\$66,386

CPEs on 10A through 10E (BA+24/MA) shall not advance a step until MA+24 or ES/DR degree is obtained.

1. CPEs in their first year of holding a certificate shall be placed on the RP0 compensation rung.
2. CPEs placed on RP1 and RP2 of the 2019-2020 CSD CPE Salary Schedule shall remain on the same rung.
3. CPEs placed on RP3 on the 2019-2020 CSD CPE Salary Schedule shall advance to P1A on the 2020-2021 CPE Salary Schedule if they have met the following criteria (Idaho Code 33-1201A):
  - a. CPE has met the compensation rung performance criteria in school year 2019-2020.
  - b. CPE has obtained the Professional Endorsement.
4. CPEs placed on P1 of the 2019-2020 CSD CPE Salary Schedule shall be placed on P1B of the 2020-2021 CPE Salary Schedule.
5. CPEs placed on Professional 1 through Professional 9 10 of the 2019-2020 CSD CPE Salary Schedule shall remain on the same rung
6. CPEs on 10a through 10e of the 2019-2020 CPE Salary Schedule shall remain on the same rung.
7. CPEs transferring from another Idaho school district shall be placed pursuant to Idaho Code 33-1004B Career Ladder as of 7/1/2018, excluding Professional 10A through 10E.
8. CPEs new to teaching in Idaho who hold a certificate from a state other than Idaho and who are approved to teach in Idaho shall be placed in a cohort pursuant to Idaho Code 33-1004B Career Ladder as of 7/1/2018. Out-of-state experience may be taken into consideration for placement.
9. CPEs must submit official transcripts to the Human Resource Department on or before September 1, 2020, to validate placement on the 2020-2021 CPE Salary Schedule.
10. CPEs' contractual compensation will be prorated over twelve months and paid in equal increments on or before the twenty-fifth day of each month.