

2021-2022 CPE SALARY SCHEDULE

2021-2022				<i>Education Allocation is calculated using Column BA+12</i>			
20-21	21-22	BA+0	BA+12	\$2,000.00 BA+24	\$3,500.00 MA	\$3,500.00 MA+24	\$3,900.00 ES/DR
RP1	STEP 1	\$40,369	<i>May not qualify for Education Allocation</i>				
RP2	STEP 2	\$40,800	<i>(See Education Allocation Page 5)</i>				
RP3	STEP 3	\$40,800	<i>CPEs must have Professional Endorsement to advance to Steps 4-13</i>				
P1	STEP 4	\$43,350	\$43,350	\$45,350	\$46,850		\$47,250
P2	STEP 5	\$44,654	\$44,654	\$46,654	\$48,154		\$48,554
P3	STEP 6	\$44,929	\$44,929	\$46,929	\$48,429		\$48,829
P4	STEP 7	\$45,874	\$46,792	\$48,792	\$50,292		\$50,692
P5	STEP 8	\$45,874	\$47,088	\$49,088	\$50,588		\$50,988
P6	STEP 9	\$45,874	\$48,973	\$50,973	\$52,473		\$52,873
P7	STEP 10	\$45,874	\$49,292	\$51,292	\$52,792		\$53,192
P8	STEP 11	\$45,874	\$51,200	\$53,200	\$54,700		\$55,100
P9	STEP 12	\$45,874	\$51,543	\$53,543	\$55,043		\$55,443
P10	STEP 13	\$45,874	\$52,297	\$54,297	\$55,797	\$55,797	\$56,197
<i>Must have MA+24 or ES/DR to advance to 13A-E</i>				<i>No movement allowed</i>			
			BA+12	BA+24	MA	MA+24	ES/DR
10A	13A		\$54,227	\$56,227	\$57,727	\$57,727	\$58,127
10B	13B		\$56,235	\$58,235	\$59,735	\$59,735	\$60,135
10C	13C		\$57,129	\$59,129	\$60,629	\$60,629	\$61,029
10D	13D		\$60,342	\$62,342	\$63,842	\$63,842	\$64,242
10E	13E		\$63,736	\$65,736	\$67,236	\$67,236	\$67,636

CPEs on 13A through 13E (BA+24/MA) shall not advance a step until MA+24 or ES/DR degree is obtained.

The corresponding salary schedule for the 2021-2022 school year shall be based on 183 contractual days.

1. The 20-21 “Career Ladder” placement language is replaced with “Steps” as follows:

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|------------------------|--------------------|
| a. 20-21 RP0 = Step 1 | p. 20-21 10A = 13A |
| b. 20-21 RP1 = Step 1 | q. 20-21 10B = 13B |
| c. 20-21 RP2 = Step 2 | r. 20-21 10C = 13C |
| d. 20-21 RP3 = Step 3 | s. 20-21 10D = 13D |
| e. 20-21 P1A = Step 4 | t. 20-21 10E = 13E |
| f. 20-21 P1B = Step 4 | |
| g. 20-21 P2 = Step 5 | |
| h. 20-21 P3 = Step 6 | |
| i. 20-21 P4 = Step 7 | |
| j. 20-21 P5 = Step 8 | |
| k. 20-21 P6 = Step 9 | |
| l. 20-21 P7 = Step 10 | |
| m. 20-21 P8 = Step 11 | |
| n. 20-21 P9 = Step 12 | |
| o. 20-21 P10 = Step 13 | |

2. CPEs in their first year of holding a certificate shall be placed on STEP 1.
3. CPEs placed on RP0 of the 2020-2021 CSD CPE Salary Schedule shall advance to STEP 2 on the 2021-2022 CSD CPE Salary Schedule.
4. CPEs placed on RP1 of the 2020-2021 CSD CPE Salary Schedule shall advance to STEP 3 on the 2021-2022 CSD CPE Salary Schedule.
5. CPEs placed on RP2 of the 2020-2021 CSD CPE Salary Schedule shall advance to STEP 4 of the 2021-2022 CPE Salary Schedule if they have obtained the Professional Endorsement. If they do not have the Professional Endorsement, they shall advance to STEP 3.
6. CPEs placed on RP3 of the 2020-2021 CSD CPE Salary Schedule shall advance to STEP 5 of the 2021-2022 CPE Salary Schedule if they have obtained the Professional Endorsement. If they do not have the Professional Endorsement, they shall remain on STEP 3
7. CPEs with the Professional Endorsement placed on P1A of the 2020-2021 CPE Salary Schedule shall advance to STEP 5 of the 2021-2022 CPE Salary Schedule if they have met the compensation rung performance criteria in school year 2020-2021.
8. CPEs with the Professional Endorsement placed on P1B of the 2020-2021 CPE Salary Schedule shall advance to STEP 6 of the 2021-2022 CPE Salary Schedule if they have met the compensation rung performance criteria in school year 2020-2021.
9. CPEs with the Professional Endorsement placed on P2 of the 2020-2021 CPE Salary Schedule shall advance to STEP 7 of the 2021-2022 CPE Salary Schedule if they have met the compensation rung performance criteria in school year 2020-2021.

P1A receives one (1) step because they received a one-step increase in 2020-2021.

10. CPEs with the Professional Endorsement placed on P3 of the 2020-2021 CPE Salary Schedule shall advance to STEP 8 of the 2021-2022 CPE Salary Schedule if they have met the compensation rung performance criteria in school year 2020-2021.
11. CPEs with the Professional Endorsement placed on P4 of the 2020-2021 CPE Salary Schedule shall advance to STEP 9 of the 2021-2022 CPE Salary Schedule if they have met the compensation rung performance criteria in school year 2020-2021.
12. CPEs with the Professional Endorsement placed on P5 of the 2020-2021 CPE Salary Schedule shall advance to STEP 10 of the 2021-2022 CPE Salary Schedule if they have met the compensation rung performance criteria in school year 2020-2021.
13. CPEs with the Professional Endorsement placed on P6 of the 2020-2021 CPE Salary Schedule shall advance to STEP 11 of the 2021-2022 CPE Salary Schedule if they have met the compensation rung performance criteria in school year 2020-2021.
14. CPEs with the Professional Endorsement placed on P7 of the 2020-2021 CPE Salary Schedule shall advance to STEP 12 of the 2021-2022 CPE Salary Schedule if they have met the compensation rung performance criteria in school year 2020-2021.
15. CPEs with the Professional Endorsement placed on P8, P9 and P10 of the 2020-2021 CPE Salary Schedule shall advance to STEP 13 of the 2021-2022 CPE Salary Schedule if they have met the compensation rung performance criteria in school year 2020-2021.
16. CPEs on P10 of the 2020-2021 CPE Salary Schedule who earned the MA+24 or ES/DR on or before September 1, 2020, shall advance to 13B of the 2021-2022 CPE Salary Schedule.
17. CPEs on P9 of the 2020-2021 CPE Salary Schedule who earned the MA+24 or ES/DR between September 1, 2020, and September 1, 2021, shall advance to 13A of the 2021-2022 CPE Salary Schedule.
18. CPEs on P10 of the 2020-2021 CPE Salary Schedule who earned the MA+24 or ES/DR between September 1, 2020, and September 1, 2021, shall advance to 13A of the 2021-2022 CPE Salary Schedule.
19. CPEs placed on 10A-10E of the 2020-2021 CPE Salary Schedule with a BA+24 or MA shall hold the same placement on 13A-13E of the 2021-2022 CPE Salary Schedule with no step increase.
20. CPEs placed on 10A of the 2020-2021 CPE Salary Schedule with a MA+24 or ES/DR shall advance to 13C of the 2021-2022 CPE Salary Schedule if they have met the compensation rung performance criteria in school year 2020-2021.
21. CPEs placed on 10B of the 2020-2021 CPE Salary Schedule with a MA+24 or ES/DR shall advance to 13D of the 2021-2022 CPE Salary

Schedule if they have met the compensation rung performance criteria in school year 2020-2021.

22. CPEs placed on 10C of the 2020-2021 CPE Salary Schedule with a MA+24 or ES/DR shall advance to 13E of the 2021-2022 CPE Salary Schedule if they have met the compensation rung performance criteria in school year 2020-2021.
23. CPEs placed on 10D of the 2020-2021 CPE Salary Schedule with a MA+24 or ES/DR shall advance to 13E of the 2021-2022 CPE Salary Schedule if they have met the compensation rung performance criteria in school year 2020-2021.
24. CPEs placed on 10E of the 2020-2021 CPE Salary Schedule with a MA+24 or ES/DR shall advance to 13E of the 2021-2022 CPE Salary Schedule if they have met the compensation rung performance criteria in school year 2020-2021.
25. CPEs transferring from another Idaho school district shall be placed on STEP 1 through STEP 13 in accordance to their verified years of contracted teaching experience. They must hold the Idaho Professional Endorsement to be placed on STEP 4 through STEP 13.
26. CPEs who hold a certificate from another state and who are approved to teach in Idaho shall be placed on STEP 1 through STEP 13 in accordance to their verified years of contracted teaching experience. They must be able to obtain the Idaho Professional Endorsement to be placed on STEP 4 through STEP 13. The requirements for the Out of State Professional Endorsement are:
 - a. Must have a written recommendation from the employing school district;
 - b. Must have worked in a certificated position in a compact-member state for three (3) to eight (8) years;
 - c. Would have been eligible to work in a certificated position in an Idaho public school based on that certificate for three (3) to eight (8) years
27. CPEs must have a Professional Endorsement to be placed on or to advance beyond STEP 4.
28. CPEs must submit official transcripts to the Human Resource Department on or before September 1, 2021, to validate placement on the 2021-2022 CPE Salary Schedule.
29. CPEs contractual compensation will be prorated over twelve months and paid in equal increments on or before the twenty-fifth day of each month.
- 30.** Revised contracts reflecting the 2021-2022 salaries shall be issued in the fall after the Professional Endorsement, Advanced Professional Endorsement and compensation rung performance criteria have been verified.