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Coeur d'Alene PUBLIC SCHOOLS
Human Resources Department

COEUR D'ALENE PUBLIC SCHOOLS SALARY SCHEDULE
CERTIFIED SALARY GUIDE - FY 27

STATE BASE 25/26	$41,500.00	CDA PROPOSAL	STATE BASE 25/26	$50,252.00
CDA BASE 25/26	$48,427.00	4.00%	CDA BASE (4%) 26/27	$50,364.08
		Plus 1% to each cell	CDA BASE (+ addl 1%)26/27	$50,867.72
3.31% of CDA Base	$1,687.71	190 Days/7.5 Hours		

STEP	BA	BA 24+	BA48+	BA72+
1	$50,868	$52,167	$53,844	$55,522
2	$52,555	$53,854	$55,532	$57,210
3	$54,243	$55,542	$57,220	$58,897
4	$55,931	$57,230	$58,907	$60,585
5	$57,619	$58,917	$60,595	$62,273
6	$59,306	$60,605	$62,283	$63,960
7	$60,994	$62,293	$63,970	$65,648
8	$62,682	$63,981	$65,658	$67,336
9	$64,369	$65,668	$67,346	$69,023
10	$66,057	$67,356	$69,034	$70,711
11	$67,745	$69,044	$70,721	$72,399
12		$70,731	$72,409	$74,087
13		$72,419	$74,097	$75,774
14		$74,107	$75,784	$77,462
15		$75,795	$77,472	$79,150

$416.58

Counselors, SLPs, and School Psychologists will be awarded the credits earned during their Master's program for placement on the salary schedule.

BENEFITS PAID ON BEHALF OF EMPLOYEE	HEALTH INSURANCE BENEFIT PER YEAR	up to:	$17,040
	DENTAL INSURANCE BENEFIT PER YEAR		$528
	LIFE INSURANCE BENEFIT PER YEAR	up to:	$105
ADVANCED DEGREES	MASTER'S DEGREE	Added to salary	$3,000
	DOCTORATE DEGREE	Added to salary	$4,126
STATE ENDORSEMENT (A.P.E.)	A.P.E. - LEVEL 1	One-time stipend (March)	$1,838
	A.P.E. - LEVEL 2	One-time stipend (March)	$2,888
	A.P.E. - LEVEL 3	One-time stipend (March)	$3,938
	A.P.E. - LEVEL 4	One-time stipend (March)	$4,988
	A.P.E. - LEVEL 5	One-time stipend (March)	$6,038
HARD TO FILL POSITIONS	SPECIAL EDUCATION TEACHERS	One-time stipend (June)	$2,000
	ESY COORDINATOR	One-time stipend (June)	$1,000
	SCHOOL PSYCHOLOGISTS	One-time stipend (June)	$2,500
	SPEECH LANGUAGE PATHOLOGIST	One-time stipend (June)	$2,500
	NURSES	One-time stipend (June)	$2,500
	SpEd SPECIAL PROGRAMS (ERR, LIFESKILLS, TSC)	One-time stipend (June)	$4,000
LONGEVITY ADD-ON	BA48 WITH 16-20 YEARS	Added to salary	$1,500
	BA72 WITH 16-19 YEARS	Added to salary	$2,275
	BA72 WITH 20-24 YEARS	Added to salary	$2,775
	BA72 WITH 25 OR MORE YEARS	Added to salary	$3,275

NEW EMPLOYEES WITH 13 YEARS (OR MORE) OF VERIFIED CONTRACTED EXPERIENCE WILL BE PLACED ON THE APPROPRIATE STEP.
STEPS DO NOT EQUAL YEARS OF EXPERIENCE.

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Coeur d'Alene PUBLIC SCHOOLS
Human Resources Department

COEUR D'ALENE PUBLIC SCHOOLS SALARY SCHEDULE
ADMINISTRATOR SALARY GUIDE - FY 27
210 Days/ 8 Hours

CDA BASE:	$93,290	Administrator base calculation: ($50867.72 * 1.775) + $3,000 (Master's)			
Step/Column:	$1,000				
STEP	MA	MA 24+	MA 48+	MA 72+	
1	$93,290	$94,290	$95,290	$96,290	
2	$94,290	$95,290	$96,290	$97,290	
3	$95,290	$96,290	$97,290	$98,290	
4	$96,290	$97,290	$98,290	$99,290	
5	$97,290	$98,290	$99,290	$100,290	
6	$98,290	$99,290	$100,290	$101,290	
7	$99,290	$100,290	$101,290	$102,290	
8	$100,290	$101,290	$102,290	$103,290	
9	$101,290	$102,290	$103,290	$104,290	
10	$102,290	$103,290	$104,290	$105,290	
11	$103,290	$104,290	$105,290	$106,290	
12	$104,290	$105,290	$106,290	$107,290	$510.91
230 Day contracts add 9.7% for additional days. $8,628.93 Included in HS Principal Stipend					
BENEFITS PAID ON BEHALF OF EMPLOYEE	HEALTH INS. BENEFIT PER YEAR		up to:	$17,040	
	DENTAL INSURANCE BENEFIT PER YEAR			$528	
	LIFE INS. BENEFIT PER YEAR		up to:	$105	
	DOCTORATE DEGREE		Added to salary	$3,000	
ADD-ONS	ELEMENTARY PRINCIPAL		Added to salary	$5,000	
	MIDDLE SCHOOL PRINCIPAL		Added to salary	$8,000	
	HIGH SCHOOL PRINCIPAL		Added to salary	$18,000	
	ALTERNATIVE ACADEMY PRINCIPAL		Added to salary	$13,000	
	HIGH SCHOOL ATHLETIC DIRECTOR		Added to salary	$5,500	
	HIGH SCHOOL ASSISTANT PRINICIPAL		Added to salary	$3,000	
	MIDDLE SCHOOL ASSISTANT PRINCIPAL		Added to salary	$2,000	
LONGEVITY	LONGEVITY 16 - 19 YEARS		Added to salary	$2,025	
	LONGEVITY 20 - 24 YEARS		Added to salary	$2,525	
	LONGEVITY 25+ YEARS		Added to salary	$3,025	
NEW EMPLOYEES WITH 13 YEARS (OR MORE) OF VERIFIED CONTRACTED EXPERIENCE WILL BE PLACED ON STEP 10. STEPS DO NOT EQUAL YEARS OF EXPERIENCE.					

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Coeur d'Alene PUBLIC SCHOOLS
Human Resources Department

COEUR D'ALENE PUBLIC SCHOOLS SALARY SCHEDULE
CLASSIFIED SALARY GUIDE - FY27

INDEX

STEP: 3.00% COLUMN: $1.54

STEP	A	B	C	D	E	F
1	$16.44	$17.98	$19.53	$21.07	$22.61	$28.26
2	$16.94	$18.52	$20.11	$21.70	$23.29	$29.11
3	$17.44	$19.08	$20.71	$22.35	$23.99	$29.98
4	$17.97	$19.65	$21.34	$23.02	$24.70	$30.88
5	$18.51	$20.24	$21.98	$23.71	$25.45	$31.81
6	$19.06	$20.85	$22.64	$24.42	$26.21	$32.76
7	$19.63	$21.47	$23.31	$25.15	$27.00	$33.74
8	$20.22	$22.12	$24.01	$25.91	$27.81	$34.76
9	$20.83	$22.78	$24.73	$26.69	$28.64	$35.80
10	$21.45	$23.46	$25.48	$27.49	$29.50	$36.87
11	$22.10	$24.17	$26.24	$28.31	$30.38	$37.98
12	$22.76	$24.89	$27.03	$29.16	$31.30	$39.12

*Steps DO NOT equal years of service; all seniority information is tracked within Skyward.

When promoted or taking a job in a higher column; the employee will be placed in the cell closest to but not less than $1.50 over their current hourly rate.

HEALTH & VISION BENEFIT PER YEAR (up to) =	$17,040
DENTAL INSURANCE BENEFIT PER YEAR =	$528
LIFE INSURANCE BENEFIT PER YEAR =	$105
PERSI CONTRIBUTION RATE =	11.96%
PERSI CONTRIBUTION RATE (BUS DRIVERS) =	*13.48%*

Columns	
A	Playground Assistant; School PLUS Assistant; Crossing Guard; Gym Monitor; Bus Assistant; Book Warehouse Assistant; Student Custodian; Summer Crew; Classroom Assistant (classroom support, remediation, isolation room, title, technology, prep, library, etc.); EarlyPlus Assistant
B	Certified Nurse Assistant; Special Education Paraprofessional; Preschool Paraprofessional; Building Secretary; Special Education Vision Para; SLP Assistant; Health Aide; EarlyPlus Coordinator
C	Warehouse Worker; Mail transport; Grounds worker; Custodian; Elementary Day Custodian; HS Registrar, Library Manager; SchoolPlus Coordinator
D	D.O. Receptionist; Secondary Head Custodian; Building Office Manager; Noncertified interpreter; Lead Warehouse; Behavior Support Assistant; Campus Security Officer; Student Safety Aide; Administrative Assistant for Medicaid; Braillist; Administrative Secretaries for Special Services; Accounts Payable Assistant; Bus Driver; Data Analyst; EarlyPlus Lead
E	BI Paraprofessional; Classified Department Office Manager; H.S. Assistant Treasurers; Administrative Assistants (H/R, Operations, Curriculum & Sp. Ed, Technology, Finance); Accounting Technician; Transportation Router Technician; Bus Driver Trainer; SchoolPlus Trainer
F	Maintenance Worker; Specialist (P/R, A/P, H/R , and Medicaid); Executive Assistant; ESL; BI Professional; Computer (non-cert); Mechanic; Certified Interpreter; Certified Occupational Therapy Assistants; Title Liaison

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Coeur d'Alene PUBLIC SCHOOLS
Human Resources Department

COEUR D'ALENE PUBLIC SCHOOLS SALARY SCHEDULE

CLASSIFIED EXEMPT SALARY GUIDE - FY27

260 Days/8 Hours

	A	B	C	D
CLASSIFIED EXEMPT BASE: STARTING RANGE	$59,089.88 TO $66,589.88	$61,659.00 TO $71,659.00	$70,525.00 TO $80,525.00	$82,212.00 TO $90,525.00
3.00%	*$1,773*	*$1,773*	*$1,773*	*$1,773*
STEP				
1	$59,090	$61,659	$70,525	$82,212
2	$60,863	$63,432	$72,298	$83,985
3	$62,635	$65,204	$74,070	$85,757
4	$64,408	$66,977	$75,843	$87,530
5	$66,181	$68,750	$77,616	$89,303
6	$67,953	$70,522	$79,388	$91,075
7	$69,726	$72,295	$81,161	$92,848
8	$71,499	$74,068	$82,934	$94,621
9	$73,271	$75,841	$84,707	$96,394
10	$75,044	$77,613	$86,479	$98,166
11	$76,817	$79,386	$88,252	$99,939
12	$78,590	$81,159	$90,025	$101,712
13	$80,362	$82,931	$91,797	$103,484
14	$82,135	$84,704	$93,570	$105,257
15	$83,908	$86,477	$95,343	$107,030

*Step = 3.00% of the entry level starting salary for each column.

*Steps DO NOT equal years of service; all seniority information is tracked within Skyward.

CLASSIFIED EXEMPT POSITIONS:	BOARD CLERK	ACCOUNTING MGR	ASST DIR HR	MENTAL HEALTH
	EXEC ASSIST	MENTAL HEALTH CNSL OT/PT	PAYROLL MGR	TECH SOFTWARE SPL
CLASSIFIED		TECH SYS SUPPORT	DIRECTOR-OPS DEPT	
CERTIFIED		SECURITY/SAFETY	CONTENT AND MKT MGR	
		SOCIAL WORKER		
		FOREMAN		

BENEFITS PAID ON BEHALF OF EMPLOYEE	HEALTH INSURANCE BENEFIT PER YEAR	up to:	$17,040
	DENTAL INSURANCE BENEFIT PER YEAR		$528
	LIFE INSURANCE BENEFIT PER YEAR	up to:	$105

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Coeur d'Alene PUBLIC SCHOOLS
Human Resources Department

COEUR D'ALENE PUBLIC SCHOOLS SALARY SCHEDULE
DISTRICT CERTIFIED ADMINISTRATOR SALARY GUIDE - FY 27

		Initial Placement Salary Range		
STEP	Days/8 Hours	Minimum		Maximum
Coordinator	210	$81,600	to	$96,600
Director--Certified	260	$107,100	to	$117,100
Executive Director	260	$120,360	to	$130,360
Deputy Superintendent	260	$132,600	to	$142,600

BENEFITS PAID ON BEHALF OF EMPLOYEE	HEALTH INS. BENEFIT PER YEAR	up to:	$17,040
	DENTAL INSURANCE BENEFIT PER YEAR		$528
	LIFE INS. BENEFIT PER YEAR	up to:	$105
	DOCTORATE DEGREE	Added to salary	$3,000

Salary Placement: The individul will be placed on the specific salary range appropriate for the position. Annual salaries will increase by the same percentage as building principals. Upon hire, previous work history will be evaluated for relevance and job related work experience. Appropriate initial placement within this Administrative Salary Placement Schedule shall be made by the Executive Director of Human Resources or designee.