

## 2025-2026 Certified Salary Schedule for Swan Valley School District #92

Career Ladder Placement	Salary Apportionment	24 or more credits	Master's Degree
RP1	\$ 50,252.00		
RP2	\$ 51,302.00		
RP3	\$ 52,352.00		
P1	\$ 53,402.00	\$55,402.00	\$56,902.00
P2	\$ 55,239.00	\$57,239.00	\$58,739.00
P3	\$ 57,077.00	\$59,077.00	\$60,577.00
P4	\$ 58,914.00	\$60,914.00	\$62,414.00
P5	\$ 60,752.00	\$62,752.00	\$64,252.00
AP1	\$ 64,427.00	\$66,427.00	\$67,927.00
AP2	\$ 66,527.00	\$68,527.00	\$70,027.00
AP3	\$ 68,627.00	\$70,627.00	\$72,127.00
AP4	\$ 70,727.00	\$72,727.00	\$74,227.00
AP5	\$ 72,827.00	\$74,827.00	\$76,327.00

Effective July 1, 2025, the education allocation for full time instructional staff and pupil service staff holding a professional endorsement, a baccalaureate degree and twenty-four (24) or more credits is \$2,000. Full time instructional staff and pupil service staff holding a professional endorsement and a master's degree is \$3,500. (I.C. 33-1004B)

In addition to the above salary schedule, The Swan Valley School District #92 will provide the following for all full-time employees:

- Premiums on group health, dental, vision and group term life insurance.
- Employees may purchase additional insurance for spouse and/or dependent children. Spouse and family are NOT included in employees benefit package.
- One sick leave day for each month worked. Full time certified teachers receive 9 total sick days for the year. (No limit on sick days accumulated)
- Three (3) personal leave days per year for the first through third consecutive years of employment. Four (4) personal leave days for the fourth or subsequent consecutive year of employment. Full time staff will be able to accumulate unused days year to year, up to seven (7) days. Days not taken will be paid at an amount equal to the daily pay for regular certified substitute pay in June.
- The Superintendent may grant professional leave days. Professional leave is generally limited to two (2) days per year, but may be extended with the Superintendent's approval.

## **Business Manager, Secretary, & Clerk 2025-26 Salary Schedule**

Step	Salary
1	\$ 40,000.00
2	\$ 40,600.00
3	\$ 41,200.00
4	\$ 41,800.00
5	\$ 42,400.00
6	\$ 43,000.00
7	\$ 43,600.00
8	\$ 44,200.00
9	\$ 44,800.00
10	\$ 45,400.00
11	\$ 46,000.00
12	\$ 46,600.00
13	\$ 47,200.00
14	\$ 47,800.00
15	\$ 48,400.00
16	\$ 49,000.00
17	\$ 49,600.00
18	\$ 50,200.00
19	\$ 50,800.00
20	\$ 51,400.00
21	\$ 52,000.00
22	\$ 52,600.00
23	\$ 53,200.00
24	\$ 53,800.00
25	\$ 54,400.00
26	\$ 55,000.00
27	\$ 55,600.00
28	\$ 56,200.00
29	\$ 56,800.00
30	\$ 57,400.00

### **Work Schedule:**

9.0 hours per day for approximately 200 days (Days vary from year to year depending on number of school days) from approximately 7:30 AM to 4:15 PM.

In addition to daily responsibilities at the schools, this position is responsible for attending all of the second Friday/Monday staff meetings/trainings and all school board

functions. This may require working evenings and/or weekends.

Sick Leave:	12 days per year
Personal Leave:	Three (3) personal leave days per year for the first through third consecutive years of employment. Four (4) personal leave days for the fourth or subsequent consecutive year of employment. Full time staff will be able to accumulate unused days year to year, up to seven (7) days. Days not taken will be paid at an amount equal to the daily pay for regular certified substitute pay in June.
Vacation:	No vacation days for this position Vacation is taken during school vacation breaks while maintaining oversight of duties and roles as necessary.
Bereavement Leave:	Up to 4 days of bereavement leave is granted to employees in the event of the death of an immediate family member.
Dependent Care:	Employee must use 4 of their own days and district will match those 4 days
Benefits:	Employee Health Insurance Life Insurance PERSI
Pay Period:	Pay Period is 16 <sup>th</sup> of the month to 15 <sup>th</sup> of the month. Payday is once a month on the 20 <sup>th</sup> of every month. Should the 20 <sup>th</sup> fall on a holiday or weekend, we will move it to the first business day.
Placement:	The Superintendent is authorized to accept up to 10 steps for relevant outside work experience. All other placements must be approved by the Board of Trustees

**Note:**

Classified employees are those non-certificated employees who are employed by the District or personnel hired in positions which do not require certification. With the exception of those classified employees who are hired for a stated specified time, all classified employees shall be regarded as “at-will” employees and may be dismissed at the will of either party and the employment relationship may be terminated at any time for any or no reason (so long as the same does not violate public policy or violate any other provision of law).

## Child Nutrition Program Director 2025-26 Salary Schedule

Step	Hourly Rate	Salary (170 Day, 8 hours)
1	\$ 14.00	\$ 19,040.00
2	\$ 14.25	\$ 19,380.00
3	\$ 14.50	\$ 19,720.00
4	\$ 14.75	\$ 20,060.00
5	\$ 15.00	\$ 20,400.00
6	\$ 15.25	\$ 20,740.00
7	\$ 15.50	\$ 21,080.00
8	\$ 15.75	\$ 21,420.00
9	\$ 16.00	\$ 21,760.00
10	\$ 16.25	\$ 22,100.00
11	\$ 16.50	\$ 22,440.00
12	\$ 16.75	\$ 22,780.00
13	\$ 17.00	\$ 23,120.00
14	\$ 17.25	\$ 23,460.00
15	\$ 17.50	\$ 23,800.00
16	\$ 17.75	\$ 24,140.00
17	\$ 18.00	\$ 24,480.00
18	\$ 18.25	\$ 24,820.00
19	\$ 18.50	\$ 25,160.00
20	\$ 18.75	\$ 25,500.00
21	\$ 19.00	\$ 25,840.00
22	\$ 19.25	\$ 26,180.00
23	\$ 19.50	\$ 26,520.00
24	\$ 19.75	\$ 26,860.00
25	\$ 20.00	\$ 27,200.00
26	\$ 20.25	\$ 27,540.00
27	\$ 20.50	\$ 27,880.00
28	\$ 20.75	\$ 28,220.00
29	\$ 21.00	\$ 28,560.00
30	\$ 21.25	\$ 28,900.00

Work Schedule:

8.0 hours per day for 165 days during the school year from approximately 7:00 AM to 3:00 PM. 137 student days, 13 Meeting/PD days, 15 Float days for summer/holiday meetings, cleaning/prep. Second Friday/Monday is Required for staff meetings and trainings.

Sick Leave:

9 days per year

Personal Leave: Three (3) personal leave days per year for the first through third consecutive years of employment. Four (4) personal leave days for the fourth or subsequent consecutive year of employment. Full time staff will be able to accumulate unused days year to year, up to seven (7) days. Days not taken will be paid at an amount equal to the daily pay for regular certified substitute pay in June.

Vacation: No vacation days for this position

Bereavement Leave: Up to 4 days of bereavement leave is granted to employees in the event of the death of an immediate family member.

Dependent Care: Employee must use 4 of their own days and district will match those 4 days

Benefits: Employee Health Insurance  
Life Insurance  
PERSI

Pay Period: Pay Period is 16<sup>th</sup> of the month to 15<sup>th</sup> of the month. Payday is once a month on the 20<sup>th</sup> of every month. Should the 20<sup>th</sup> fall on a holiday or weekend, we will move it to the first business day.

Placement: The Superintendent is authorized to accept up to 10 steps for relevant outside work experience. All other placements must be approved by the Board of Trustees

**Note:**

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## Custodial, Maintenance, and Grounds 2025-26 Salary Schedule

Step	Hourly Rate
1	\$ 15.00
2	\$ 15.40
3	\$ 15.80
4	\$ 16.20
5	\$ 16.60
6	\$ 17.00
7	\$ 17.40
8	\$ 17.80
9	\$ 18.20
10	\$ 18.60
11	\$ 19.00
12	\$ 19.40
13	\$ 19.80
14	\$ 20.20
15	\$ 20.60
16	\$ 21.00
17	\$ 21.40
18	\$ 21.80
19	\$ 22.20
20	\$ 22.60
21	\$ 23.00
22	\$ 23.40
23	\$ 23.80
24	\$ 24.20
25	\$ 24.60
26	\$ 25.00
27	\$ 25.40
28	\$ 25.80
29	\$ 26.20
30	\$ 26.60

Benefits for full time employees (30 hours or more per week)

Work Schedule:                      As needed during school year.  
    A schedule will be set with the employee

Sick Leave:                              12 days per year if employed year around

Personal Leave:	Three (3) personal leave days per year for the first through third consecutive years of employment. Four (4) personal leave days for the fourth or subsequent consecutive year of employment. Full time staff will be able to accumulate unused days year to year, up to seven (7) days. Days not taken will be paid at an amount equal to the daily pay for regular certified substitute pay in June.
Vacation:	10 vacation days per year if employed full time year around
Bereavement Leave:	Up to 4 days of bereavement leave is granted to employees in the event of the death of an immediate family member.
Dependent Care:	Employee must use 4 of their own days and district will match those 4 days
Benefits:	Employee Health Insurance Life Insurance PERSI
Pay Period:	Pay Period is 16 <sup>th</sup> of the month to 15 <sup>th</sup> of the month. Payday is once a month on the 20 <sup>th</sup> of every month. Should the 20 <sup>th</sup> fall on a holiday or weekend, we will move it to the first business day.
Placement:	The Superintendent is authorized to accept up to 10 steps for relevant outside work experience. All other placements must be approved by the Board of Trustees.

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## Paraprofessional 2025-26 Salary Schedule

Step	Hourly Rate (High School Diploma)	Hourly Rate* (College)
1	\$ 14.00	\$ 15.00
2	\$ 14.20	\$ 15.20
3	\$ 14.40	\$ 15.40
4	\$ 14.60	\$ 15.60
5	\$ 14.80	\$ 15.80
6	\$ 15.00	\$ 16.00
7	\$ 15.20	\$ 16.20
8	\$ 15.40	\$ 16.40
9	\$ 15.60	\$ 16.60
10	\$ 15.80	\$ 16.80
11	\$ 16.00	\$ 17.00
12	\$ 16.20	\$ 17.20
13	\$ 16.40	\$ 17.40
14	\$ 16.60	\$ 17.60
15	\$ 16.80	\$ 17.80
16	\$ 17.00	\$ 18.00
17	\$ 17.20	\$ 18.20
18	\$ 17.40	\$ 18.40
19	\$ 17.60	\$ 18.60
20	\$ 17.80	\$ 18.80
21	\$ 18.00	\$ 19.00
22	\$ 18.20	\$ 19.20
23	\$ 18.40	\$ 19.40
24	\$ 18.60	\$ 19.60
25	\$ 18.80	\$ 19.80
26	\$ 19.00	\$ 20.00
27	\$ 19.20	\$ 20.20
28	\$ 19.40	\$ 20.40
29	\$ 19.60	\$ 20.60
30	\$ 19.80	\$ 20.80

\*An individual must have at least 30 college semester credits to be placed on the college salary schedule.

Benefits for full time Paraprofessional employees (30 hours or more per week)

Work Schedule: Full time is 9.0 hours per day for 165 days (contract days varies from year to year) from approximately 7:30 AM to



4:15 PM. Second Friday/Monday is required for staff meetings and trainings.

Part time employee schedule will be set with employee.

Sick Leave:	9 days per year
Personal Leave:	Three (3) personal leave days per year for the first through third consecutive years of employment. Four (4) personal leave days for the fourth or subsequent consecutive year of employment. Full time staff will be able to accumulate unused days year to year, up to seven (7) days. Days not taken will be paid at an amount equal to the daily pay for regular certified substitute pay in June.
Vacation:	No vacation days for this position
Bereavement Leave:	Up to 4 days of bereavement leave is granted to employees in the event of the death of an immediate family member.
Dependent Care:	Employee must use 4 of their own days and district will match those 4 days
Benefits:	Employee Health Insurance Life Insurance PERSI
Pay Period:	Pay Period is 16 <sup>th</sup> of the month to 15 <sup>th</sup> of the month. Payday is once a month on the 20 <sup>th</sup> of every month. Should the 20 <sup>th</sup> fall on a holiday or weekend, we will move it to the first business day.
Placement:	The Superintendent is authorized to accept up to 10 steps for relevant outside work experience. All other placements must be approved by the Board of Trustees

**Note:**

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# **Bus Driver** **2025-26 Salary Schedule**

Steps	Lower Route	Upper Route	High School Route (Includes Shuttle)
1	\$ 32.00	\$ 32.00	\$ 47.00
2	\$ 32.50	\$ 32.50	\$ 47.50
3	\$ 33.00	\$ 33.00	\$ 48.00
4	\$ 33.50	\$ 33.50	\$ 48.50
5	\$ 34.00	\$ 34.00	\$ 49.00
6	\$ 34.50	\$ 34.50	\$ 49.50
7	\$ 35.00	\$ 35.00	\$ 50.00
8	\$ 35.50	\$ 35.50	\$ 50.50
9	\$ 36.00	\$ 36.00	\$ 51.00
10	\$ 36.50	\$ 36.50	\$ 51.50
11	\$ 37.00	\$ 37.00	\$ 52.00
12	\$ 37.50	\$ 37.50	\$ 52.50
13	\$ 38.00	\$ 38.00	\$ 53.00
14	\$ 38.50	\$ 38.50	\$ 53.50
15	\$ 39.00	\$ 39.00	\$ 54.00
16	\$ 39.50	\$ 39.50	\$ 54.50
17	\$ 40.00	\$ 40.00	\$ 55.00
18	\$ 40.50	\$ 40.50	\$ 55.50
19	\$ 41.00	\$ 41.00	\$ 56.00
20	\$ 41.50	\$ 41.50	\$ 56.50
21	\$ 42.00	\$ 42.00	\$ 57.00
22	\$ 42.50	\$ 42.50	\$ 57.50
23	\$ 43.00	\$ 43.00	\$ 58.00
24	\$ 43.50	\$ 43.50	\$ 58.50
25	\$ 44.00	\$ 44.00	\$ 59.00
26	\$ 44.50	\$ 44.50	\$ 59.50
27	\$ 45.00	\$ 45.00	\$ 60.00
28	\$ 45.50	\$ 45.50	\$ 60.50
29	\$ 46.00	\$ 46.00	\$ 61.00
30	\$ 46.50	\$ 46.50	\$ 61.50

The following hourly rate is used for training, field trips, sporting events, cleaning buses, school activities, etc.

Step	Hourly Rate
1	\$ 17.00
2	\$ 17.25
3	\$ 17.50
4	\$ 17.75
5	\$ 18.00
6	\$ 18.25
7	\$ 18.50
8	\$ 18.75
9	\$ 19.00
10	\$ 19.25
11	\$ 19.50
12	\$ 19.75
13	\$ 20.00
14	\$ 20.25
15	\$ 20.50
16	\$ 20.75
17	\$ 21.00
18	\$ 21.25
19	\$ 21.50
20	\$ 21.75
21	\$ 22.00
22	\$ 22.25
23	\$ 22.50
24	\$ 22.75
25	\$ 23.00
26	\$ 23.25
27	\$ 23.50
28	\$ 23.75
29	\$ 24.00
30	\$ 24.25

Extra Hours:

All bus drivers are required by law to have 10 hours of training time every school year. In addition, drivers are allocated 2 hours per month and expected to use this time to ensure buses are orderly and clean.

Work Schedule:

Morning routes are from approximately 7:00 – 8:00 AM everyday school is in session.

Afternoon route are from approximately 3:45 – 4:45 PM everyday school is in session.

Ririe High School route is approximately 7:00-8:30 AM and 3:00-4:30 PM everyday school is in session.

Benefits: No benefits for part time employees

Pay Period: Pay Period is 16<sup>th</sup> of the month to 15<sup>th</sup> of the month. Payday is once a month on the 20<sup>th</sup> of every month. Should the 20<sup>th</sup> fall on a holiday or weekend, we will move it to the first business day.

Placement: The Superintendent is authorized to accept up to 10 steps for relevant outside work experience. All other placements must be approved by the Board of Trustees

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## **Extra-Curricular Activities 2025-26 Salary Schedule**

### **Athletic Director - \$500**

Responsible for scheduling volleyball and basketball games for our students.

### **Girls Volleyball Coach - \$500**

Responsible for coaching girls in grades 3-8 in basic volleyball skills after school during the months of September and October. Typically, there are 8-10 games scheduled, ½ home and ½ away.

### **Girls Basketball Coach - \$500**

Responsible for coaching girls in grades 3-8 in basic basketball skills during the months of November and December. Typically, there are 8-10 games scheduled, ½ home and ½ away.

### **Boys Basketball Coach - \$500**

Responsible for coaching boys in grades 3-8 in basic basketball skills during the months of January and February. Typically, there are 8-10 games scheduled, ½ home and ½ away.

### **Mars Rover - \$500**

Responsible for Mars Rover competition that takes place in Pocatello at Idaho State University typically in April every year. Some practices will be during classroom instruction time and some will be after school.

### **Yearbook - \$500**

Responsible for putting together the school yearbook every year. Needs to be completed and ready for distribution to students by May.

### **Pay Period**

Payday is once a month on the 20<sup>th</sup> of every month. Should the 20<sup>th</sup> fall on a holiday or weekend, we will move it to the first business day. Stipends are paid once the season is complete.

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## **Substitute 2025-26 Pay Rates**

### **Daily Pay Definitions**

Half Day – assignment that are up to 4 hours in duration

Full Day – assignments that are over 4 hours in duration

### **Certified**

Regular Pay: Substitutes will be paid \$120.00 per full day when working in certified positions.

### **Classified**

Regular Pay: Substitutes will be paid \$120.00 per full day when working in classified positions.

### **Food Service**

Regular Pay: Substitutes will be paid \$120.00 per full day when working in food service positions.

### **Custodial/Facilities**

Regular Pay: Substitutes will be paid hourly when working in custodial/facilities positions.

All substitutes are required to monitor their own timecard to ensure accuracy.

### **Pay Period**

Pay Period is 16<sup>th</sup> of the month to 15<sup>th</sup> of the month. Payday is once a month on the 20<sup>th</sup> of every month. Should the 20<sup>th</sup> fall on a holiday or weekend, we will move it to the first business day.

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