

**BLACKFOOT SCHOOL DISTRICT NO. 55  
INSTRUCTIONAL SPECIALIST SALARY SCHEDULE  
2025-26**

<u>Step</u>	<u>High School Education</u>		<u>College*</u>	
	<u>Salary</u>	<u>Hourly Rate</u>	<u>Salary</u>	<u>Hourly Rate</u>
1	\$ 17,181	\$ 13.03	\$ 19,845	\$15.05
2	\$ 17,695	\$ 13.42	\$ 20,438	\$15.50
3	\$ 18,223	\$ 13.82	\$ 21,045	\$15.96
4	\$ 18,777	\$ 14.24	\$ 21,678	\$16.44
5	\$ 19,331	\$ 14.66	\$ 22,324	\$16.93
6	\$ 19,911	\$ 15.10	\$ 22,996	\$17.44
7	\$ 20,517	\$ 15.56	\$ 23,695	\$17.97
8	\$ 21,124	\$ 16.02	\$ 24,394	\$18.50
9	\$ 21,757	\$ 16.50	\$ 25,119	\$19.05
10	\$ 22,403	\$ 16.99	\$ 25,871	\$19.62
11	\$ 23,075	\$ 17.50	\$ 26,662	\$20.22
12	\$ 23,774	\$ 18.03	\$ 27,453	\$20.82
13	\$ 24,486	\$ 18.57	\$ 28,271	\$21.44
14	\$ 25,225	\$ 19.13	\$ 29,128	\$22.09
15	\$ 25,989	\$ 19.71	\$ 30,011	\$22.76

\*An individual must have at least 32 college semester credits to be placed on the college salary schedule.

- Longevity Benefit: Employees must have been employed in the district for at least 15 consecutive years or a combined 20 years and meet the Rule of 85 (age and years of service), or be age 62 in the year they will retire. Employees must notify the district administration by **March 1** of their plan to retire at the end of the following year. The longevity benefit for a full-time instructional specialist is \$4,418 on the High School scale and \$5,101 on the College scale.
- Work Schedule: 8.25 hours per day(Mon-Thurs)  
7 hours per day (8 Fridays)  
for a total of 161 days  
Average hours 8.19
- Sick Leave: 12 days
- Personal Leave: 5 days
- Bereavement Leave: Bereavement leave is granted to employees in the event of the death of an immediate employee who is a member of the bereavement leave bank must first use two (2) days of sick leave and may then be granted an additional five (5) days from the bereavement leave bank. Employees who are not members of the bereavement leave bank may use five (5) days sick leave in the event of the death of an immediate family member. These days are per occurrence.
- Benefits: Employee Health Insurance  
Life Insurance