

4029

Salary Schedule for Certificated Employees

The board of education recognizes the "salary schedule" and related provisions for compensation currently in effect resulting from negotiations between the board and the education association. This policy is intended to supplement the terms and conditions contained in the collective bargaining agreement. If there is any conflict between the terms of this policy and the collective bargaining agreement, the terms of the negotiated agreement shall control.

Horizontal Advancement. Teachers who wish to advance horizontally on the salary schedule must notify the superintendent in writing prior to June 1 of the preceding school year. Transcripts of credits must be in the Office of the Superintendent of Schools by September 1 for verification of placement on the schedule. If transcripts are not received by this date, the Teacher placement on the salary schedule will be determined with the hours on file as of September 1.

Movement Past the BA Column. Teachers who wish to advance on the salary schedule must take graduate-level courses from an accredited institution related to the teacher's professional field, the field of education, or the District's goals, which must be pre-approved in writing by the Superintendent. Approval by the Superintendent shall be based upon the instructional value of the courses to the individual and the District. Coursework past the BA column up to and including the BA+27 column may or may not be in a formal advanced degree program. To advance to the MA column, a teacher must have completed graduate-level coursework in a formal degree program and have been awarded a Master's degree from an accredited institution.

Movement Past the MA Column. Teachers who wish to advance beyond the MA column must take graduate-level courses from an accredited institution related to the teacher's professional field, the field of education, or the District's goals, which must be pre-approved in writing by the Superintendent. Approval by the Superintendent shall be based upon the instructional value of the courses to the individual and the District.

Superintendent's Review. The superintendent shall review all requests for advancement on the salary schedule resulting from a teacher's acquiring additional teaching experience or for completion of college courses, and shall report all changes to the board of education annually.

Vertical Advancement. A teacher may advance only one step vertically on the schedule in any year.

Adopted on: 11-9-2020

Revised on: 1-8-2024

Reviewed on: