



CERTIFIED SALARY SCHEDULE

	BA (Base Salary)	BA+10	BA+20	BA+30	BA+50 MA	BA+60 MA+10	BA+70 MA+20	BA+80 MA+30	BA+90 MA+40	BA+100 MA+50	PhD
Minimum	\$35,794	\$36,979	\$38,166	\$39,352	\$40,537	\$41,724	\$42,910	\$44,095	\$45,280	\$46,466	\$47,652

Based on a work calendar of 177 days for returning staff and 179 days for newly hired staff

Provisions

The salary schedule will be approved by the Board which will provide for a base salary, annual increments for experience, classifications in accordance with academic preparation, maximum allowable, payment for co-curricular assignments, allowances for prior experience of a degreed teacher in another school, and the academic requirements necessary for the receiving of the salary increment. The Board will work to maintain a salary schedule which will insure the quality of the teachers retained will continue to be high.

Experience Schedule

- A. The District will determine qualifications and placement on the salary schedule. Placement on the salary schedule is based on years and applicable credits listed on an official college transcript; carry-over hours will be noted for future advancement; no salary credit for conferences/workshops, etc. if not listed on an official college transcript; Masters/Ph.D. credit must be in staff member's specific field or an educational field.
- B. Salaries for Newly-Hired Teachers: Initial salary determination will be based on outside licensed experience of up to seven (7) years of experience, provided the experience occurred within the last sixteen (16) years and the employee has worked at least one (1) year in the past five (5) years. The Director of Human Resources shall ensure existing staff salaries are not surpassed by salaries of newly hired teachers with comparable experience and education.
- C. For position identified by the District as 'Hard-to-Fill', the Director of Human Resources may consider full-time years of experience in a relevant, professional setting so long as the individual held a recognized state issued certificate or license in the same field of employment.
- D. One (1) year of experience will be considered to be a school year. Half increments will not be granted. A teacher employed after the first day of the school year will be deemed to have served the first full school year if the period of continuous and uninterrupted employment during that year begins on or before December 31.
- E. Salaries for Returning Teachers: A salary increase may be added each contract year per approval of the Board of Education. Approved increases are applied to a staff member's existing salary level as a percentage and/or a fixed dollar amount. Increases are applied

equitably among all certified staff. All certified staff, at all salary levels, are subject to approved increases. Any percentage increase will be applied first, then fixed dollar amounts will be applied if necessary. The District minimum base salary will be impacted by only percentage increases.

In each contract year that fixed dollar amount increase is granted, the increase shall be applied only to returning staff members. This amount will become part of a staff member's recurring compensation and shall not be applied to the minimum base salary. A returning staff member's salary increase shall be greater than the increase applied to the minimum base salaries.

Since 'cells' no longer exist on the salary schedule, each staff member's current salary will be used as the base calculation for increases in the next fiscal year.

- F. Incentive 'Steps': A teacher employed during or before the 2016-2017 school year will receive as an incentive an additional \$1,000 of annual salary after completion of his/her seventh (7th) or fourteenth (14th) year in the District, depending on the availability of funds. This is for only the next milestone (7th or 14th) that will be reached under the Conditions of Employment for the 2017-2018 school year through the 2023-2024 school year. Staff newly hired for the 2017-2018 school year and thereafter are not eligible for Incentive Steps.
- G. When funds have not been available for compensation increases, movement on the salary schedule will resume from current salary placement when funds become available.
- H. A teacher who returns from a leave of absence will have up to two (2) years of leave counted toward an equal number of vertical steps on the salary schedule providing the teacher was teaching full time while on leave except in times when the salary schedule was frozen during the leave.
- I. A teacher who resigns from the District and is rehired within two (2) years shall receive full credit for prior experience with the District. Placement on the salary schedule will be determined accordingly. Leaves of absences of one (1) school year or more shall count toward the two (2) year limit.

Change in Classification

- A. Changes in classification will be granted September 1 each school year when funds are available. The effective date for this change in classification is September 1. Classification change and payroll notification is contingent upon receipt of official transcripts. Should official transcripts be delayed, an official certification of completion will be sufficient for the interim.
- B. College and university credits will be recognized for advancement and placement on the salary schedule subject to the following:
 - 1. When funds are available;

2. Credit has been granted by a recognized college or university;
3. Are senior level or graduate level classes;
4. Are in the field in which the teacher is assigned or area of professional responsibility and worked into professional objectives. Coursework outside the area of responsibility and undergraduate work will be accepted for advancement on the salary schedule if the teacher has obtained prior approval from the building principal and the Superintendent or designee attesting to the appropriateness of the course to the teacher’s professional advancement and/or teaching assignment;
5. Credits taken before a degree is conferred will not be considered for placement above that degree on the schedule;
6. Each horizontal increment is based on ten (10) semester credit hours or one hundred fifty (150) contact hours of credit with the exception of the change from the BA+30 column to the BA+50/MA column. Count begins AFTER hire date and restarts AFTER Masters date.

Salary increases for additional education are reflected in the following table. These amounts may be adjusted annually by the Board of Education approved percentage increase awarded to returning staff members. The increase(s) will be applied to a staff member’s existing salary level to create a new recurring salary.

	BA	BA+10	BA+20	BA+30	BA+50 MA	BA+60 MA+10	BA+70 MA+20	BA+80 MA+30	BA+90 MA+40	BA+100 MA+50	PhD
Additional Education Increases	-	\$1,186	\$1,186	\$1,186	\$1,186	\$1,186	\$1,186	\$1,186	\$1,186	\$1,186	\$1,186

BENEFITS

In Fiscal Year 2020, the District makes the following monthly benefit contributions totaling up to \$6,732.84 for those individual staff members qualified and electing to participate:

- Health Insurance: \$520.82 per month
- Dental Insurance: \$38.75 per month
- Life Insurance: \$1.50 per month