

**Compensation**

**Salary Schedules**

The following operational plan shall serve as implementing guidelines for the professional staff salary schedule adopted by the Board of Education:

1. Professional staff will be employed by the Board upon recommendation of the Superintendent.
2. Maintenance of the salary schedule is dependent on the local levy approvals and continued state financial support.
3. The minimum contract period for all full-time certificated staff will be determined annually by the school district.
4. The professional salary schedule does not apply to extended contract or extra-duty contracts.
5. No one can advance more than one (1) step vertically per year. The salary a teacher will receive will be determined at the time the teacher contract with the district, or by June 1 for tenured teachers. A teacher cannot progress on the salary schedule after entering into a contract for a school year, unless authorized in the contract.
6. One year of credit is given for every two full years of service in an accredited school district. Credit is given for experience in parochial or private schools if the teacher had a state teaching certificate during the time such teaching took place, and its chosen accrediting agent accredited the school.
7. In order to advance on the salary schedule for completion of additional college graduate hours, professional staff must receive approval by the administration prior to enrolling in the course.
8. Each teacher may be assigned one or more activities to sponsor without an increase in salary.
9. The Board may recognize certification and teaching in high need areas on the salary schedule when necessary to secure or retain qualified personnel in areas with a shortage of qualified staff.