

**ARTICLE XV**  
**SALARIES**

**1. Classification by Professional Preparation**

A. Unit members shall be placed on the appropriate class of the salary schedule in accordance with the degrees and advanced preparation they have completed. Reassignment to a higher classification shall become effective at the beginning of the next school year after the new classification requirements have been met.

B. Credit for credentialed teaching outside the District shall be allowed on the basis of one for one to a maximum of ten (10) years.

Non-public school work experience for nurses, speech/language teachers and psychologists will be evaluated by the initial placement committee.

C. Initial Salary Schedule Placement of Unit Members Who Have Prior Administrative Experience in the District

1. Up to ten years of prior teaching experience shall count for salary schedule placement as detailed in Section 1.B above.

**2. Salary Policy**

A. A unit member will be moved one (1) step on the salary schedule for each year of service until the highest salary in the class is reached.

B. A unit member must work at least seventy-five percent (75%) of the contract days to move one (1) step on the salary schedule.

C. Unit members who work at least forty percent (40%) but less than seventy-five percent (75%) of the contract days shall move one (1) step on the salary schedule every two (2) years.

D. All units for class advancement must have prior written approval from the Administration.

E. All hourly salary calculations shall be based on a 6.17 hour full work day.

**3. Salary Approval**

All salary placements shall be subject to the approval of the Board.

**4. Notification of Unit Member Status**

The District shall provide each unit member, by October 15 of each school year, a statement of the number of units that the District has on file for him/her.

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**5. Salary Schedule**

See attached salary schedule.

**6. Longevity**

A salary increase of \$500 times the number of years past Step 24, will be granted to those unit members who have reached AB + 70 on the salary schedule and have a mutually agreed upon active professional growth plan (*See Appendix H*).

Goal: Enhancing quality of services to students.

A mutually agreed upon professional growth plan must be in place by the last working day in May in order for the longevity compensation to be included on the first paycheck of the following year. If the Plan is not in place, the longevity compensation will begin on the first payroll after the Plan is in place. If because the Plan is not in place, the longevity compensation does not start on the first payroll, when the longevity compensation does start, it will not be retroactive. A Plan is in place when the appropriate form (Appendix H) has been completed, signed by both the unit member and site administrator and submitted to the District Office.

Elements of a professional growth plan may include:

- 1. Professional growth implementation;
- 2. Attending workshops not otherwise compensated for;
- 3. Presenting workshops;
- 4. Master teachers;
- 5. Leadership team;
- 6. Membership on site council, if elected;
- 7. Regular attendance and participation in any district committee or organization e.g. Ed Foundation, DLAC, Parent Group;
- 8. Grant writing or grant implementation;
- 9. Other mutually agreed upon activities.

The plan will be reviewed at mid-year and at year-end by the unit member and administrator.