



Certified Compensation Plan

I. Initial Placement of Certified Staff

	BA	BA+15	BA+3 0	BA+4 5	MA	MA+1 5	MA+3 0	MA+4 5	MA+6 0	PHD
Minimum	\$38,000	\$38,750	\$39,700	\$40,450	\$41,600	\$42,350	\$43,100	\$43,850	\$44,600	\$45,350
Maximum	\$42,000	\$44,750	\$48,700	\$52,450	\$57,000	\$57,750	\$58,500	\$59,250	\$60,000	\$60,750

EXPERIENCE- All full-time, verified, certificated teaching experience will be honored at a rate of \$500 per year. A maximum of 10 years of experience will be granted on initial placement.

COURSEWORK – All approved, graduate-level coursework will be honored at the following rates:

- \$65 per credit hour with a maximum of 45 credits beyond a BA degree. Amount per credit hour determined annually by the Governing Board.
- \$75 per credit hour with a maximum of 60 credits beyond a MA degree. Amount per credit hour determined annually by the Governing Board.
- \$1,000 will be granted for an MA degree
- \$1,000 will be granted for a doctorate

EXAMPLE: A teacher who has 10 years of experience with 45 credit hours past a BA degree. The teacher also has earned an MA degree.

Base Salary	\$38,000
Experience (10 x \$500)	\$5,000
Coursework (45 x \$65)	\$2,925
Master's Degree	<u>\$1,000</u>
CONTRACT AMOUNT	\$49,925

ADDITIONAL INFORMATION

- Salary and benefits are prorated based on the hire date and less than full-time equivalent (FTE) employment.
- Salaries are based on the Board-approved work calendar and contracts based on an extended work year calendar (Teacher on Assignment, Counselor) will be supplemented on a per-diem basis.
- The Classroom Site Fund accounts for an additional \$5,800 per year of base increase and performance pay on a separate schedule. The revenue the District receives from this fund is based on state sales tax revenue and state land trust sales, which fluctuate. This may result in an annual fluctuation of the Addendum salary.



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- D. Classroom Site Fund performance pay is not part of the base salary. Performance pay is awarded to all eligible certificated staff successfully completing the annual board-approved pay for performance plan. The revenue that the district receives from the Classroom Site Fund is based on state sales tax revenue, which can fluctuate. This may result in an annual fluctuation in performance pay.
- E. If the evaluation process has brought a certified evaluator to the conclusion that the performance of any individual has been unsatisfactory, that individual will be ineligible for performance pay for the current year. Staff members whose performance has been unsatisfactory will receive timely notice that this is the case. Such notice will provide an employee with a minimum of 45 instructional days to correct the inadequacy.
- F. The National Board of Professional Teaching Standards Certification will result in an additional stipend of \$2,000 per year for each year the certification is valid.
- G. Teacher on Assignment will result in an additional \$5800.00 from Classroom Site Fund per year

II. Salary Advancement for Continuing Certified Staff

COURSEWORK – All approved, graduate-level coursework will be honored at the following rates:

- \$65 per credit hour with a maximum of 45 credits beyond a BA degree
- \$75 per credit hour with a maximum of 60 credits beyond a MA degree.
- \$1,000 will be granted for a MA degree
- \$1,000 will be granted for a doctorate

ADDITIONAL INFORMATION

- A. Coursework approved and completed in each fiscal year will be used to calculate education compensation for the following contract year. For example, coursework completed from July 1st through June 30th will be used to calculate compensation for the subsequent school year. Official transcripts must be submitted no later than September 1st following the end of each fiscal year.



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