

NON-ADMINISTRATIVE LICENSED PERSONNEL SALARY SCHEDULES AND COMPENSATION

Non-administrative Licensed Personnel Annual Salary Schedule Effective July 1, 2019

	BA	BA+12	BA+24	MA	MA+20	MA+40/EdS	MA+60	MA+80/PhD
Minimum Salary	\$40,000	\$40,500	\$41,500	\$44,000	\$45,500	\$47,000	\$48,500	\$50,000

Salaries for Newly Hired Employees

Initial salary determination will be based on licensed experience in an accredited public or private PK-12 educational system, educational attainment, and commensurate with salaries of existing staff with similar experience as determined by the Superintendent or his/her designee. The Superintendent or his/her designee shall ensure existing teachers' salaries are not surpassed by salaries of newly hired teachers with comparable experience and education whenever possible.

The Superintendent may consider exceptions to this regulation for hard to fill positions; however, no candidate shall be assigned an initial salary for which they don't have adequate documentation of educational experience.

Salaries for Returning Personnel

A salary increase may be added each contract year per approval of the Board of Education.

Approved increases are applied equitably, as a percentage, among all staff.

Salary Increases for Continuing Education

All college transcript hours for salary increases shall be computed as semester hours.

Professional development or continuing education units earned after July 1 of the initial contract year may be converted to semester hours and used for salary increases in accordance with the District 12 Professional Development Guide. Professional development and continuing education units earned prior to employment in District 12 will not be considered in establishing a candidate's initial salary.

Salary adjustment for continuing education will be evaluated twice each year. Adjustments resulting from transcripts and/or other approved documents submitted by October 31 will be reflected in the November paycheck. Adjustments resulting from transcripts and/or other approved documents submitted by February 28 will be prorated March through August (starting with the March paycheck).

Salary increases for continuing education are reflected in the table below effective July 1, 2019:

	BA+12	BA+24	MA	MA+20	MA+40/EdS	MA+60	MA+80/PhD
Continuing Education Increment	\$500	\$1,000	\$2,500	\$1,500	\$1,500	\$1,500	\$1,500

Questions regarding salary increases for continuing education should be addressed to the Executive Director of Business Services.

Post-Retirement Salary Schedule

All employees approved for post-retirement employment will be paid according to the applicable salary schedule, adjusted to reduce the employee's salary to compensate for the employer PERA contribution and other associated costs to the District.

Initial Date: May 2016

Revised Date: April 2019