

File: GCBA-R - Professional Staff Salaries

A. Base pay

The base pay for teachers shall be determined annually by the Board of Education and shall remain in effect until changed or modified by the Board in accordance with applicable law.

B. Teacher's initial salary

In accordance with this procedure, the superintendent shall determine the initial salary placement for a teacher who is newly hired to the district. A teacher's initial salary shall be determined based upon the teacher's verified prior United States, PK-12 accredited school, full-year/time contracted teaching experience. Experienced teachers may be credited with a maximum of 12 years' experience.

Once a teacher's contract is signed, the matter of a teacher's initial salary is closed.

C. Alternative licensure staff/2nd career teaching-previous experience

Instructional staff who have completed licensure: Previous directly connected experience will be calculated for teacher salary placement at up to 1 step for each 2 years of directly related experience up to a max of 7 steps for fully certified teachers. Instructional staff working towards licensure or working under a sub authorization: Placed on level 1 of the teacher salary schedule and will not advance steps of experience until they have received their degree and/or licensure endorsement.

D. Extra duty pay

Teachers who are regularly assigned to duties that require extra time or responsibilities over and above their contractual obligations shall receive extra compensation.

E. Step increment increases

No licensed teacher shall be entitled to an increment increase for the next contract year unless the teacher has either received an overall rating of proficient on the educator evaluation rubric or by approval of the superintendent. Documentation will be required in the employee's personnel file when increments are not approved.

F. District budget and fiscal emergency

This procedure is subject to the district's budget adoption process as set forth in state law and to annual consideration. If the Board declares a fiscal emergency during a budget year as allowed by state law, it may reduce the salaries for all employees on a proportional basis.

G. Supersede previous policies, procedures, and exhibits.

This procedure shall supersede any previous Board-adopted policy, procedure or exhibit regarding the district's professional staff salaries or professional staff salary schedule.

Adopted: August 8, 2023

Akron School District R-1