

ARTICLE 25  
SALARY

A. Schedules

The 2013-14 ~~2016-17~~ salary schedule shall be increased by ~~one percent (1%)~~ **one half percent (1/2%)** for the 2014-15 ~~2017-18~~ salary year as described in Appendix A-1. The 2014-15 ~~2017-18~~ salary schedule shall be increased by ~~two percent (2%)~~ **one half percent (1/2%)** for the 2015-16 ~~2018-19~~ salary year as described in Appendix A-2. The 2015-16 ~~2018-19~~ salary schedule shall be increased by ~~two percent (2%)~~ **one percent (1%)** for the 2016-17 ~~2019-20~~ salary year as described in Appendix A-3.

The schedule, attached as Appendix A-1, will be for one hundred ninety-one (191) day contract (one hundred ninety-two (192) day contract for new teachers).

B. Salary Placement

~~Movement vertically on the schedule to a higher step for additional years of service may be withheld by the District for major deficiencies or where a member on a plan of assistance has been determined by the District to be making insufficient progress.~~ [MOVED TO D]

1. The District may approve a monetary amount intended to defray the cost for a member to relocate to teach in this District if the member is moving from out of state. All such approvals would be made by the Superintendent/designee.
2. Speech Pathologists, School Psychologists, Occupational Therapists, Physical Therapists, and any other employees hired by the District in a position that includes Medicaid billing (not including Medicaid admin claiming) shall be placed on the NBPTS column of the salary schedule.

**3.C** Previous Teaching/Experience Credit

Members newly hired by the District shall be given equal credit for previous teaching experience and education. For purposes of initial salary schedule placement, a year of credit will be granted only if the year of experience was served in one (1) school year for a minimum of one hundred thirty-five (135) days on contract and was at half-time or more. Additionally, a teaching license must have been required to hold the position. **At its discretion, the District may grant credit for initial salary placement to a member's relevant industry or non-teaching employment experience.**

4. **Members Teachers, either new or returning, may request a meeting with the Human Resources Director and present information as to hours or degrees not counted. If additional hours or degrees are counted, the**

change in placement will be retroactive only to the start of the current school year.

- CD.** Members not at maximum salary will be moved one (1) step yearly during the term of this agreement.

Movement vertically on the schedule to a higher step for additional years of service may be withheld by the District for major deficiencies or where a member on a plan of assistance has been determined by the District to be making insufficient progress. **In addition, vertical movement will be granted only to those employees who provide at least one hundred thirty-five (135) days of service in the preceding school year except as otherwise protected by law.**

~~C. Teachers, either new or returning, may request a meeting with the Human Resources Director and present information as to hours or degrees not counted. If additional hours or degrees are counted, the change in placement will be retroactive only to the start of the current school year. [MOVED TO B.4]~~

- DF.** National Board Certification:

Members who complete the National Board Certification process shall be advanced to the farthest right column on the salary schedule. **A member who fails to maintain National Board Certification shall be returned to the column reflecting their actual level of educational attainment, effective the pay period following the expiration of the Certification. (For a teacher who does not have a Masters degree, the lowest possible placement will be BA+45; for a teacher with a Masters degree, placement will be Masters plus actual number of credits earned, including 18 credits for the NBPTS process.)**

- EG.** The District will pick up and assume each employee's six percent (6%) share of their contribution to the Public Employees Retirement System, in accordance with ORS Chapters 238 and 238A.

- FH.** Salary Advancement

1. Movement across the salary schedule will be based on college credit hours earned subsequent to the bachelor's degree and approved in writing by the school administrator and Director of Human Resources prior to enrollment in the course.
2. In order to be approved for salary advancement the course must have application to the member's assignments, licensure, or support the member's professional growth goal(s) or the district's or school's goals. Any course(s) that a member is taking for salary advancement must be pre-approved.
3. The college credit hours must be at the graduate level taken for credit and a grade (not for pass/no pass unless a practicum course) unless otherwise approved by the District. However, a member may choose a pass/no pass option for foreign language and/or computer courses at the graduate or under graduate level.

4. It is the member's obligation to request advancement from the human resources office, in writing, when he/she believes sufficient credit hours have been earned to qualify for it. The member is responsible for providing a current transcript, or grade slips, documenting the earned credit hours. Credit hours earned during paid contract time may be used for salary advancement purposes.
5. For purposes of movement on the salary schedule, previously approved college credit hours earned by the end of summer term shall apply effective the beginning of the next school year, with proof of successful course completion to be received by September 10. Previously approved Credit hours earned between September 1 and January 1 of a school year shall be effective on January 1 of that school year on a pro-rata basis with proof of successful course completion to be received by January 10.