

ADMINISTRATIVE STAFF 2014 - 2015

	Asst Supt	Director	HS Principal	MS/CC Prin	Elem Principal	Safety/JobCorps	Asst HS	Asst MS	Asst Elem
Step 1	87,547.00	84,668.00	80,055.00	74,874.00	73,298.00	73,690.00	72,056.00	65,755.00	64,725.00
Step 2	90,127.00	86,538.00	82,226.00	76,941.00	75,365.00	75,681.00	74,002.00	67,542.00	66,407.00
Step 3	92,707.00	88,408.00	84,397.00	79,008.00	77,432.00	77,672.00	75,948.00	69,329.00	68,089.00
Step 4	95,287.00	90,278.00	86,568.00	81,075.00	79,499.00	79,663.00	77,894.00	71,116.00	69,771.00
Step 5	97,867.00	92,148.00	88,739.00	83,142.00	81,566.00	81,654.00	79,840.00	72,903.00	71,453.00
Step 6	100,447.00	94,018.00	90,910.00	85,209.00	83,633.00	83,645.00	81,786.00	74,690.00	73,135.00
Step 7	103,027.00	95,888.00	93,081.00	87,276.00	85,700.00	85,636.00	83,732.00	76,477.00	74,817.00
Step 8	105,607.00	97,758.00	95,252.00	89,343.00	87,767.00	87,627.00	85,678.00	78,264.00	76,499.00
Step 9	108,187.00	99,628.00	97,423.00	91,410.00	89,834.00	89,618.00	87,624.00	80,051.00	78,181.00
Step 10	110,767.00	101,498.00	99,594.00	93,477.00	91,901.00	91,609.00	89,570.00	81,838.00	79,863.00
Step 11	113,347.00	103,368.00	101,765.00	95,544.00	93,968.00	93,600.00	91,516.00	83,625.00	81,545.00
Step 12	115,927.00	105,238.00	103,936.00	97,611.00	96,035.00	95,591.00	93,462.00	85,412.00	83,227.00
Step 13	118,507.00	107,108.00	106,107.00	99,678.00	98,102.00	97,582.00	95,408.00	87,199.00	84,909.00
Step 14	121,087.00	108,978.00	108,278.00	101,745.00	100,169.00	99,573.00	97,354.00	88,986.00	86,591.00
Step 15	123,667.00	110,848.00	110,449.00	103,812.00	102,236.00	101,564.00	99,300.00	90,773.00	88,273.00
Step 16	126,247.00	112,718.00	112,620.00	105,879.00	104,303.00	103,555.00	101,246.00	92,560.00	89,955.00
Career Step	128,827.00	114,588.00	114,791.00	107,946.00	106,370.00	105,546.00	103,192.00	92,560.00	91,637.00
	128,827.00	114,588.00	114,791.00	107,946.00	106,370.00	105,546.00	103,192.00	94,347.00	91,637.00
Contract Length	12.00	12.00	11.00	11.00	11.00	11.00	10.00	10.00	10.00

Step placement for administrators new to the district or moving to other positions will be determined by the Supt. and Board of Education.

Career Step (CS): To qualify for CS the administrator must be ready to move beyond Step 16 and have a total of 25 years of educational experience

\$2,000 stipend for an earned doctorate degree.

An Assistant Supt is eligible to be named as Deputy Supt with a stipend range of \$6,000 - \$ 10,000.

Professional Staff Salary Schedules - Policy GCBA-AP2

CERTIFIED 2014 - 2015

	BS / CTAC	BS+20 / ICEC	MS / CCEC	MS+15 / CCEC +15	MS+30 / CCEC+30	MS+45/Spec / CCEC+45	Exp-Initial Place
Step 1	35,385.00	36,502.00	37,639.00	38,435.00	39,226.00	39,909.00	0.00
Step 2	35,913.00	37,136.00	38,528.00	39,324.00	40,115.00	40,903.00	1.00
Step 3	36,441.00	37,770.00	39,417.00	40,213.00	41,004.00	41,897.00	2.00
Step 4	36,969.00	38,404.00	40,306.00	41,102.00	41,893.00	42,891.00	3.00
Step 5	37,497.00	39,038.00	41,195.00	41,991.00	42,782.00	43,885.00	4.00
Step 6	38,025.00	39,672.00	42,084.00	42,880.00	43,671.00	44,879.00	5.00
Step 7	38,553.00	40,306.00	42,973.00	43,769.00	44,560.00	45,873.00	6.00
Step 8	39,081.00	40,940.00	43,862.00	44,658.00	45,449.00	46,867.00	7.00
Step 9	39,609.00	41,574.00	44,751.00	45,547.00	46,338.00	47,861.00	8.00
Step 10	39,609.00	42,208.00	45,640.00	46,436.00	47,227.00	48,855.00	9.00
Step 11	39,609.00	42,842.00	46,529.00	47,325.00	48,116.00	49,849.00	10.00
Step 12	39,609.00	42,842.00	47,418.00	48,214.00	49,005.00	50,843.00	11.00
Step 13	0.00	42,842.00	48,307.00	49,103.00	49,894.00	51,837.00	12.00
Step 14	0.00	42,842.00	49,196.00	49,992.00	50,783.00	52,831.00	13.00
Step 15	0.00	0.00	50,085.00	50,881.00	51,672.00	53,825.00	14.00
Step 16	0.00	0.00	50,974.00	51,770.00	52,561.00	54,819.00	15.00
Step 17	0.00	0.00	51,863.00	52,659.00	53,450.00	55,813.00	16.00
Step 18	0.00	0.00	52,752.00	53,548.00	54,339.00	56,807.00	17.00
Step 19	0.00	0.00	53,641.00	54,437.00	55,228.00	57,801.00	18.00
Step 20	0.00	0.00	54,530.00	55,326.00	56,117.00	58,795.00	19.00
Step 21	0.00	0.00	55,419.00	56,215.00	57,006.00	59,789.00	0.00
Step 22	0.00	0.00	56,308.00	57,104.00	57,895.00	60,783.00	0.00
Step 23	0.00	0.00	57,197.00	57,993.00	58,784.00	61,777.00	0.00
Step 24	0.00	0.00	58,086.00	58,882.00	59,673.00	62,771.00	0.00
Step 25	0.00	0.00	58,975.00	59,771.00	60,562.00	63,765.00	0.00
Step 26	0.00	0.00	59,864.00	60,660.00	61,451.00	64,759.00	0.00
Step 27	0.00	0.00	60,753.00	61,549.00	62,340.00	65,753.00	0.00
Step 28	0.00	0.00	61,642.00	62,438.00	63,229.00	66,747.00	0.00
Step 29	0.00	0.00	61,642.00	62,438.00	63,229.00	67,741.00	0.00
Step 30	0.00	0.00	0.00	0.00	0.00	68,735.00	0.00
Step 31	0.00	0.00	0.00	0.00	0.00	68,735.00	0.00
Step 32	0.00	0.00	0.00	0.00	0.00	68,735.00	0.00
Step 33	0.00	0.00	0.00	0.00	0.00	68,735.00	0.00

PROVISIONS (Paraphrased from Policy GCBA-R)

This schedule is for a contracted duty period of nine (9) months. Compensation for extended duty periods will be calculated at daily rate. Contract placement will be divided by 183 days multiplied by extended contract days. As teachers receive college hours they may move horizontally to the proper schedule. No more than one vertical step will be allowed in any one year.

Degreed teachers new to the district will be employed at the appropriate educational level with all years of employment experience accepted, not to exceed Step 20 on the certified salary schedule. Part-time teaching employment experience will be credited on a pro-rated basis. Previous experience is defined as only completed years of employment service in other public school districts, certificated or licensed employment in private schools accredited by the North Central Association, and in other cases as approved by the Board of Education. For purposes of this schedule, the column "Years" refers to the initial step placement plus additional annual step increases (not to exceed 19) earned in accordance with policy GCBA.

All teachers not having a Masters degree or above must earn at least five (5) semester hours of college credit during each five years of employment for salary increases. Initial placement on the salary schedule will be determined by earned college credit as supported by transcripts, grade reports, or other such written evidence filed annually with the superintendent of schools. Contracts will be revised if a sufficient amount of additional credit is established to qualify for advanced placement on the schedule prior to September 15.

In order to provide teachers with an opportunity to strengthen their teaching, the Board will allow a maximum of fifteen (15) undergraduate

CERTIFIED 2014 - 2015

credit must be designated as teacher education, undergraduate major or minor, masters major, current or future contracted teaching, and extra duty area. To qualify for the post Bachelor credit, the hours must have been earned after the completion of the Bachelor's program. To qualify for the post Master's credit, the hours must have been earned after the completion of the Master's program.

Vocational Instructors: A) After initial placement, instructors may move horizontally by earning the required number of hours at the next horizontal bracket. Additional hours used for advancement are to be earned after employment in the district and must be approved in advance. The district has an existing form to be used for all professional growth through college or training classes. B) Approved hours of technical training may be used by vocational teachers for further horizontal advancement after reaching the MS/CCEC level. This is calculated at a rate of 15 technical training hours equaling one (1) college credit hour. Technical training refers to workshops, seminars, etc. Documentation must be maintained in the staff members' files to justify advancement.

CTAC (Initial Certificate) - BS Degree plus 4,000 hours of work experience OR Associates Degree plus 5,000 hours of work experience OR 6,000 hours of work experience.

I/CEC - Same as above, but must complete 18 hours of coursework

CCCE- 4 years teaching experience, 90 hours of professional development, 2 year mentoring program, Annual PBTE, New Teacher Institute participation

\$2,000 for earned doctorate degree

