

Section 400 – Personnel

Certificated Employees Compensation and Benefits

Certificated Employee Salary Schedule

File: 407.01

The board of education recognizes the "salary schedule" and related provisions for compensation currently in effect resulting from negotiations between the board of education and the local education association. The salary schedule shall serve as a guide for the board of education in determining salaries. However, the board of education reserves the right to deviate from the schedule when, in their opinion and upon the recommendation of the superintendent of schools, it is necessary to do so to obtain the qualified personnel needed for a specific position. Factors affecting this decision may include supply and demand, years of experience, and salaries commensurate with the caliber of work performed.

College hours for graduate credit are to be established by a transcript as certified by the registrar's office of an accredited college or university. This record shall be filed in the office of the superintendent of schools by the second week in September. Failure to do so will forfeit the teacher's right to the next salary schedule increment.

The superintendent of schools shall review and approve all requests for advancements on the salary schedule resulting from a teacher acquiring additional teaching experience or for completion of college courses and shall annually report all changes to the board of education.

Any teacher may advance horizontally on the salary schedule through successful completion of college hours after the BA (BS) degree under the following provisions:

1. Hours specifically requested of the teacher by the Board of Education shall be treated as graduate hours on the salary schedule.
2. Any teacher may accumulate eighteen (18) post-BA (BS) college hours at the graduate level for horizontal advancement on the salary schedule without having the hours in a designated program of study.
3. Advancement horizontally beyond the BA (BS) + 18 level on the salary schedule shall be allowed provided all hours are part of a program of study for a master's degree in an accredited institution of higher education. Advancement may also be allowed beyond the BA (BS) + 18 level without a program of study if approval is obtained from the superintendent of schools prior to registering for a class. The same principle would apply to movement beyond the MA level.
4. Any horizontal advancement will be contingent upon an official grade sheet(s), or an amended transcript, being filed at the Central Office no later than the second week in September.
5. No teacher shall be paid retroactively to a prior year's accumulation of graduate hours. It shall be the sole responsibility of the teacher to file a record of successful completion of graduate hours as soon as possible. All records of professional preparation shall be kept at the Central Office.

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6. The Board of Education of the O'Neill Public Schools maintains the right to consider exceptions to this policy on a case-by-case basis, only after a recommendation has been made by the school's administration.

The requirements stated in the Negotiated Contract between employees in that certified collective bargaining unit and the board regarding wages and salaries of such employees shall be followed.

Cross Reference: 406 Certificated Employees - General
 407.02 Certificated Employee Salary Schedule Advancement