

3.8 -- SALARY SCHEDULE

The Salary Schedule for the next school year will be submitted to the Board of Education for consideration and approval prior to the end of the current school year. Changes may be made in accordance with changes in Minimum Foundation Program Aid and regulations of the Federal Government and in accordance with existing law. A copy of the Salary Schedule will be provided to each teacher within 30 days after adoption by the Board.

Experience is determined by the number of years of teaching in a State Accredited or North Central Accredited School, or one of the affiliates of North Central in other parts of the country (Middle Atlantic, New England, Northwestern, Southern or Western Associations).

Approved hours for additional steps on the Salary Schedule are determined by college credit earned after a degree is granted and which are related to the certified field, in the general field of education, or part of the certification requirements for a new field.* Approved hours earned after the Bachelor's Degree must be at senior or graduate level with no more than six hours of senior level. All hours that count in addition to the Master's Degree must be graduate level. **The deadline to receive an increase in pay for hours earned is November 1st. If the official transcripts are not turned in by that date, the pay increase will begin the following school year.**

Contractual obligations for employee salaries shall be paid on the twenty-sixth day of each month unless the twenty-sixth is a holiday, Saturday, or Sunday; then the obligations will be paid on the last day school is in session before the twenty-sixth during the school year, or the last work day before the twenty-sixth in June, July, and August. The first monthly payment for certificated employees whose contract is for less than twelve months shall be August 26.

Any increases in funds received by the district for any school year that are required to be paid to certified personnel will be distributed equally by adding a step (increment) to the salary schedule; or the funds will be distributed unequally based on a majority vote of the teachers and approved by the Van Buren School District Board of Education.

*An exception may be made to the requirement that hours must be earned after the degree is awarded to count toward additional steps if all the following conditions are met:

1. The Van Buren School District Number 42 by written notification from the Superintendent requests that a teacher or other certificated employee takes one or more graduate courses.
2. The employee is currently enrolled in a program toward a graduate degree.
3. Taking the course(s) requested will interrupt progress toward the degree being sought and will not count as part of the degree requirements.

4. Written assurance that the courses requested will count toward the additional steps on the Salary Schedule is provided by the Superintendent prior to enrollment in the course(s).

(Note:) Teachers receiving additional pay for senior level courses in excess of six hours on 3/8/88 will continue to receive the additional pay so long as they are employed in the Van Buren School District. A teacher who leaves employment for any reason and later returns will forfeit this privilege.

Approved by Board of Education 4/14/92
6/20/89
3/08/88

Amended by Board of Education 2/09/99