

### 3.8 -- SALARY SCHEDULE

In the Van Buren School District, teacher salary schedules may be submitted to the Board of Education for consideration and approval at any time. Changes may be made in accordance with changes in Foundation Funding, categorical funds, federal funding sources, or other revenue sources. A copy of the Salary Schedule will be posted on the web page of the Van Buren School District within 30 days after its adoption.

For contract purposes, teacher experience is determined by the number of years teaching in a school accredited by any state education system or any school accredited by any of the nationally recognized accreditation agencies.

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 1<sup>st</sup> of the current contract year. If official transcripts are not submitted to the district 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 day is a holiday, Saturday, or Sunday; If the 26<sup>th</sup> day is a holiday, Saturday, or Sunday, the obligations will be paid on the last day school is in session before the twenty-sixth day during the school year, or the last work day before the twenty-sixth in June, July, and August. The first monthly payment for certified employees whose contract is less than twelve months in length shall be the 26<sup>th</sup> day of August.

Any increases in funds to be paid to certified personnel will be equally distributed. Any unequal distribution of these funds must be preceded by a majority vote of 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

Amended by Board of Education 6/14/11