

PROFESSIONAL STAFF **SALARY SCHEDULE**

GCBA

Teacher salaries shall be determined by a salary schedule adopted by the Board, after meeting with and hearing the recommendations of the teacher committee. The schedule adopted by the Board will remain in effect until changed or modified by the Board.

Policy concerning the administration of the salary schedule is as follows:

Placement on the Schedule

All teachers hired by the District shall receive credit in accordance with the District's salary schedule for all prior years of service obtained as a teacher in any Wyoming school district, or as a teacher in the regional development preschool system as defined by *W.S. § 21-2-701 (a) (iii)*.

All new teachers entering the School District can be given appropriate experience credit for successful teaching experience outside of the State of Wyoming. No credit on the salary schedule will be granted for experience, or education gained before obtaining a teaching degree, or for hours needed for initial certification. Exceptions to the above are as follows: 1) the applicant has dual endorsements in which case, credit for the second endorsement may count on the salary schedule, 2) candidate has earned a masters plus teaching degree at the same time, 3) if credits directly apply to the teaching area.

Horizontal Advancement

To advance horizontally on the salary schedule, a teacher must earn additional undergraduate semester hour credits which are directly related to the current teaching assignment, or graduate credit hours in any field that will lead to better teaching by the teacher. To qualify, the hours must be from regionally accredited or NCATE accredited institutions.

It will be the teacher's responsibility to file with the Superintendent an official transcript of the credits to be considered for purposes of advancement. The Superintendent will be the judge in determining the applicability of undergraduate credit to the teacher's current classroom assignment. In order for the teacher to advance horizontally on the salary schedule for the current year, credits must have been earned prior to the opening of school in the fall. The official transcript reflecting these earned credits and form (GCBA-E) must be in the Superintendent's Office no later than October 1st, of each year in order to count for advancement on the salary schedule for the current school year.

Withholding of Annual Increments

The Board reserves the right to withhold the annual increment for the coming year from a teacher who fails to perform at an acceptable level, as shown by the "Teacher Performance and Development" document.

See BCE, GCBA-R2

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