

Amity School District 4J

Code: **GCBA**
Adopted: 02/08/89

Salary Schedules

Salary schedules will be established through the bargaining process.

The Board shall adhere to proper placement on the salary schedule for all staff members, except when in an emergency case it becomes necessary, in its judgment, to vary from it to fill a position. This shall not be a common practice.

The Board of Directors reserves the right to:

1. Suspend teachers' annual increments or reduce salaries, should economics dictate such a move. If such action were necessary, the Board shall comply with Oregon Statutes in their procedures.

An employee who expects to complete requirements for horizontal movement on the salary schedule shall give written notice to the superintendent per his request, for assisting with budgeting. The horizontal increments for advanced training shall be available to those teachers who have completed sufficient quarter hours of training subsequent to completion of the Bachelor's or Master's Degrees. Only credits earned after completion of the degree will apply towards advancement on the salary schedule and must be in accordance with the following provisions:

1. That the training taken is through an accredited college or university, approved by the superintendent;
2. College credits earned for salary schedule advancement may, but need not be, a part of a college-planned program. All college credits earned shall be in one's teaching field and at the graduate level, unless otherwise approved by the superintendent;
3. Official notification for credits earned prior to September 15th of the year involving placement, must be from the college or university in the form of an official transcript or grade card and must be on file in the superintendent's office prior to September 15, if the credit is to apply to a salary change for the school year.

END OF POLICY

Legal Reference(s):

[ORS 332.505](#)