

APPENDIX A-1 (Draft)

Implement a Teacher Retention Catch-Up by Increasing Current Teacher Salary Up to the Starting Salary of Newly Hired Teachers with the Same Qualifications Using Salary Schedule

I. SALARY RANGE

The salary range for the 2024-2025 school years is \$42,000 to \$73,500, not including current year increases or TRF contributions.

II. BASE SALARY INCREASES

A. General Eligibility

1. Except as provided in #2 below, a teacher who received an evaluation rating of ineffective or improvement necessary in the prior school year is not eligible for any salary increase and remains at the prior year salary.
2. A teacher who is in the first two full years of instructing students who receives an evaluation rating of improvement necessary is eligible for a salary increase.

B. Factors and Definitions

1. Evaluation rating - The teacher received a highly effective or effective evaluation rating for the prior year.
2. Academic Needs - The need to retain teachers with one or more years' experience by adjusting the salary of current teacher up to the amount identified on the New Hire Salary Schedule (Appendix A) for a new teacher with a equivalent experience and education,

C. Distribution - amounts to be added to a teacher's base salary (applied in the following order)

1. Evaluation Rating = \$500
2. Academic Needs - The salary increase for academic needs is a teacher retention catch-up. If, after receiving the \$500 increase for evaluation rating, a current teacher's salary is less than the amount a new teacher with comparable experience and education would receive based on the New Teacher Salary Schedule, an additional increase in the amount of the difference will be provided.

Experience and education account for 0% of the total possible increase.

D. Redistribution

Any funds otherwise allocated for teachers who were rated ineffective or improvement necessary will be equally redistributed to all teachers rated effective or highly effective. The redistribution will be in the form of a stipend.

III. New Hires

Newly hired teachers will be placed onto the New Hire Salary Schedule (included as Appendix A) in the row that matches the years of documented teaching experience (up to 25) and in the column (Bachelor's or Master's) that matches the level of educational attainment. Placement in the Master's column is based on the possession of a content area master's degree.

APPENDIX A

**NORTHEAST DUBOIS COUNTY SCHOOL CORPORATION
2024-2025 NEW HIRE SALARY SCHEDULE**