

PERSONNEL

Salary Scale for ~~Teachers~~ Teachers-- Placement and Advancement

A. Compensation

1. In determining initial placement on the salary scale, credit will be given for teaching experience in accredited K-12 institutions.
2. After initial placement, salary increases shall be at a rate determined annually by the School Board as part of the budget process.
3. Master's Degree Allowance: A teacher holding a Master's Degree, from an accredited college or university, in Education (M.Ed.)-or in a subject field reasonably related to the teacher's job assignment shall be eligible for the Master's Degree allowance.
4. Advanced Certificate Allowance: A teacher who holds a Certificate of Advanced Graduate Study (CAGS) or Education Specialist Degree (Ed.S.), from an accredited college or university, in education or in a subject field reasonably related to the teaching assignment shall be eligible for the Advanced Certificate Allowance.
  - The allowance may also be earned by a teacher who has successfully completing completed 30 graduate credit hours, from an accredited college or university, semester hours of graduate credit, or after beyond the completion of the master's degree, which are reasonably related to the teaching assignment. in a subject field related to the job assignment shall be eligible for the Advanced Certificate Allowance.
  - 4. • A teacher who receives this the Advanced Certificate Allowance shall not be eligible for the allowance for the Master's Degree Allowance.
5. Doctoral Allowance: A teacher who holds a doctorate, from an accredited college or university, in which the emphasis or major is reasonably related to the teaching job assignment shall be eligible for the Doctoral Allowance.
  - A teacher who receives this the Doctoral Allowance shall not be eligible for the allowance for the M.Ed., the CAGS or Ed.S. Master's Degree Allowance or the Advanced Certificate Allowance.
- 5.6. A teacher is eligible for only one degree allowance at a time. When a teacher earns a higher degree, the previous allowance ends as the new allowance takes effect.

Approved by School Board: February 16, 1993  
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Revised by Superintendent: July 2, 2008  
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Revised by Superintendent: August 18, 2021

Revised by Superintendent:

*George R. Anderson*  
3-7-2025

APPROVED AS TO  
LEGAL SUFFICIENCY

*Kamala H. Lantieri*

CONTENT APPROVED

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MARCH 5, 2025  
Chief Human Resources Officer  
Department of Human Resources