

ENGLISH LANGUAGE LEARNER (ELL) SALARY SCHEDULE
2025-2026

To qualify for placement on or movement to any given index level, the applicant or employee must meet at least two of the criteria listed horizontally. Any placement or movement is subject to approval of the Director of the Curriculum and Instruction. The Director reserves the option of placement on this schedule to best meet the needs of identified children of this school district.

INDEX	DEGREE	EXPERIENCE	CERTIFICATION	TRAINING	PROFICIENCY TEST
P-I	High school/GED	0 years	None	0 sem hours	
* P-II	High school/GED	1 - 3	None	1-7 sem hours	Highly Qualified (Parapro or 48 credit hours)
* P-III	Associates	4 - 6	None	8-15 sem hours	
* P-IV	Associates	7 - 9	None	16-23 sem hours	
* P-V	Bachelors	10+	ELL Teaching Certificate	24+ sem hours	

Experience: Work that was directly related to instruction of the ELL children.

Certification: Any certification by state agencies, federal agencies or professional organizations that relate to working with ELL children.

Professional training: Is to be determined by semester hours of credit. One semester hour is equivalent to fifteen (15) contact hours of training. The training must be in the area of ELL education.

- * If a position requires bilingual fluency in both oral and written skills, then the employee will be placed on the next higher level. Bilingual fluency will be determined by an oral/written assessment.