

Central Greene School District

Section PROFESSIONAL EMPLOYEESTitle SALARY DETERMINATIONCENTRAL GREENE SCHOOL DISTRICTDate Adopted October 21, 1981

Revised: February 19, 1991

Guide		Reference	
	428. SALARY DETERMINATION		1
1. Purpose	There shall be a salary guide for professional employees of the district that shall be applied according to this policy.	SC 1142	2
2. Definition	For the purpose of this policy, the term "professional employee" is defined in Article XI, Section 1101 (1) of the Public School Code of 1949. The term "long-term substitute" is defined as an individual who is/was employed or who has/had a reasonable anticipation of employment for a period of at least ninety (90) consecutive days, to perform the duties of another employee who is absent.		3
3. Authority	The salary guide of the district shall provide for the determination of beginning salaries for new and inexperienced employees of the district, determination of beginning salaries for experienced employees who are new to the district, and determination of salary adjustments, if any, that may be occasioned by the earning of advanced degrees while employed by the district or that may be required under law.	SC 1142 1144	4
4. Delegation of Responsibility	Credit shall be given to professional employees for the number of years of public school elementary or secondary teaching experience and of college, community college or university teaching experience, whether such experience is inside or outside of the Commonwealth of Pennsylvania. Credit will also be given to any current employee whom, in a prior school year(s) up to and including the 1990-91 school year, served as a long-term substitute, whether in Central Greene or any other school district. Beginning with the 1991-92 school year and beyond, however, no credit toward placement or advancement on the salary schedule will be given to any new employee hired by the Central Greene School		5
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5. Procedure

District for experienced gained as a long-term substitute, regardless of where the experience was gained.

Employees hired since August 1, 1979, who qualify to have their salary status adjusted under this revised policy have the 1990-91 school year to submit to the Superintendent documentation of professional employment or long-term substitute status from any previous school district(s) which employed them as professionals. Any salary adjustment would be retroactive to the beginning of the 1990-91 school year.

Professional employees hired in subsequent years must submit documentation of prior experience before their actual appointment by the Central Greene School District Board of School Directors to insure proper placement on the salary schedule.