No. 4450
SECTION: PERSONNEL
TITLE: COMPENSATION AND RELATED BENEFITS: NEW EMPLOYEE SALARY DETERMINATION

ADOPTED: 8/20/85
READOPTED: 1/29/14;11/15/16;8/20/19; 4/20/21;8/12/25
REVISED: 11/19/85;3/28/00;5/15/06; 6/21/10;12/16/14

OXFORD AREA SCHOOL DISTRICT

A. Placement on the salary schedule for new employees shall be calculated by determining the preparation level as defined in this policy and calculating previous years of experience. The Board of Directors reserves the right to set the salary of new members of the bargaining unit when there is a need for specific skills, or if a shortage of qualified teachers exists in an area, or if other specialized circumstances arise.

B. When computing allowance for previous experience, the following factors should be considered. Full credit for one year of service shall be allowed for an individual who is certified and who has served at least one hundred twenty (120) days of a basic contract year for:

1. Teaching experience in publicly supported schools, accredited colleges, and oversees American schools for dependents of military personnel.

2. Other teaching experience, including long-term substitute positions, as recommended by the Superintendent of Schools and approved by the Board of School Directors.

3. Teaching as a long-term substitute in the Oxford Area School District in one position for at least one hundred twenty (120) days of a basic contract year.

C. All credits for placement on the salary scale shall be earned at an accredited college or university and shall be at the graduate level.

D. A grade of "B-" or better or a "P" in a pass/fail course must have been earned for credits to be counted.

E. The preparation level of an employee shall be determined by the number of college graduate credits and the degree earned. The candidate shall provide an official transcript of all institutions attended to show evidence of satisfactory completion of credits. The following preparation levels are available for placement:

1. The Bachelor's Track is provided for teachers holding a college certificate valid for the subject or grades in which the teacher is giving instruction.

2. The Bachelor + 24 Track is provided for teachers holding a college certificate valid for the subject or grades in which the teacher is giving instruction and have twenty-four (24) graduate credits from an accredited college or university subsequent to the date of having acquired the degree.

3. The Master's Track is provided for teachers who, in addition to holding a college certificate valid for the subject or grades in which the teacher is giving instruction, have earned the Master's Degree from an accredited college or university.

4. The Master + 15, Master + 30, Master **+** 45 and Master + 60 Tracks are provided for teachers who, in addition to holding a college certificate valid for the subject or grades in which the teacher is giving instruction, have been awarded a Master's Degree from an accredited college or university and have accumulated fifteen (15), thirty (30), forty-five (45) and sixty (60) graduate credits respectively from an accredited college or university subsequent to the date of having acquired the degree.

5. The Doctoral Track is provided for teachers who, in addition to holding a college certificate valid for the subject or grades in which the teacher is giving instruction, have earned the Doctoral Degree from an accredited college or university.