No. 4455
SECTION: PERSONNEL
TITLE: COMPENSATION AND RELATED BENEFITS: MOVEMENT ON THE SALARY SCALE

ADOPTED: 5/15/06
READOPTED: 1/29/14;11/15/16;8/20/19; 4/20/21;8/12/25
REVISED: 6/21/10;6/17/14

OXFORD AREA SCHOOL DISTRICT

A. Movement on the salary schedule for professional employees shall be determined as per the collective bargaining agreement in effect. The Board of Directors reserves the right to set or change the salary of 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. All credits for movement on the salary scale shall be earned at an accredited college or university and shall be at the graduate level.

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

D. All credits must be certified by submitting transcripts of courses completed. The bargaining unit member will be moved to the new column as of the beginning of the new school year or as of February 1, provided that a transcript is submitted by November 1 or April 1, with the new salary prorated from the beginning of the new school year or February 1 respectively.

E. The movement of an employee on the salary scale 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 guidelines are used to determine movement on the salary scale:

1. 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 accumulated twenty-four (24) graduate credits from an accredited college or university subsequent to the date of having acquired the degree.

2. 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 subsequent to the date of having acquired a Bachelor degree.

3. 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.

4. 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.