

The board of education recognizes the "salary schedule" and related provisions for compensation currently in effect resulting from negotiations between the board of education and the local education association. The salary schedule shall serve as a guide for the board of education in determining salaries. Teachers coming into the system will be granted an entrance level, as determined by the superintendent of schools, with the approval of the board of education. Ordinarily no entry level will be granted in excess of actual experience. However, the board of education reserves the right to deviate from the schedule when, in its opinion and upon the recommendation of the superintendent of schools, it is necessary to do so to obtain the qualified personnel needed for a specific position. Factors affecting this decision may include supply and demand, years of experience, and salaries commensurate with the caliber of work performed.

College credit to be used to upgrade a teacher's position on the salary schedule shall be on file no later than September 1 of each year. If an institution will not issue an official transcript by September 1, written confirmation from a college official that courses have been satisfactorily completed will be accepted if the hours are needed for movement on the salary schedule.

- I. Hours used for credit beyond the bachelor's degree may be in any educational field. Hours used for credit beyond the master's degree must have been earned after all work for the master's degree has been completed. Only one step downward on the schedule may be taken in any one year.

The superintendent of schools shall review and approve all requests for advancements on the salary schedule resulting from a teacher acquiring additional teaching experience or for completion of college courses and shall annually report all changes to the board of education.

Refer to negotiated agreement for a copy of the current salary schedule.