

Certified (Non Administrative) Staff Salary Schedule

The Board will establish a salary schedule for its regular teaching personnel. Administration of the schedule will be in accordance with the following regulations and procedures adopted by the Board:

Starting with the 2000-2001 school year, new hires will be allowed full credit on the salary schedule for all years of teaching experience at an accredited institution. New hires will continue to be placed on this schedule in relation to the placement of present District staff with the same years of experience and education level.

A certified employee that completes one full semester (fall or spring) of contract teaching or completes ninety or more consecutive days of contract teaching will be given credit for one year teaching experience.

When horizontal movement is allowed for the current fiscal year, a certified employee may submit eligible transcript credit hours for advancement through the last day of the first semester. The salary increase for advancement will be paid retroactive to the beginning of the current school year. Inservice credits and continuing education units may not be used toward salary schedule advancement.

B.A. + 15 scale

To qualify for placement on the B.A. +15 salary scale, a certified staff member must have 15 semester hours earned after completion of Bachelor Degree or other college coursework required for valid professional certification. These hours may be graduate or under-graduate, may be earned on or off campus, and must be approved by the Superintendent of Schools.

B.A. + 30 scale

To qualify for placement on the B.A. +30 salary scale, a certified staff member must have 30 semester hours earned after receipt of Bachelor Degree required for certification. These hours must be approved by the Superintendent of Schools and taken on or off campus from an approved university of four-year college.

B.A. + 45

To qualify for placement on this scale, a certified staff member must have 45 or more semester hours earned after receipt of Bachelor's Degree required for certification. For the first 30 semester hours above the Bachelor's Degree, the stipulations for the B.A. +30 scale (preceding paragraph) shall apply. The 15 semester hours between the B.A. +30 and the B.A. +45 shall be graduate level hours taken on or off campus from an accredited

four-year college or university, shall be in the major teaching field or closely related thereto and must be approved by the Superintendent of Schools.

M.A. Scale

To qualify for placement on this scale, a certified staff member must have a Master's Degree in related area of certification and must be approved by the Superintendent of Schools.

M.A. +15 Scale

To qualify for placement on this scale, a certified staff member must have 15 ours earned after receipt of Master's Degree in related area of certification. The 15 semester hours between M.A. and M.A. +15 shall be graduate level hours taken on or off campus from an accredited four-year college or university, shall be in the major teaching field or closely related thereto and must be approved by the Superintendent of Schools.

M.A. +30 Scale

To qualify for placement on this scale, a certified staff member must have 30 hours earned after receipt of Master's Degree in related area of certification. For the 15 semester hours above the M.A. +15, the stipulations for the M.A. > +15 shall apply. The 15 semester hours between M.A. +15 and M.A. +30 shall be graduate level hours taken on or off campus from an accredited four-year college or university, shall be in the major teaching field or closely related thereto and must be approved by the Superintendent of Schools.

Ed.D/Ph.D

To qualify for placement on this scale, a certified staff member must have a doctorate degree in related area of certification and must be approved by the Superintendent of Schools.

Hours above B.A. Approved by Superintendent: All semester hours counted toward placement on the salary scale must be approved by the superintendent.

Teacher Moves to New Scale – No Penalty: A teacher may move from one salary scale to another and still receive full credit for years of service.

Teacher Above Scale: A teacher may be placed above the scale on recommendation of the superintendent and approval of the Board.

Adopted: October 26, 1971
Revised: March 27, 1979
Revised: December 11, 1984

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Revised: September 11, 2001 as per IBN (ratified September 20, 2001)
Revised: June 10, 2008
Revised: July 21, 2010

CONTRACT REF.: GRE Agreement on Salary Schedule

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7/23/2010

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