

**VALLIVUE SCHOOL DISTRICT 139
STAFF PERSONNEL - SERIES 400**

Policy: 2008-09 Salary Schedule and Placement for Certificated Employees (402.4.1)

STEP	1 BS	2 BS + 15	3 BS + 30	4 M BS + 45	5 M + 15 BS + 60	6 M + 30 BS + 75
1	31,750	31,750	31,750	31,750	31,750	32,443
2	31,750	31,750	31,750	31,750	32,443	33,741
3	31,750	31,750	31,750	32,443	33,741	35,090
4	31,750	31,750	32,443	33,741	35,090	36,494
5	31,750	32,443	33,741	35,090	36,494	37,954
6	32,443	33,741	35,090	36,494	37,954	39,472
7	33,741	35,090	36,494	37,954	39,472	41,051
8	35,090	36,494	37,954	39,472	41,051	42,693
9	36,494	37,954	39,472	41,051	42,693	44,400
10	37,954	39,472	41,051	42,693	44,400	46,177
11	39,472	41,051	42,693	44,400	46,177	48,024
12		42,693	44,400	46,177	48,024	49,945
13			46,177	48,024	49,945	51,942
14				49,945	51,942	54,020
15					54,020	56,181
16						58,428

- NOTES: (1) Grid is 4% down, 4% across
(2) Calculating Base = \$26,666
(3) Extra-curricular Salary Calculating Base = \$26,666
(4) No full-time certificated employee shall receive less than \$31,750

Policy Statement

{1.} Placement on the salary schedule according to training and experience will determine the salary for the school year consisting of 190 days of service for the teacher, including days in which school is in session. Extended contract time allowance will be determined by dividing the salary determined from the salary schedule by 190 and multiplying by the total number of days for the extended period, unless the extended time is the result of a special program or project funded by other sources, which determine the amount of funds available for the extended time.

{2.} Included in the salary schedule is an amount for a fringe benefit pool. The District makes certain insurance coverage is available for purchase from insurance companies. The employee elects their level of desired participation. (Ref.5-2-2)

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Educational Placement on Salary Schedule (Ref. 5-1-3)

- {1.} Official transcripts and credits earned *“after initial teaching certificate”* will be used in determining educational placement on the salary schedule.
- {2.} No credits shall be allowed in addition to the bachelor's degree unless accepted for an approved graduate program relative to the assignment of the teacher or unless approved by the superintendent as applicable to a program related to the educational program of the district. Additional hours start only after awarding of the bachelor's degree. No credits shall be allowed in addition to the bachelor's degree prior to becoming eligible for a teaching certificate.
- {3.} The district shall allow for one salary adjustment per year for additional credit earned as verified by official transcript or verification submitted for adjustment by September 10. Salary adjustments shall be made in the September pay period.
- {4.} Allowable credit must be graduate credit or approved by the superintendent as applicable to a program related to the educational program of the district.
- {5.} If a teacher does not agree with the educational placement determined by the superintendent, and/or business manager, he/she may request a review and a decision from the Education Placement Committee composed of two administrators appointed by the superintendent and two classroom teachers appointed by the VEA president, or in his/her absence, the vice president. Every effort shall be made by both parties to appoint knowledgeable members to the committee. In case of a tie, the committee may ask for an opinion from a college or university teacher, who is knowledgeable in the applicant's field(s) of teaching. All recommendations shall be submitted to the board, and the final determination as to placement shall be made by the board of trustees.
- {6.} An employee required to work for a period longer than the regular contracted school year shall be paid one one-ninetieth (1/190) of his/her regular salary for each additional day worked except in the event of emergency closure that required an extension of the school year.

Allowable Prior Experience (Ref. 5-1-4)

- {1.} Experience for placement on the basic salary schedule will be limited to contracted services. At least five (5) months service is required for one year's experience. Placement may be more but shall not be less than that indicated by the salary schedule.

APPROVED:

Board Chairperson

Date

Legal Reference: Master Agreement 9/12/06, 8/07/07
Date of Adoption:
Reviewed/Revised: 6/8/93, 8/9/94, 8/22/95, 8/29/96, 7/8/97, 11/10/98, 10/12/99, 10/10/00, 8/31/01, 8/30/02, 9/9/03, 8/25/04, 12/14/05, 9/12/06, 8/14/07, 5/20/08
Reviewed by: Vallivue Education Association, District Administration, Board of Trustees