

## CERTIFICATED EMPLOYEE SALARY SCHEDULE

The board shall establish salary schedules for certificated employees' positions keeping in mind the financial condition of the school district, the education and experience of the certificated employee, the educational philosophy of the school district, and other factors deemed relevant by the board.

We believe that members of the teaching profession of the school district are entitled to enjoy the benefits of a salary schedule that permits its members to live adequately in the same relationship to the community as do other professions requiring equivalent training.

We further believe that the professional salary schedule should:

1. Be based upon such professional consideration as preparation, teaching experience and professional growth.
2. Provide beginning and maximum salaries adequate to attract and hold capable people in the profession.
3. Be developed cooperatively by school board members, administrators, and teachers.
4. Permit no discrimination as to grade or subject taught, creed, race, sex, marital status, or number of dependents.
5. Recognize, through opportunities for financial advancement, added responsibilities of administrators, teachers, and other certificated school personnel.

It shall be the responsibility of the superintendent to make a recommendation to the board annually regarding the salary schedule. The salary schedule shall be subject to review and modification through the collective bargaining process.

The requirements stated in the Negotiated Contract between employees in that certified collective bargaining unit and the board regarding wages and salaries of such employees shall be followed.

Cross Reference:     406     Certificated Employees - General  
                          407.02 Certificated Employee Salary Schedule Advancement

Approved \_\_\_\_\_ Reviewed \_\_\_\_\_ Revised \_\_\_\_\_