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Statement of.....

Policy and Responsibility

SUBJECT: SPECIAL PROVISIONS – PROFESSIONAL SALARY ARTICLE II

Professional Salary

- 2.1 The basic salaries of teachers are set forth in the schedule entitled “Professional Teacher’s Salary Schedule.”
- 2.2 Credit for a previous teaching experience.
 - 2.2.1 Teachers who have previously taught in the District but withdrew from employment from the district are considered new teachers upon re-employment by the District unless the prior withdrawal was for a leave of absence authorized by the Board. When such leave was granted by the Board, reinstatement will be made according to the arrangements made at the time the leave was granted.
 - 2.2.2 New teachers with teaching experience in public elementary or secondary schools shall, upon employment by the District, be granted full credit for such experience for the first ten (10) years of teaching experience. Experience in private and parochial schools will be evaluated by the Superintendent and credit given for such experiences as s/he determines. For difficult to fill positions, MCSD and MEA may agree to award additional steps upon approval from the MCSD Board.
 - (a) New teachers who have not held teaching positions within recent years prior to employment in the district shall not be allowed credit for such previous experience unless otherwise determined by the Superintendent who shall, in such event, determine the teaching experience that shall be counted.
 - (b) No credit shall be allowed for substitute teaching.
 - (c) Teachers who teach full time at least one-half of the school year in the District will be given one school year credit on the salary schedule provided that this policy will be limited to one application per teacher, and after the first application, if the teacher teaches at least one-half of the school year, credit will be given for only one-half school year.
- 2.3 A person successfully completing eighteen months or over of active military service will be given two school years credit on the salary schedule.

2.3.1 Credit for industry experience. A teacher coming from industry (e.g. automotive, business, etc.) to fill an area of need may receive up to ten (10) years of credit for placement on the salary schedule as determined by the Human Resources Department. For difficult to fill positions, MCSD and MEA agree to award additional steps upon approval from the MCSD Board.

2.4 Movement of teachers from one salary lane to another will be done upon recommendation by a standing committee appointed by the Board. This committee shall meet and approve lane changes in September and January of each school year. Applications must be received by August 30th and January 10th to be considered. This committee shall be known as the Professional Advancement Committee and shall consist of ten members, five of whom shall be selected from a list of ten submitted to the Board by the Association. Guidelines adopted by the Committee will be subject to approval by the Board and the Association.

2.4.1. Employees shall receive credit for all academic degrees awarded by an accredited university. Salary lanes will include:

- Bachelors
- Bachelors + 20 semester hours
- Bachelors + 30 semester hours
- Masters
- Masters + 27 semester hours

All approved credits accumulate to qualify the employee for lane changes. (i.e., the coursework used to qualify for previous lane changes shall be part of the total for future lane changes. The 20 credit hours earned for the BS+20 lane change can be used to fulfill the BS+30 lane change total credit requirement so an additional 10 new credits are required to reach the 30 total.) Credit may be earned as part of an advanced degree program, or separate from any advanced degree. Advanced degrees must be related to an educational field. Credits earned before a bachelor's degree or before a teaching certificate cannot be used for lane changes.

2.4.2 Licensing required for employment in addition to a teaching certificate may be given credit for a lane change as agreed upon by Murray City School District and MEA. One additional lane will be granted for this licensure in addition to lane changes awarded by the lane change committee. This will include awarding the Master's lane and Master's +27 if they obtain a Master's degree or earn an additional 27 credit hours not used previously.

Applications should be submitted to the Director of Human Resources and approved by the Association President and the Superintendent.

Once approved for a lane change, the lane status may not revert regardless of teaching assignment as long as the current licensure is maintained by the employee.

2.5 Teachers approved for salary lane changes will be moved horizontally across the schedule to the appropriate salary lane and advanced one additional step from that of the previous contract year.

2.6. All licensed employees with contracts will be advanced one step after working a full contract year.