

ARTICLE I  
2012-2013 SALARY SCHEDULE

For the 2012-2013 school year only, the following provisions shall be in effect. One experience step and educational lane changes and steps are granted.

**(For salary placement, credits earned must be subsequent to initial certification)**

**Base 12-13: \$29,070; Base 08- 12 \$28,223**

190		BA +0	BA+12	BA+24	MA BA + 36	MA+12 BA+48	MA +24 BA + 60	MA +36 BA+ 72
LEVEL 1	0 A	31,750	31,750	31,750	32,465			
	1 B	31,750	31,750	32,465	33,682			
	2 C	31,750	32,465	33,682	34,945			
LEVEL 2	3 A		33,682	34,945	36,255	37,615	39,026	40,488
	4 B		34,945	36,255	37,615	39,026	40,488	42,008
	5 C	**34,945	36,255	37,615	39,026	40,488	42,008	43,581
LEVEL 3	6 A			39,026	40,488	42,008	43,581	45,216
	7 B			40,488	42,008	43,581	45,216	46,912
	8 C			42,008	43,581	45,216	46,912	48,672
	9 D				45,216	46,912	48,672	50,496
	10 E				46,912	48,672	50,496	52,390
	11 F					50,496	52,390	54,355
	12 G						54,355	56,394
	13 H						56,394	58,648

\*\*for initial placement of school nurses only

\*CAREER ENHANCEMENT CHART

LAST CELL IN COLUMN	YEARS OF TEACHING	AMOUNT OF ENHANCEMENT
Cell F MA + 12 or BA + 48	20+	\$500
Cell G MA + 24 or BA + 60	20-24	\$500
Cell H MA + 24 or BA + 60	25+	\$1000
Cell G MA + 36 or BA+72		
Cell H MA + 36 or BA +72	17-19	\$360
	20-24	\$860
	25-29	\$1720
	30-34	\$2580
	35-39	\$3300
	40+	\$3660

\* Eligibility for Career Enhancement is determined by total years teaching in a state accredited school and only applies to the last step in columns MA + 12/BA + 48, MA + 24/BA+60 or the last two steps MA + 36/BA + 72.

New hires' placement on the salary schedule will be according to the number of years of full-time teaching and credits earned after their initial certification. New hires with one or two years experience will be placed in level 1. Placement in level 2 or 3 will be as follows:

3 years	BA + 12 credits on Step A, Level 2	10 years	BA + 36 or MA on Step E, Level 3
4 years	BA + 12 credits on Step B, Level 2	11 years	BA + 48 or MA + 12 credits on Step E, Level 3
5 years	BA + 12 credits on Step C, Level 2	12 years	BA + 48 or MA + 12 credits on Step F, Level 3
6 years	BA + 24 credits on Step A, Level 3	13 years	BA + 60 or MA + 24 credits on Step F, Level 3
7 years	BA + 24 credits on Step B, Level 3	14-15 years	BA + 60 or MA + 24 credits on Step G, Level 3
8 years	BA + 24 credits on Step C, Level 3	16-17 years	BA + 72 or MA + 36 credits on Step G, Level 3
9 years	BA + 36 or MA on Step D, Level 3	18 + years	BA + 60 or MA + 24 credits on Step H, Level 3 BA + 72 or MA + 36 credits on Step H, Level 3

To move from level 1 to level 2, you must: 1) have earned a BA+12 and, 2) have a successful evaluation (not on a growth plan or probation). To move from level 2 to level 3, you must have a BA + 24 credits and a successful evaluation (not on a growth plan or probation).

2012-13

Salary Schedule - Based on Actual 185 Work Days for Fiscal year 2012-13

Calendar  
Days

		BA +0	BA +12	BA +24	MA BA +36	MA +12 BA +48	MA +24 BA +60	MA +36 BA +72
<b>Level 1</b>	<b>0 A</b>	30,914.47	30,914.47	30,914.47	31,610.22			
	<b>1 B</b>	30,914.47	30,914.47	31,610.22	32,795.60			
	<b>2 C</b>	30,914.47	31,610.22	32,795.60	34,025.43			
<b>Level 2</b>	<b>3 A</b>		32,795.60	34,025.43	35,301.39	36,625.19	37,998.64	39,422.61
	<b>4 B</b>		34,025.43	35,301.39	36,625.19	37,998.64	39,422.61	40,902.94
	<b>5 C</b>	34,025.43	35,301.39	36,625.19	37,998.64	39,422.61	40,902.94	42,433.84
<b>Level 3</b>	<b>6 A</b>			37,998.64	39,424.56	40,902.94	42,433.84	44,026.16
	<b>7 B</b>			39,422.61	40,902.94	42,433.84	44,026.16	45,677.18
	<b>8 C</b>			40,902.94	42,433.84	44,026.16	45,677.18	47,391.08
	<b>9 D</b>				44,026.16	45,677.18	47,391.08	49,167.27
	<b>10 E</b>				45,677.18	47,391.08	49,167.27	51,011.08
	<b>11 F</b>					49,167.27	51,011.08	52,925.01
	<b>12 G</b>						52,925.01	54,909.70
	<b>13 H</b>						54,909.70	57,104.15

\*Due to lanes being frozen in 2011, step placement is two (2) years behind.

## SALARY SCHEDULE

- A. Advancement from Level 1 to Level 2 on the salary schedule will require a certified employee to complete twelve (12) credits, as shown on the salary schedule. No retroactive advancement from Level 1 to Level 2 will be granted prior to the 2008-09 contract year.

All certified employees new to the district are strongly encouraged to complete the Meridian School District Curriculum course for the classroom teachers.

- B. Personnel on probation will not advance vertically. Any certified employee who successfully completes probation will be placed the following school year at the contracted salary amount that they would have earned had they not been on probation. Vertical advancement is limited to one step per year; however, such advancement is not automatic, but occurs only through action of the Board of Trustees.
- C. In the event a bargaining unit position cannot be filled due to a shortage of (1) qualified personnel within the district and (2) qualified applicants from outside the district, critical need may be declared by the superintendent. When critical need has been declared, a qualified applicant may be hired and placed on the salary schedule with a maximum placement as high as his or her experience warrants. Critical need will be used sparingly and will only be implemented by board action. Critical need cannot apply retroactively. The District will notify the Association of declarations of critical need and supply the Association with the written job descriptions for the positions being filled. The names, positions and salary schedule placement of those hired under the critical need declaration will promptly be submitted to the MEA president.
- D. To qualify for the supplemental amount for school psychologist requires: a 60 credit hour Masters degree; 30 graduate credits subsequent to the Masters degree; at least a 1,000 clock hour internship including clinical practicum; and certification as a school psychologist.
- E. One semester of full-time employment under contract or one contract year of half-time employment will be treated as one year of experience for all certificated employees covered by this contract.
- F. For the purpose of salary placement regarding current employees and new hires, credits earned must be subsequent to initial state teacher certification. For placement on the salary schedule at the Masters plus level, credits earned must be subsequent to a Masters degree received after initial state certification.

For the purpose of scholarship funds, credits must meet one of the following conditions:

1. be graduate credit from an accredited college/university; or
2. be in individual's major/minor academic field of study (undergraduate education classes do not qualify); or

3. be in the area of humanities, mathematics or sciences. Professional education classes do not qualify; or
  4. be in an identified area of critical need as identified by the superintendent prior to hiring new employees. Critical need cannot be applied retroactively and does not affect any employees transferring from a non-critical need assignment to a critical need assignment.
- G. Employees must request full and official transcripts from any and all universities to be sent to them for review prior to submitting the transcript to the District by October 1<sup>st</sup> for salary credit purposes. Transcripts displaying single classes only will not be accepted.
- H. Terms and conditions of salary in this contract supersede all previous contracts.
- I. Individual adjustment in the negotiated salary schedule shall not be made except as provided for in the supplemental salary schedule.
- J. For School Nurses: A State-certified "R.N." will be considered equivalent to a "BA." Initial placement on the salary schedule will be on Level 2, Step C. Continuing education units (CEU) will be accepted at a ratio of fifteen (15) CEUs for one (1) college credit.
- K. Corrections made to a certified employee's contracted salary amount from the previous year must be on or before December 1<sup>st</sup> of each year.
- L. Certificated teachers retained to replace a certificated teacher on official leave will be issued a contract for the length of the leave of the certificated employee they are replacing; the contract may be for a period of less than 185 days.
- M. The Board agrees to provide one additional release period for the Middle School Activities Directors.