

ARTICLE I
SALARY SCHEDULE

For the 2014-2015 school year only, the following provisions shall be in effect:

- A. Experience Steps
 - 1. One experience step(s) shall be granted from the placement of 2013-2014

- B. Educational Lanes
 - 1. Educational lane changes are granted
 - 2. For salary placement, credits earned must be subsequent to initial certification and reported to the District as per applicable policy

- C. Contract length
 - 1. The standard base contract, and the corresponding salary schedule, shall be based off of a 185 day Standard Contract /Schedule

- D. Minimum Salary/Base and Ratio Factor
 - 1. The False Base and Minimum salary for the purposes of the Schedule shall be \$31,750.00 for existing employees
 - 2. The True Base as used for calculation on the Schedule shall be \$28,588
 - 3. All salaries as stated on the Schedule (with the exception of the False Base) are based on the True Base compounded using the Ratio Factor of 3.75%, with the exception of the last cell under MA 36/BA 72 which is compounded using a factor of 4.25%. Minor rounding adjustments have been made so the whole numbers are not reduced in relation to a prior year's Schedule.

**2014-15
Salary Schedule**

		BA +0	BA +12	BA +24	MA BA +36	MA +12 BA +48	MA +24 BA +60	MA +36 BA +72
Level 1	1	31,750.00	31,750.00	31,750.00	31,926.00	33,124.00	34,366.00	35,654.00
	2	31,750.00	31,750.00	31,926.00	33,124.00	34,366.00	35,654.00	36,991.00
	3	31,750.00	31,926.00	33,124.00	34,366.00	35,654.00	36,991.00	38,379.00
Level 2	1		33,124.00	34,366.00	35,654.00	36,991.00	38,379.00	39,818.00
	2		34,366.00	35,654.00	36,991.00	38,379.00	39,818.00	41,311.00
	3	**34,366.00	35,654.00	36,991.00	38,379.00	39,818.00	41,311.00	42,860.00
Level 3	1			38,379.00	39,818.00	41,311.00	42,860.00	44,467.00
	2			39,818.00	41,311.00	42,860.00	44,467.00	46,135.00
	3			41,311.00	42,860.00	44,467.00	46,135.00	47,865.00
	4				44,467.00	46,135.00	47,865.00	49,660.00
	5				46,135.00	47,865.00	49,660.00	51,522.00
	6					49,660.00	51,522.00	53,454.00
	7						53,454.00	55,459.00

**for initial placement of school nurses only

***CAREER ENHANCEMENT CHART**

LAST CELL IN COLUMN	YEARS OF TEACHING	AMOUNT OF ENHANCEMENT
Step 6 MA + 12 or BA + 48	20+	\$500
Step 7 MA + 24 or BA + 60	20-24	\$500
Step 8 MA + 24 or BA + 60	25+	\$1000
Step 7 MA + 36 or BA+72		
Step 8 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 1, Level 2	10 years	BA + 36 or MA on Step 5, Level 3
4 years	BA + 12 credits on Step 2, Level 2	11 years	BA + 48 or MA + 12 credits on Step 5, Level 3
5 years	BA + 12 credits on Step 3, Level 2	12 years	BA + 48 or MA + 12 credits on Step 6, Level 3
6 years	BA + 24 credits on Step 1, Level 3	13 years	BA + 60 or MA + 24 credits on Step 6, Level 3
7 years	BA + 24 credits on Step 2, Level 3	14-15 years	BA + 60 or MA + 24 credits on Step 7, Level 3
8 years	BA + 24 credits on Step 3, Level 3	16-17 years	BA + 72 or MA + 36 credits on Step 7, Level 3
9 years	BA + 36 or MA on Step 4, Level 3	18 + years	BA + 60 or MA + 24 credits on Step 8, Level 3 BA + 72 or MA + 36 credits on Step 8, 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).

SALARY SCHEDULE

- A. Advancement from Level 1 to Level 2 on the salary schedule will require a Certified Professional 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 Professional Employees new to the District are strongly encouraged to complete the Meridian School District Curriculum course for the classroom teachers.

- B. Certificated Professional Employees on probation will not advance vertically. Any Certificated Professional 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 Master's degree; 30 graduate credits subsequent to the Master's 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 Professional 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 Master's degree received after initial state certification.
- 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 1st 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 or as otherwise addressed in this Agreement.
- 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 3. Continuing education units (CEU) will be accepted at a ratio of fifteen (15) CEUs for one (1) college credit.
- K. Corrections made to a Certificated Professional Employees contracted salary amount from the previous year must be on or before December 1st of each year.
- L. Certificated Professional Employees retained to replace a Certificated Professional Employee on official leave will be issued a contract for the length of the leave of the Certificated Professional Employee they are replacing. Accordingly, the contract may be for a duration of less than 185 days.
- M. The Board agrees to provide one (1) additional release period for the Middle School Activities Director.
- N. All full time equivalent Certificated Professional Employees shall have an eight (8) hour work day, during which time they are expected to be present upon the school's property, unless otherwise arranged through the Certificated Professional Employee's Building Administrator.
- O. Any Certificated Professional Employee who travels between schools for their assignment, who believes that their transit between schools occurs during their preparation period or duty free lunch, shall communicate such concern to their Building Principal for review and possible accommodations, where appropriate. If a Building Principal discovers that a Certificated Professional Employee has an assignment that cannot be accommodated through discussion at the Building level, the District Office shall be contacted to address additional possible accommodation solutions.