

**Ganado Unified School District No. 20**  
**Professional Growth for Certified Employees**  
**& Educational Stipend for Classified Employees**  
**School Year 2023-2024**

**Certified Staff - Professional Growth Plan (Certified Schedule only)**

- A. An employee may increase by 3% for each 12 credit hours submitted based on the Salary Schedule Educational steps (BA, BA+12, BA+24, MA/BA+36, MA+12/BA+48, MA+24, MA+36, MA+48, MA+60, PhD/EdD).
- B. Salary cap limited to 1.25 times the beginning amount for each column range
- C. Course Credit hours submitted to Human Resources by October 15 through an Official Transcript.
- D. Maximum of 6% growth for each School Year (Apprx. 24 credit hours based on reaching the next appropriate Salary Schedule Educational Steps)
- E. An Employee will not be given growth past BA+48 unless they have achieved a Masters Degree plus additional credits. An employee will not be given growth beyond MA+60 unless they achieve a PhD/EdD. Transfer credits are counted as apart of the program they are attributed or transfered to and the original credits will not be counted seperately.
- F. All professional growth must be approved by the Director of Human Resources and Superintendent prior to changes being made.

**Classified Educational Stipend**

Remains the same. All Current full time Classified employees of all levels of staffing receive a Classified Educational Stipend every year. Amounts will be re-evaluated on a yearly basis.

Degree	Amounts
AA	\$750
BA/MA	\$1,500

Governing Board Approved: February 2, 2023