

	Huron School District #2-2	Code: GCBA-4(N) Professional Staff Contracts and Compensation Plan/Teachers (Advancement in Salary)
	Policies and Regulations	

Professional Staff Contracts and Compensation Plan/Teachers (Advancement in Salary)

A. Advancement on the Schedule

Individual contracts will be modified to reflect qualified changes every year effective at the beginning of the school year, provided the superintendent's office has been notified no later than September 1 of each year. The teacher must provide proof of credits in the form of an official transcript reflecting newly earned credits. A teacher's salary would be advanced as graduate courses/degrees are acquired as specified below:

BA/BS + 15	+ \$2,500	Above BA
MA/MS	\$5,000	Above BA
Ed. Specialist	\$10,000	Above BA
Ed. Doctorate	\$15,000	Above BA

Note: There is no additional compensation for a second BA or a second MA

B. Career Recognition

A teacher who has completed 25, 30, 35 or 40 years service in the district will receive a Career Recognition stipend. The stipend will be given only every 5th year as indicated. The provision hereinabove that permits non-continuous years of service to be used in determining the career recognition stipend is only applicable in this particular provision and shall not affect any policy that requires continuous years of service, including but not limited to, the early retirement policy.

25 years of service	\$2,000
30 years of service	\$2,500
35 years of service	\$3,000
40 years of service	\$3,500

NOTE – This policy is in effect for those who completed their 25 years of service by June 30, 2021. For all other certified, CAREER RECOGNITION MOVED TO GCPC-2014(N) – Recruitment and Retention.

- C. In order to promote master level educators, all education master's degree programs to include, but not limited to, counseling and guidance, special education, health and physical education, curriculum and instruction, educational administration, and the staff member's field of study will be accepted. If the district pays no expenses, approved credit may be used for salary advancement.
- D. Any teacher who changes assignments (extra-curricular assignment not included) at the request of the school administration or board of education will retain his/her salary. All conditions relative to the change of assignment will be in writing and signed by both the superintendent and the teacher affected by the transfer. One copy of this correspondence will be given to the teacher; the other copy will be placed in the teacher's file.
- E. All base salary increases must be rounded to the nearest \$25 increments.
- F. Teachers who have National Board Certification will receive \$1,000 per year from local funds for the life of the National Board certification.