Non-Administrative Licensed (Teacher) Staff
Salary Information Procedure (GCBA 1 R)

Academy District 20 Non-Administrative Licensed (Teacher) Staff Salary Information – Effective August 2024
Based on a Work Year of 183 Days
BA Base: $51,250

Table 1.

	BA DEG*	BA+16	BA+32	BA+48	MA	MA+16	Ed.S. or MA+32	MA+48	MA+64	Ph.D. or Ed.D.
Minimum	51,250	53,121	54,993	56,864	58,736	60,607	62,479	64,350	66,222	68,093

Due to the unique nature of many Special Education positions, a variety of these positions are eligible for an annual stipend:

- Special Education Teachers - $4,000

Salaries for Newly Hiring Teachers:
Initial salary determination will be based on outside licensed full-year/full-time experience of up to 21 years in an accredited public or private Pre-K – 12 educational system and commensurate with placement of existing staff with similar experience, as determined by the Director for Human Resources. The Director for Human Resources shall ensure existing teachers' salaries are not surpassed by salaries of newly hired teachers with comparable experience and education.

For hard to fill positions, the Director for Human Resources may consider years of experience in a relevant, professional setting so long as the individual held a recognized state issued certificate or license in the same field of employment.

Salaries for Returning Teachers:
A salary increase may be added each contract year per approval of the Board of Education.

Approved increases are applied equitably, as a percentage and/or a fixed dollar amount, among all teaching staff. All teaching staff, including those at the highest and lowest salary levels are subject to approved increases.

In each year that a fixed-dollar-amount increase is granted, the increase shall be applied only to returning teachers. Such an increase shall not be applied to the minimum base salary. A returning teacher's salary increase shall be greater than the increase applied to the minimum base salaries.

The maximum teacher's salary shall not exceed two and one-half times the minimum teacher's salary and the minimum teacher's salary shall not be less than forty percent of the highest teacher's salary. "Minimum teacher's salary" is defined as the BA Degree minimum reported in Table 1 above.

Salary Increases for Additional Education:
Graduate level coursework from a regionally accredited institution may be accepted for salary increases up to the level of Ph.D./Ed.D. All graduate hours for educational salary increases are semester credit hours. Because the district values the achievement of degree levels, degree hours greater than BA+48 or in-service hours taken prior to the MA level will not be counted as hours after the MA level.

Professional learning credits earned through the Academy District 20 Professional Learning Department may be accepted for salary increases.

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Salary adjustments for education will be effective on the first day of the month after they are granted. Documentation must be turned in throughout the year as the required credits are earned to ensure adequate time for processing.

Salary increases for additional education are reflected in Table 2. Amounts will be adjusted annually by the Board of Education approved percentage increase awarded to returning teachers.

Table 2.

	BA DEG*	BA+16	BA+32	BA+48	MA	MA+16	Ed.S. or MA+32	MA+48	MA+64	Ph.D. or Ed.D.
Amount	NA	$2,077	$2,077	$2,077	$2,077	$2,077	$2,077	$2,077	$2,077	$2,077

Questions regarding salary increases for additional education should be addressed to the Director for Human Resources.

Benefits
All full-time teachers are provided with a $50,000 life insurance policy at no cost to the teacher. Additional benefits available to eligible staff members include medical, dental, and vision insurance. Voluntary benefits such as accident and cancer insurance and retirement savings accounts are also available.

A $1 million general liability insurance policy is provided for all staff members.
A $1 million benefit liability insurance policy, per occurrence, is provided for all staff members.
A $1 million errors and omissions/wrongful acts policy is provided for all staff members.

* A non-administrative staff member with a license or authorization who has not attained at least a Bachelor's degree will not be eligible for educational increments.

Adopted: July 1, 2013
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May 14, 2015
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May 10, 2018
May 9, 2019
May 21, 2020
June 3, 2021
May 12, 2022
July 1, 2022
May 11, 2023
May 9, 2024