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

ACADEMY DISTRICT 20
NON-ADMINISTRATIVE LICENSED (TEACHER) STAFF SALARY INFORMATION – Effective August 2020
Based on a Work Year of 183 Days
BA Base: $41,000

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	41,000	42,425	43,847	45,272	46,696	48,118	49,542	50,967	52,390	53,815

SALARIES FOR NEWLY HIRED TEACHERS:
Initial salary determination will be based on outside licensed experience of up to 16 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:
All hours for educational salary increases are semester hours. Undergraduate hours from a regionally accredited institution, and/or out of district professional learning credits (with prior approval from the Director for Human Resources) may be used for salary increases up to and including the level of Ph.D./Ed.D.

Only graduate level coursework from a regionally accredited institution will be accepted for salary increases. 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 granted twice each year. Transcripts and/or other approved documents turned in by September 30th will be reflected in the October paycheck. Transcripts and/or other approved documents turned in by March 31st will be prorated and reflected in the April paycheck. 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	$1,572	$1,572	$1,572	$1,572	$1,572	$1,572	$1,572	$1,572	$1,572

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

BENEFITS

All full-time teachers are provided 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.

Adopted: July 1, 2013
Revised: July 1, 2014
May 14, 2015
May 5, 2016
June 1, 2017
May 10, 2018
May 9, 2019
May 21, 2020