

## **Professional Staff Salary Schedule**

**GCBA**

Teacher salaries shall be determined by a salary schedule adopted by the Board. Concerns and recommendations of the teaching staff presented to the Board through the superintendent shall be given consideration. The schedule adopted by the Board shall remain in effect until modified or changed by the Board.

Policy concerning the administration of the salary schedule follows:

### **Placement on the Schedule**

All teachers hired by the District shall receive credit in accordance with the District's salary schedule for prior years of service obtained as a teacher in any Wyoming school district.

A teacher, with previous teaching experience in Wyoming, will be placed on the Crook County School District #1 salary schedule at a comparable salary step as if they had been employed by Crook County School District #1 during those previous years.

Teachers, new to the system, who have had from one to five years of successful out-of-state teaching experience, shall be placed on a comparable salary step as if they had been employed by Crook County School District #1 during those previous years. Teachers, new to the system, from out-of-state, who have more than five years of successful teaching experience in a single school district, may petition the Superintendent for a maximum of eight (8) years experience.

No credit on the salary schedule will be granted for experience gained before obtaining a degree.

### **Horizontal Placement**

Teachers are responsible for their professional development opportunities, including knowledge and awareness of salary schedules and benefits.

To advance horizontally on the salary schedule, all hours earned beyond the BA + 15 lane must be graduate hours in any field that will lead to better teaching by the teacher.

It shall be the teacher's responsibility to file with the superintendent an official transcript(s) of credits (either mailed or faxed directly from the college) to be considered for purposes of advancement. It is the teacher's responsibility to make a written request to the superintendent to evaluate his/her credits for consideration of horizontal movement on the salary schedule. The written request must be received in the superintendent's office by June 1 if it is to be considered for the next contract year. The superintendent shall be the judge in determining the applicability of the contract year. The superintendent shall be the judge in determining the applicability of the credits to the teacher's current

classroom assignment. In order to advance horizontally on the schedule for a specific year, credits must have been earned and official transcripts of credits received by the superintendent, prior to the running of the first payroll in September.

Use of Undergraduate Hours for Salary Schedule Placement

All semester credit hours up to B.A. + 15 may be undergraduate credits. Undergraduate may be used for salary schedule advancement beyond the B.A. + 15 lane if:

1. The credits upgrade the teacher's training in the teaching specialty of the current position held.
2. Graduate courses are not available in the teaching area and the undergraduate credits would expand the teacher's background so that instruction would be a benefit to the students of the Crook County Schools.
3. Application is made by the teacher justifying the need for the training prior to enrollment in the course(s).
4. A limit of 15 semester hours beyond the B.A. + 15 lane may be applied for salary schedule advancement.
5. A committee consisting of the superintendent, one elementary principal, one secondary principal and one teacher from Hulett, Moorcroft and Sundance schools shall judge the merits of each application. The superintendent shall chair the committee.

Adopted: December 19, 1986  
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