

Applications must be submitted prior to May 15 of each school year for reimbursement for any courses which commenced after June 1 of the previous year. The Board will distribute tuition reimbursement by June

20. Definition of Salary Schedule

The salary schedule listed in this Agreement shall be interpreted and applied in accordance with the following definitions:

LEVEL I - B.A.* - A baccalaureate degree earned at an accredited college or university.

LEVEL II - B.A.* +15 A baccalaureate degree plus fifteen (15) credits towards a master's degree earned at an accredited college or university in any subject area, or earned to meet certification requirements.

LEVEL III - M.A.* OR B.A.* +30 - A baccalaureate degree plus thirty (30) credits with appropriate professional educator certificate or a master's degree earned at an accredited college or university.

LEVEL IV - M.A.* +15 - A Master's degree plus either: (1) fifteen (15) credits toward a second Master's degree in a different field from the original Master's degree; or (2) the completion of fifteen (15) credits toward a planned Sixth Year; or (3) fifteen (15) credits in a program approved by the Superintendent. With regard to those who have not been accepted or approved to enter into a program before July 1, 2008, any second masters or credits toward a planned Sixth Year not related to educational programs offered by the Board's schools or educational certification including administrator certificate will be subject to the Superintendent's approval. Such approval must not be unreasonably withheld; however, any grievance alleging an improper withholding of such approval shall only be subject to Levels One, Two and Three of this grievance procedure, and shall not be subject to Level Four arbitration proceedings. Nothing in this provision shall be applied to change or reduce the level of any staff member employed prior to July 1, 2005.

LEVEL V - 6TH YEAR OR M.A.* + 30 - Second Master's degree in a discipline other than a discipline in which the initial Master's degree was attained; completion of thirty (30) credits in a program approved by the Superintendent beyond a Master's degree required for placement in Level III. With regard to those who have not been accepted or approved to enter into a program before July 1, 2008, any second Master's not related to educational programs offered by the Board's schools or educational certification including administrator certificate will be subject to the Superintendent's approval. Such approval must not be unreasonably withheld; however, any grievance alleging an improper withholding of such approval shall only be subject to Levels One, Two and Three of this grievance procedure, and shall not be subject to Level Four arbitration proceedings. Nothing in this provision shall be applied to change or reduce the level of any staff member employed prior to July 1, 2005.

An employee hired to commence work on or after July 1, 2002 must possess a Master's Degree to advance beyond Level III.

2015-2016 SALARY SCHEDULE

Step	Level I	Level II	Level III	Level IV	Level V
1	38,000	39,000	41,000	43,000	45,000
2	39,000	40,000	42,500	44,500	46,500
3	40,500	41,500	44,000	47,000	48,000
4	42,000	43,000	46,000	49,500	50,500
5	44,000	45,000	48,500	52,000	53,000
6	46,000	47,000	52,000	55,000	57,000
7	49,000	50,000	56,500	59,000	61,000
8	52,000	53,500	61,000	63,000	65,500
9	55,500	57,000	66,000	68,000	71,000
10	59,500	61,000	71,500	73,500	76,500
11	64,000	65,500	77,000	79,000	82,000
12	68,442	70,386	81,259	83,205	86,947

In 2015-2016 contract year, teachers will advance one step unless they are on maximum

2016-2017 SALARY SCHEDULE

Step	Level I	Level II	Level III	Level IV	Level V
1	38,000	39,000	41,000	43,000	45,000
2	39,000	40,000	42,500	44,500	46,500
3	40,500	41,500	44,000	47,000	48,000
4	42,000	43,000	46,000	49,500	50,500
5	44,000	45,000	48,500	52,000	53,000
6	46,000	47,000	52,000	55,000	57,000
7	49,000	50,000	56,500	59,000	61,000
8	52,000	53,500	61,000	63,000	65,500
9	55,500	57,000	66,000	68,000	71,000
10	59,500	61,000	71,500	73,500	76,500
11	64,000	65,500	77,000	79,000	82,000
12	69,126	71,090	82,072	84,037	87,816

In 2016-2017 contract year, teachers will advance one step unless they are on maximum

Longevity: After 15 years of service with Regional District No. 7 Board of Education, a teacher shall receive a longevity stipend according to the following schedule:

<u>Years of service</u>	<u>2014-15</u>	<u>2015-16</u>	<u>2016-17</u>
15-19	\$596.00	\$596.00	\$596.00
20-24	\$933.00	\$933.00	\$933.00
25-29	\$1,244.00	\$1,244.00	\$1,244.00
30 and beyond	\$1,555.00	\$1,555.00	\$1,555.00