



Section PROFESSIONAL EMPLOYEES

Title SALARY DETERMINATION

# Lackawanna Trail School District

Adopted

Revised November 2, 1988

## 428. SALARY DETERMINATION

### 1. Purpose

The Board retains authority and responsibility for the placement of teachers new to the district on the salary schedule.

### . Authority

The Board shall approve the initial placement of each newly employed teacher on the salary schedule in accord with stipulated guidelines.

### 3. Guidelines

It shall be the policy of this school district that all professional and temporary professional employes are placed on the negotiated salary schedule in an equitable manner.

Persons previously employed by the Lackawanna Trail School District will be given full credit for all years of satisfactory service within the district.

The placement of newly hired professional employes on the salary schedule is negotiable in terms of years credited for immediate prior experience in an accredited school system for pay purposes. More than five (5) years experience will be credited at the rate of one-half (1/2) year for every one (1) year of satisfactory experience. Should the calculation place the employe on a half-step, the placement will be moved to the next higher step on the salary schedule.

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The Board may waive the above stipulation at their discretion.

Service in a related field may be substituted for teaching experience at the discretion of the Board.

Professional employes who have been out of the teaching force prior to employment in the LTSD will be given half (1/2) credit for all prior satisfactory certificated service during the past ten (10) years. Should the calculation place the employe on a half step, the placement will be moved to the next higher step on the salary schedule.

Full credit will be given for a Masters Degree at the proper step, as determined above.

Professional employes hired with 12 or more credits beyond the Masters Degree will be placed on the appropriate column at the negotiated step.

Employment shall be determined from the date service begins, not from date of contract or Board action.

The Board may waive the requirements for placement on the salary schedule at their discretion or as the circumstances dictate.

Individuals who have served as permanent substitutes in the LTSD for two (2) semesters and who are subsequently hired as full time employes will be given credit for one (1) year of service. Partial years will not be counted unless the semesters are back to back and total one (1) year of service. Two (2) years of credit are the maximum allowed under this circumstance.

Rates for permanent substitutes shall be set by the directors.

The policy applies to professional employes hired after official Board adoption.

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