

### **2.1.1 SALARY SCHEDULE PLACEMENT**

**b.** The initial placement on the salary schedule shall be determined by the individual's experience and education level. Staff with a bachelor's degree shall be placed in the first lane. Staff with at least twenty-four (24) credits above the bachelor's degree shall be placed in the second lane. Staff with a master's degree or the equivalent shall be placed in the third lane. Staff with at least twelve (12) credits above the master's degree or equivalent, or staff with a doctorate, shall be placed in the fourth lane.

**c.** Career technical experience in an industry or field closely related to the subject they teach shall count as follows:

- 1) 2-3 years of industry experience shall be the equivalent of 1 year of classroom experience;
- 2) 4-5 years of industry experience shall be the equivalent of 2 years of classroom experience;
- 3) 6-7 years of industry experience shall be the equivalent of 3 years of classroom experience;
- 4) 8+ years of industry experience shall be the equivalent of 4 years of classroom experience.

**d.** All career technical education instructional staff shall receive an additional salary amount of \$3,000, pro-rated to full-time equivalence.

**e.** Professional employees completing academic requirements for advancement on the salary schedule must submit official transcripts no later than October 1 of each year. Transcripts received prior to October 1 shall receive retroactive pay effective to the beginning of the school year. Transcripts received on or after October 1 will be applied to the following year.

**f.** All eligible professional employees shall advance one step on the salary schedule for the 2022-2023 year.

CTE