

SALARY SCHEDULE PROVISIONS

1. This salary schedule is based on a school term of nine calendar months comprised of 175 attendance days, 4 workshop days, and one parent/teacher conference event. Counselors employed prior to April 1, 1990, will retain the factor 1.05 times their monthly salary. Counselors employed after April 1, 1990, will have their salaries computed as other teachers on extended contracts.
2. As teachers receive advanced degrees and college hours, they will move horizontally to their proper category. College hours must be completed prior to September 1 of the contract year to comply with this provision. A teacher may progress only one step horizontally and vertically each year.
3. Degreed teachers may move horizontally on the salary schedule upon completion of additional Superintendent-approved graduate hours as follows:

From Category A to B: 10 additional graduate hours	From Category D to E: 15 additional graduate hours**
From Category B to C: 10 additional graduate hours	From Category E to F: 15 additional graduate hours**
From Category C to D: Master's Degree	

***taken after completion of Master's Degree*

A maximum of 5 hours of tour/travel credit classes is allowed for horizontal advancement on the salary schedule. Teachers new to the Chillicothe R-II School District may receive credit in the various categories for Superintendent-approved graduate hours in their teaching fields which were completed as follows: for teachers with Bachelor's Degrees, the graduate hours must have been completed during the 5 years prior to their employment; for teachers with Master's Degrees, the graduate hours must have been completed during the 7 years prior to their employment.

4. Non-degreed vocational teachers with a two-year certificate shall be placed in Category A and may move horizontally according to the following schedule:

From Category A to B: 10 additional Superintendent-approved hours in their teaching fields
From Category B to C: 15 additional Superintendent-approved hours in their teaching fields
From Category C to D: 15 additional Superintendent-approved hours in their teaching fields
From Category D to E: 15 additional Superintendent-approved hours in their teaching fields
From Category E to F: 15 additional Superintendent-approved hours in their teaching fields

Non-degreed vocational teachers will not be penalized for acquiring a degree. Non-degreed vocational teachers can receive credit on the salary schedule for classes taken toward acquiring a degree only if they file a written intent with the Superintendent to acquire the degree. Said intent must include a list of proposed classes and a date by which said degree will be earned.

5. Teachers assigned duties in more than one building will be reimbursed for travel between assignments at the district's current mileage rate. Teachers will be reimbursed for out of district travel at the district's current mileage rate when the trip is approved in advance by the Superintendent of Schools or his designee.
6. A service stipend originally approved by the Board of Education on May 17, 1994, shall be paid to teachers who are on the final step of the salary schedule as follows:

Service

Stipend	Paid at end of:	
Step 1	3rd Consecutive Year on Final Step	\$500.00
Step 2	3 Additional Consecutive Years on Final Step	\$650.00
Step 3	3 Additional Consecutive Years on Final Step	\$800.00
Step 4	3 Additional Consecutive Years on Final Step	\$1,000.00

A service stipend will not be paid if a step is added to Category F during a teacher's accumulation of years toward any service stipend step. Furthermore, the accumulation of years will start over beginning with the year after the "new" step is added. Once a teacher has achieved a step on the service stipend schedule, he/she will not be set back to a prior step.

7. Teachers with perfect attendance (i.e., those who have used no sick days or personal leave days during a contract year) will receive a stipend of \$150 at the end of the contract year.
8. An annual salary supplement totaling \$3550 approved by the Board of Education on April 13, 2003, April 27, 2004, April 12, 2005, July 11, 2006, and July 10, 2007 shall be added to each teacher's salary. Part-time teachers will receive a prorated salary supplement equivalent to their percentage of full-time employment with this school district. Steps 1 and 2 of the salary schedule were eliminated by the Board of Education on June 17, 2008.
9. The Board of Education may depart from this schedule when, in its opinion, it is in the best interest of the school district to do so.