

SALARY PLACEMENT FOR NEW CERTIFICATED STAFF

The district will accept in/out of state clock hours (or equivalent hereinafter referred to as clock hours) assigned to educators at a professional development/training event for salary schedule advancement upon acceptance by OSPI.

The district will honor salary schedule placement from a preceding in/out of state district when documentation of placement is received from said district.

At the time OSPI issues a certificate and the teacher is fully certified in Washington State all clock hours earned after employment will be applied for salary schedule advancement.

CAREER TECHNICAL EDUCATION (CTE)

The district respects the value that CTE educators bring to the classroom with their years of experience in the business field. The district will acknowledge that value by counting one year of verified service in the business field as five credits of education. This will be limited to six years of verified service in the business field.

CONDITIONAL CERTIFICATION

An educator is granted an initial 2 years to finish a teaching program and earn a Residency and/or Voc Teacher certificate while holding a conditional certificate and teaching in the classroom. Additional 2 years may be granted upon adequate progress made as determined by the district. The years of experience advancement during this time will be a two to one ratio. For every two years of teaching on a conditional certificate one year of service is granted towards salary schedule advancement. When certification is completed all years of experience will be counted and the educator will advance on the years of experience scale at a one to one ratio. This will include all years served while on the conditional certificate, but only after the Residency and/or Voc Teacher certificate has been earned.

Post bachelor credits and clock hours are not eligible for salary advancement until the Residency and/or Voc Teacher certificate has been earned.