

Delta/Greely

100 SERIES - SALARY AND BENEFITS

101 REOPENERS

For FY08 & FY09, Salary (Article 105), Student Extra Curricular (Article 115), Insurance (Article 130), and Reduction in Force (Article 335).

105 Salary Schedule - FY07

Step	BA	BA+18	BA+36 MA	BA+64 MA+18	MA+36
0	\$36,203	\$37,979	\$39,844	\$41,804	\$43,860
1	\$38,332	\$40,216	\$42,195	\$44,271	\$46,451
2	\$40,216	\$42,195	\$44,271	\$46,451	\$48,740
3	\$41,799	\$43,854	\$46,015	\$48,282	\$50,663
4	\$43,032	\$45,150	\$47,375	\$49,711	\$52,163
5	\$44,303	\$46,486	\$48,779	\$51,183	\$53,707
6		\$47,859	\$50,218	\$52,698	\$55,299
7		\$49,041	\$51,459	\$53,998	\$56,666
8		\$50,250	\$52,728	\$55,334	\$58,065
9		\$51,488	\$54,030	\$56,698	\$59,499
10			\$55,099	\$57,816	\$60,677
11				\$58,963	\$61,876
12					\$63,101

FY07 one time \$750.00 bonus paid at Christmas.

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110 Salary Implementation

III. Options for Payment: The Board shall provide each teacher the following options for receiving their pay:

- A. Twelve (12) approximately equal monthly payments. (i.e. September to August or equal payments for the months employed.)
- B. Twelve (12) approximately equal monthly payments with the last three (3) payments no later than June 20.
- C. Nine (9) approximately equal monthly payments.

Option for payment shall be determined by the teacher prior to September 15. The teacher may not change options following September 15.

Teachers choosing any of the three options will be guaranteed coverage for health and life insurance from the inception of their contract until the following August 31. Those who terminate their employment prior to the end of the school term will be covered until the last day of the month in which their employment terminates.

Pay Periods: A pay period shall be one (1) calendar month. Payday shall be the 25th day of the month. If the 25th falls on a Holiday or weekend, then the last working day prior will be the payday.

A teacher, upon written request, may receive a cash advance not to exceed one thousand dollars (\$1,000) during the first month of school.

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110 Salary Implementation

- I. Conditions for Initial Placement on Salary Schedule: Up to five (5) years of teaching experience will be credited on the salary schedule, except that all persons employed in the District for the 1979-80 school year and prior years will have Alaskan experience counted year for year. BA+54 will be equivalent to MA+18 for placement on the salary schedule.
- A. In order for the teacher to qualify for placement on the column BA, BA+18, BA+36/MA, BA+54/MA+18, or MA+36, an application and transcript must be filed with the Superintendent for approval.
 - B. For new employees, credits must be earned subsequent to the eligibility for teacher certification, except that teachers completing an approved institutional education program in all courses beyond the BA. This includes five (5) year teacher-training programs.
- II. Conditions for Horizontal Movement on Salary Schedule: Approved credits will meet at least one (1) of the following criteria:
- A. Credits applicable to teacher's current assignment.
 - B. Credits in teacher's major or minor field.
 - C. Credit approved by the Superintendent which will enable teachers to accomplish particular District goals.
 - D. Credit necessary to graduate degree programs.
 - E. Certain workshops approved by the Superintendent.

Teachers seeking a change in salary on the basis of additional credits must file transcripts or a notification from a university instructor or other university official certifying that certain courses had been completed and credits earned with the Superintendent not later than October 15. After October 16, no changes will be made in salary placement except in cases of error in the original placement. Exceptions may be made in case of unusual circumstances. Teachers moving horizontally on the salary schedule will move to the earned credit column and vertically to his/her experience step but to a maximum of two (2) steps.