

SALARY SCHEDULE

Experience Credit

Teacher salary schedules are based on preparation, experience, and professional growth in service. Previous teaching experience is allowed on the teacher's salary schedule for approved teaching outside the District as follows:

- A. Experience credit is given for each full year a teacher has taught in Oklahoma State Department of Education accredited schools within the state of Oklahoma. A full year is defined as one-hundred and twenty (120) full-time teaching days.
- B. Out-of-state teaching years will be granted up to the maximum noted within the certified employee's negotiated agreement.
- C. Experience credit is given up to a maximum of five (5) years for active duty military experience.
- D. Experience credit is given for a full year of teaching if one hundred twenty days (120) have been taught as a substitute teacher.

Advancement Through Educational Levels

General Policy - No contract can be awarded for any educational level or degree, nor any payment issued upon such level or degree until an official transcript from an accredited institution of higher education is filed with the Personnel Department. In addition, higher degrees must appear on a teacher's certificate before salary adjustment will be made.

Academic course work leading to a change in educational level or degree, completed during the summer preceding the start of a contract year or previous semester, will result in a contract change for that year provided an application and official documentation are filed any time prior to October 1 of that contract year. Course work completed at the end of the first semester of a contract year will result in a contract change for the second half of the contract year provided an application and official documentation are filed any time prior to March 1 of that contract year.

The awarding of back pay for earlier completed course work or degree is not permitted beyond the conditions set forth.

Bachelors Degree. Requires official transcript, documenting course work and the date the bachelors degree was awarded.

Bachelors Plus 16 Hours. Required application and official transcript, documenting the sixteen college credit hours taken after the date the bachelors degree was awarded.

Masters Degree. Required official transcript, documenting course work and the date the masters degree was awarded. Masters Degree must appear on the teacher's certificate.

Masters Plus 16 Hours. Required application and official transcript, documenting the sixteen college credit hours taken after the date the masters degree was awarded.

Masters Plus 30 Hours. Required application and official transcript, documenting the thirty college credit hours taken after the date the masters degree was awarded.

Doctoral Degree. Required official transcript, documenting course work and the date the doctoral degree was awarded. Doctoral Degree must appear on the teacher's certificate.