

Salary Advancements for Teachers with Newly Earned Graduate Credit Hours

Background:

Belmond-Klemme teachers are paid according to the master contract which contains a salary schedule with lanes. The lanes are as follows:

BA	BA+15	BA+30	BA+40	MA	MA+15	MA+30	MA+40
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Teachers have traditionally advanced in salary for every 15 graduate hours of credit earned.

It has been the school board's practice to reward these teachers seeking to improve their instruction through the earning of additional graduate credits. The board's current rate of incentive pay is \$2,100 for every lane advancement.

NOTE: This is at the discretion of the school board.

Recommended Action:

The teachers listed below have applied, requested, and submitted transcripts for lane change advancement on the salary schedule as indicated:

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|-------------------|------------|----------|-----------|
| • Tiffany Ahrens | from BA+30 | to MA | (\$4,200) |
| • Heather Danburg | from BA+30 | to MA | (\$4,200) |
| • Leigh Jass | from BA+15 | to MA | (\$6,300) |
| • John Sifert | from MA | to MA+15 | (\$2,100) |
| • Melissa Sifert | from MA+15 | to MA+40 | (\$4,200) |

I recommend the board move to approve the above salary advancements for the teachers listed pending final review of their graduate transcripts.