

ARTICLE XV: SALARY:

The 2013-14 salary schedule shall be increased by 2% effective July 1, 2014.

The 2014-15 salary schedule in effect July 1, 2014 shall be increased by 2% effective January 1, 2015.

The 2014-15 salary schedule in effect January 1, 2015 shall be increased by 1% effective July 1, 2015.

The 2015-16 salary schedule in effect July 1, 2015 shall be increased by 3% effective January 1, 2016.

Unit members shall receive salary based on placement on the appropriate salary schedule. Unit members shall have their college transcripts evaluated by Human Resources to determine proper class and step placement. For salary purposes, all college credit or degrees must be earned at institutions accredited by the Western Association of Schools and Colleges or any equivalent agency or organization.

1. PRESCHOOL TEACHERS

Unit members serving as Preschool teachers shall be compensated based on the Pre-School Teacher Salary schedule in Appendix A of this agreement.

A. Placement on the Salary Schedule

1. Step Placement:

Unit members beginning the first year of teaching with the Office of Education shall have their experience evaluated by Human Resources to determine proper step placement. One step for each year of full-time related experience as determined by the SDCOE to a maximum of seven (7) steps will be granted.

2. Class Placement:

Class placement shall be determined as follows: