

# How Your Salary is Determined by BVSD:

## EDUCATION LEVEL (PAY LANE):

College or University credit shall be earned at an approved institution (North Central or equivalent) of higher learning. (E-46)

Guidelines for Credit Earned: Hours of credit earned after an employee has earned a BA degree, but before an MA degree is earned, cannot be applied to the MA columns. Only hours earned after the employee has earned the MA degree can be used for horizontal movement beyond the BA+48 or M column. (E-46.4)

Academic credit on the employee salary schedule shall be granted for successful completion of District programs or courses that have been identified as qualifying for credit by the District's administration. (E-46.3) Only BVSD professional growth certificates marked "for salary credit" may be used to advance on the salary schedule. Professional growth certificates from other school districts, programs, or institutions are not eligible for academic credit on the salary schedule.

\*\*\*Please Note: All transcripts must be submitted with your online application.

## EXPERIENCE (STEPS):

### Teachers:

Guidelines for Outside Experience: Teaching experience in regular accredited public schools, state approved or recognized or accredited private K-12 schools, public or private junior colleges, colleges, universities and vocational technical school will count as credit on the employee salary schedule on the basis of a one (1) year advancement on the schedule for each year of outside experience to a maximum of 5 years. (E-13.1)

Audiologists, occupational therapists, physical therapists, and speech and language specialists will be granted outside experience for state, agency, or private clinic or hospital employment with responsibilities involving K-12 age students. (E-13.1.1)

Partial years of ninety (90) or more teaching days of such experience [at .50 FTE or greater] shall be counted as full years of experience in giving outside experience credit. Substitute teaching does not qualify. (E-13.2)

### Counselors:

Counselor salary shall be determined from the Employee Salary Schedule base salary. (E-14)

Each day of work in excess of the 197 days shall be compensated at 1/197 of the annual salary (provided for the 197 days) per day. Hourly rate shall be the daily rate divided by 8 except as otherwise established in the Agreement. (E-14)

Length of Assignment: 190 days plus 7 days in-service. Length of Day: 8 hours. (E-14)

### Psychologists/Social Workers:

Psychologists and social workers salary shall be determined from the Employee Salary Schedule base salary. (E-15)

Length of Assignment: 180 days plus 7 days in-service. Length of Day: 8 hours (E-15)

Guidelines for Outside Experience: Outside experience for psychologists and social workers hired after July 1, 2001 will be granted under the following guidelines:

1.) Job related non-teaching experience must postdate an MSW degree or MA degree in Psychology; 2.) Experience must result from paid employment; 3.) Experience must include K-12 school employment, and/or state, agency, or private clinic or hospital employment with responsibilities involving K-12 age students; 4.) New candidates will be granted a maximum of 5 years outside experience. (E-15.1)

Partial years of ninety (90) or more teaching days of such experience or six (6) months or more of job related non-teaching experience [at .50 FTE or greater] shall be counted as a full year of experience in giving outside experience credit. Substitute teaching does not qualify. (E-15.2)