

**Chillicothe R-II School District
2019-20
Salary Schedule**

| STEP | Category A | | | | Category B | | | | Category C | | | | Category D | | | | Category E | | | | Category F | | | | STEP | | |
|------|-------------|----------|---------|----------|------------|----------|---------|----------|------------|----------|---------|----------|------------|----------|---------|----------|--------------|----------|---------|----------|--------------|----------|---------|----------|------|-------|--------|
| | B.S. Degree | | | | B.S. + 10 | | | | B.S. + 20 | | | | Masters | | | | Masters + 15 | | | | Masters + 30 | | | | | | |
| | INDEX | SALARY | SUPPL | TOTAL | INDEX | SALARY | SUPPL | TOTAL | INDEX | SALARY | SUPPL | TOTAL | INDEX | SALARY | SUPPL | TOTAL | INDEX | SALARY | SUPPL | TOTAL | INDEX | SALARY | SUPPL | TOTAL | | INDEX | SALARY |
| 1 | 1.0650 | \$29,980 | \$4,000 | \$33,980 | 1.1000 | \$30,965 | \$4,000 | \$34,965 | 1.1350 | \$31,950 | \$4,000 | \$35,950 | 1.1750 | \$33,076 | \$4,000 | \$37,076 | 1.2200 | \$34,343 | \$4,000 | \$38,343 | 1.2650 | \$35,610 | \$4,000 | \$39,610 | 1 | | |
| 2 | 1.0975 | \$30,895 | \$4,000 | \$34,895 | 1.1325 | \$31,880 | \$4,000 | \$35,880 | 1.1675 | \$32,865 | \$4,000 | \$36,865 | 1.2075 | \$33,991 | \$4,000 | \$37,991 | 1.2525 | \$35,258 | \$4,000 | \$39,258 | 1.2975 | \$36,525 | \$4,000 | \$40,525 | 2 | | |
| 3 | 1.1300 | \$31,810 | \$4,000 | \$35,810 | 1.1650 | \$32,795 | \$4,000 | \$36,795 | 1.2000 | \$33,780 | \$4,000 | \$37,780 | 1.2400 | \$34,906 | \$4,000 | \$38,906 | 1.2850 | \$36,173 | \$4,000 | \$40,173 | 1.3300 | \$37,440 | \$4,000 | \$41,440 | 3 | | |
| 4 | 1.1625 | \$32,724 | \$4,000 | \$36,724 | 1.1975 | \$33,710 | \$4,000 | \$37,710 | 1.2325 | \$34,695 | \$4,000 | \$38,695 | 1.2725 | \$35,821 | \$4,000 | \$39,821 | 1.3175 | \$37,088 | \$4,000 | \$41,088 | 1.3625 | \$38,354 | \$4,000 | \$42,354 | 4 | | |
| 5 | | | | | 1.2300 | \$34,625 | \$4,000 | \$38,625 | 1.2650 | \$35,610 | \$4,000 | \$39,610 | 1.3050 | \$36,736 | \$4,000 | \$40,736 | 1.3500 | \$38,003 | \$4,000 | \$42,003 | 1.3950 | \$39,269 | \$4,000 | \$43,269 | 5 | | |
| 6 | | | | | 1.2625 | \$35,539 | \$4,000 | \$39,539 | 1.2975 | \$36,525 | \$4,000 | \$40,525 | 1.3375 | \$37,651 | \$4,000 | \$41,651 | 1.3825 | \$38,917 | \$4,000 | \$42,917 | 1.4275 | \$40,184 | \$4,000 | \$44,184 | 6 | | |
| 7 | | | | | | | | | 1.3300 | \$37,440 | \$4,000 | \$41,440 | 1.3700 | \$38,566 | \$4,000 | \$42,566 | 1.4150 | \$39,832 | \$4,000 | \$43,832 | 1.4600 | \$41,099 | \$4,000 | \$45,099 | 7 | | |
| 8 | | | | | | | | | 1.3625 | \$38,354 | \$4,000 | \$42,354 | 1.4025 | \$39,480 | \$4,000 | \$43,480 | 1.4475 | \$40,747 | \$4,000 | \$44,747 | 1.4925 | \$42,014 | \$4,000 | \$46,014 | 8 | | |
| 9 | | | | | | | | | 1.3950 | \$39,269 | \$4,000 | \$43,269 | 1.4350 | \$40,395 | \$4,000 | \$44,395 | 1.4800 | \$41,662 | \$4,000 | \$45,662 | 1.5250 | \$42,929 | \$4,000 | \$46,929 | 9 | | |
| 10 | | | | | | | | | | | | | 1.4675 | \$41,310 | \$4,000 | \$45,310 | 1.5125 | \$42,577 | \$4,000 | \$46,577 | 1.5575 | \$43,844 | \$4,000 | \$47,844 | 10 | | |
| 11 | | | | | | | | | | | | | 1.5000 | \$42,225 | \$4,000 | \$46,225 | 1.5450 | \$43,492 | \$4,000 | \$47,492 | 1.5900 | \$44,759 | \$4,000 | \$48,759 | 11 | | |
| 12 | | | | | | | | | | | | | 1.5325 | \$43,140 | \$4,000 | \$47,140 | 1.5775 | \$44,407 | \$4,000 | \$48,407 | 1.6225 | \$45,673 | \$4,000 | \$49,673 | 12 | | |
| 13 | | | | | | | | | | | | | | | | | 1.6100 | \$45,322 | \$4,000 | \$49,322 | 1.6550 | \$46,588 | \$4,000 | \$50,588 | 13 | | |
| 14 | | | | | | | | | | | | | | | | | 1.6425 | \$46,236 | \$4,000 | \$50,236 | 1.6875 | \$47,503 | \$4,000 | \$51,503 | 14 | | |
| 15 | | | | | | | | | | | | | | | | | | | | | 1.7200 | \$48,418 | \$4,000 | \$52,418 | 15 | | |
| 16 | | | | | | | | | | | | | | | | | | | | | 1.7525 | \$49,333 | \$4,000 | \$53,333 | 16 | | |
| 17 | | | | | | | | | | | | | | | | | | | | | 1.7850 | \$50,248 | \$4,000 | \$54,248 | 17 | | |
| 18 | | | | | | | | | | | | | | | | | | | | | 1.8175 | \$51,163 | \$4,000 | \$55,163 | 18 | | |
| 19 | | | | | | | | | | | | | | | | | | | | | 1.8500 | \$52,078 | \$4,000 | \$56,078 | 19 | | |
| 20 | | | | | | | | | | | | | | | | | | | | | 1.8825 | \$52,992 | \$4,000 | \$56,992 | 20 | | |
| 21 | | | | | | | | | | | | | | | | | | | | | 1.9150 | \$53,907 | \$4,000 | \$57,907 | 21 | | |
| 22 | | | | | | | | | | | | | | | | | | | | | 1.9475 | \$54,822 | \$4,000 | \$58,822 | 22 | | |
| 23 | | | | | | | | | | | | | | | | | | | | | 1.9800 | \$55,737 | \$4,000 | \$59,737 | 23 | | |

* Steps 1 and 2 were eliminated by the Board of Education June 17, 2008

Additional Salary Schedule provisions on reverse side.

SALARY SCHEDULE PROVISIONS

1. This salary schedule is based on a school term of nine calendar months comprised of 174 attendance days, 5 Professional Development days and 1 teacher day, and two parent/teacher conference event. Counselors employed prior to April 1, 1990, will retain the factor 1.05 times their monthly salary. Counselors employed after April 1, 1990, will have their salaries computed as other teachers on extended contracts.
2. As teachers receive advanced degrees and college hours, they will move horizontally to their proper category. College hours must be completed prior to September 1 of the contract year to comply with this provision. A teacher may progress only one step vertically each year.
3. Degreed teachers may move horizontally on the salary schedule upon completion of additional Superintendent-approved graduate hours as follows:

| | |
|--|--|
| From Category A to B: 10 additional graduate hours | From Category D to E: 15 additional graduate hours** |
| From Category B to C: 10 additional graduate hours | From Category E to F: 15 additional graduate hours** |
| From Category C to D: Master's Degree | |

***taken after completion of Master's Degree*

A maximum of 5 hours of tour/travel credit classes is allowed for horizontal advancement on the salary schedule. Teachers new to the Chillicothe R-II School District may receive credit in the various categories for Superintendent-approved graduate hours in their teaching fields which were completed as follows: for teachers with Bachelor's Degrees, the graduate hours must have been completed during the 5 years prior to their employment; for teachers with Master's Degrees, the graduate hours must have been completed during the 7 years prior to their employment.

4. Non-degreed vocational teachers with a two-year certificate shall be placed in Category A and may move horizontally according to the following schedule:

From Category A to B: 10 additional Superintendent-approved graduate credit hours in their teaching fields
 From Category B to C: 15 additional Superintendent-approved graduate credit hours in their teaching fields
 From Category C to D: 15 additional Superintendent-approved graduate credit hours in their teaching fields
 From Category D to E: 15 additional Superintendent-approved graduate credit hours in their teaching fields
 From Category E to F: 15 additional Superintendent-approved graduate credit hours in their teaching fields

Non-degreed Teachers who possess an industry certificate: 15 hours of industry training equals 1 graduate credit hour.

Non-degreed vocational teachers will not be penalized for acquiring a degree. Non-degreed vocational teachers can receive credit on the salary schedule for classes taken toward acquiring a degree only if they file a written intent with the Superintendent to acquire the degree. Said intent must include a list of proposed classes and a date by which said degree will be earned.

5. Teacher's assigned duties in more than one building will be reimbursed for travel between assignments at the district's current mileage rate. Teachers will be reimbursed for out of district travel at the district's current mileage rate when the trip is approved in advance by the Superintendent of Schools or his designee. All reimbursement requests must be submitted by the end of May of the school year in which the expense is incurred.
6. A service stipend originally approved by the Board of Education on May 17, 1994, shall be paid to teachers who are on the final step of the salary schedule as follows:

| Service Stipend | Paid at end of: | |
|------------------------|--|------------|
| Step 1 | 3rd Consecutive Year on Final Step | \$500.00 |
| Step 2 | 3 Additional Consecutive Years on Final Step | \$650.00 |
| Step 3 | 3 Additional Consecutive Years on Final Step | \$800.00 |
| Step 4 | 3 Additional Consecutive Years on Final Step | \$1,000.00 |

A service stipend will not be paid if a step is added to Category F during a teacher's accumulation of years toward any service stipend step. Furthermore, the accumulation of years will start over beginning with the year after the "new" step is added. Once a teacher has achieved a step on the service stipend schedule, he/she will not be set back to a prior step.

7. An annual salary supplement totaling \$3550 approved by the Board of Education on April 13, 2003, April 27, 2004, April 12, 2005, July 11, 2006, and July 10, 2007 shall be added to each teacher's salary. The annual salary supplement was increased to \$4000 June 19, 2012. Part-time teachers will receive a prorated salary supplement equivalent to their percentage of full-time employment with this school district. Steps 1 and 2 of the salary schedule were eliminated by the Board of Education on June 17, 2008.
8. The Board of Education may depart from this schedule when, in its opinion, it is in the best interest of the school district to do so.
9. Salary Schedule Stipends will be given to individuals who have earned a:
 - Second master's degree (\$500);
 - Educational specialist degree (\$750); or
 - Doctorate degree (\$1,000).

This stipend will be given to teachers and administrators who go above and beyond the necessary or required degree for their current position and will only be awarded to the highest degree earned.

For non-degreed teachers who possess an industry certificate, 15 hours of industry training equals one graduate credit.

A total of 32 graduate credit hours beyond Column D on the teacher salary schedule are needed to achieve educational specialist status. A total of 64 graduate credit hours beyond Column D on the teacher salary schedule are needed to achieve doctorate status.

Approved 6/19/12
 Revised 7/9/14
 Revised 7/21/16