

OREGON CITY SCHOOL DISTRICT

**Regulation: SALARY SCHEDULE PLACEMENT
FOR CERTIFICATED EMPLOYEES**

**Number: 3510R
Approved: 7/92**

1. At the time of initial employment, prior teaching experience will be appraised to determine placement on the salary schedule. The exact amount of credit allowed will be determined by the type, nature and recentness of the experience. New teachers will not be placed on the salary schedule above teachers who have had continuous employment with the District, provided the training, experience and work schedule is comparable.
2. Teachers new to the District shall be granted credit for previous experience year for year, not to exceed 7 years, provided the previous experience meets the following condition:
 - 2.1 One year's experience credit will be allowed if a teacher has taught 135 or more contract full days during one school year in another district(s). The 135 days may be the total of contracted days in more than one district, but may not be substitute days.
3. Credit for teaching experience in private schools or in higher education or for non-teaching work experience relevant to a teacher's assignment may be granted, at the discretion of the Superintendent.
4. Placement on the appropriate column of the salary schedule shall be made on the basis of official transcripts and data on file with the Personnel Office. All such documents must be submitted to the Personnel Office prior to the writing of a contract for the teacher. (With an appropriate teaching certificate, a teacher will be placed at BA, Step 0 experience on the Certified Salary Schedule until verification of college credits and previous teaching experience is received. Adjusted placement on the schedule will be retroactive to the beginning of the current school year.)
5. Beginning with the 1989-90 school year, any teacher, regardless of FTE, employed in the Oregon City School District for a minimum of 87 contract days during the school year shall be eligible for a full experience step on the salary schedule.

Approved: _____

_____ Date

NOTE: On both sides of this sheet you will find information relevant to your placement on the certified salary schedule. Please read both sides carefully and sign your name on the line provided, indicating you have read the material.

Full Time Equivalency (FTE) of Part-Time Teachers

Part-time teachers will be paid on a prorated basis, as compared to full-time teachers, for the number of periods they teach, plus the amount of time they are to spend on duty assignments, preparation period, and various other activities. In addition, they will spend an exact amount of time in the building based on their percent of pay.

The pay rate and time required in building for part-time teachers is as follows:

1. Full-Time Teachers = Eight (8) hours per day and 100 percent (100%) of placement on salary schedule.
2. Four (4) Periods Taught = Six (6) hours per day and seventy-five percent (75%) of placement on salary schedule.
3. Three (3) Periods Taught = Four (4) hours per day and fifty percent (50%) of placement on the salary schedule.
4. Two (2) Periods Taught = Two hours, 38 minutes per day and thirty-three percent (33%) of placement on the salary schedule.
5. One (1) Period Taught = One hour, 17 minutes per day and sixteen percent (16%) of placement on the salary schedule.

All part-time teachers shall be appropriately placed on the salary schedule, receiving prorated salaries and benefits and one step increment for each year of service (see Article 28 - Part-Time Teachers of the collective bargaining agreement), with the exception of tuition reimbursement which is addressed in Article 19, C.2.

(over)