

Dallas School District 2

Code: **GCB**
Adopted: 7/22/02

Professional Compensation

The School Board believes that licensed teachers and specialists should receive the compensation to which each is entitled in relation to training, successful experience, and assignment on the salary schedule agreed upon between the bargaining group and the School Board. In addition, the School Board, accepts the responsibility for assuring District patrons that all requirements are met by each licensed staff member for the compensation paid. Therefore, the following policy statements shall serve as the basis for determining proper compensation within the agreement with the licensed staff bargaining group:

1. Initial placement on the salary schedule shall be made by the Superintendent based upon the evaluation of the official transcripts of credit for meeting training requirements and upon the evaluation of verified experience for appropriateness to the assignment. No experience will be granted for teaching in a non-accredited school. Acceptance of the salary offered, based on these evaluations, shall indicate agreement with the evaluation.
2. Advancement on the salary schedule based upon additional college training credits earned shall be granted only after evaluation of official transcripts to determine if the credits were earned subsequent to the date the designated degree was awarded. For an advancement based upon additional college training, official transcripts must be submitted to the Superintendent by September 10 of any year. Advancement based upon additional college training shall be limited to horizontal movement (to a different training column). Vertical movement (experience step) shall be limited to one step in any year after initial placement.
3. To count a year of experience, a person must be employed a minimum of 95 contract work days in a school year or a minimum of 3 3/4 hours per day for the full school year.
4. All salaries paid are subject to the following deductions and the deputy clerk is authorized to make such deductions.
 - a. Federal income tax withholding;
 - b. Oregon income tax withholding;
 - c. Federal Social Security tax withholding;
 - d. Absence for which leave benefits are not applicable withheld at 1/190 of contract salary;
 - e. Such other deductions as are required by law, covered by Policy, or by the Agreements with the collective bargaining group.

END OF POLICY

Legal Reference(s):

[ORS 243.650](#) (10), (16)
[ORS 243.666](#)
[ORS 332.107](#)

[ORS 332.505](#)
[ORS 652.110](#)

[ORS 652.120](#)
[ORS 652.610](#)