

# Lake County School District 7

Code: **GCBA**  
Adopted: 8/12/02  
Readopted: 3/28/11  
Orig. Code(s): GCBA

## Licensed Staff - Placement on Salary Schedule

It is the policy of the Board to place new employees on the appropriate salary schedule, unless other provision is made in the employee's collective bargaining agreement. Salary placement will be governed in accordance with the collective bargaining agreement and the following requirements:

1. Experience

Prior teaching experience for new employees is subject to evaluation by the Board. The exact amount of credit allowed will be governed by the type, nature and recency of the experience. Up to two years experience may be given for military service or business experiences properly evaluated and recommended by the superintendent. New teachers coming into the system will not be placed on the salary schedule above teachers who are now teaching in the district, provided the training, experience and work schedule are comparable;

2. Credit Allowed

The superintendent may grant full credit of outside experience to new employees.

3. Horizontal Movement

Teachers eligible for a horizontal change on the salary schedule must present notice to the superintendent by September 20 of that year and must verify the earned units by October 15 in order to receive retroactive pay for that year. After receipt of official transcripts or other official verification of work completed from an accredited educational institution, the superintendent will evaluate the credits and make the salary change. District credit for special study, research or travel may be used with the approval of the superintendent and Board to advance horizontally on the salary schedule.

END OF POLICY

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**Legal Reference(s):**

[ORS 332.505](#)