PERSONNEL

Professional Personnel – Salary Schedule Advancement, Adjustments, and Supplemental Pay

Placement on the Salary Schedule
Placement on the salary schedule will be based on teaching experience and academic credit. Placement will be substantiated according to the official transcript of credits which must be filed in the office of the Superintendent. Teaching experience must be verified by documentary evidence from the school systems in which the experience was acquired.

Credit for Experience
A year of experience shall be defined as:
- Having been employed as a full-time teacher by Macomb 185 and one who is present and participating in the educational program of District 185 for 120 days within a contractual school year.
- Having taught in an Illinois public school for one full school year
- Having taught in a certified public school of another state for a full academic year of that state

Placement on the Salary Schedule at time of Employment
A teacher with previous teaching experience may transfer onto the Macomb CUSD 185 salary schedule years of experience as agreed at time of hire.

Credit for Graduate Coursework
Teachers who have a Masters degree as a means to earn initial certification will be placed at the BA Level. Teachers who have earned graduate credit as a means to earn initial certification will not be given credit for that coursework and movement on the salary schedule.

Teachers who earn graduate hour credit may be advanced on the salary schedule provided the following requirements have been met:
- Coursework must be in an area to advance professional teaching proficiency or a certified graduate degree program and be preapproved by the teacher’s building principal and the District Curriculum Director.
- All hours must be earned at an N.C.A.T.E. accredited college/university.
- A final grade of B or above must have been earned.
- An official transcript from the college/university demonstrating successful completion must be on file in the District’s administrative office.
- The employee must be in active pay status.

Teachers taking such course work must have completed the course prior to September 1 in order to receive credit for horizontal movement on the salary schedule for the current school year. Transcripts must be filed in the Superintendent’s office by September 15 in order to be reflected in the September paycheck. In no case will a transcript be accepted for this purpose after October 15. Course work completed after September 1 or transcripts filed after October 15 will be effective with the next academic year.

Stipends
A stipend may be rendered those professional employees who are performing additional or special services as outlined in the negotiated agreement. These stipends shall be temporary and shall be effective only for the school year in which the extra service or duty is rendered. The continuation of a stipend for performing additional, or special, services shall be at the discretion of the Board of Education through the recommendation by the Superintendent.
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23 Ill. Admin.Code §226.800, 525.110
77 Ill.Admin. Code §527.800

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