

EXHIBIT

GCBA-EA

PROFESSIONAL STAFF
SALARY SCHEDULES

SALARY ADVANCEMENT PRE-APPROVAL FORM

Instructions: For those seeking professional growth advancement, stipends, and salary increases, pre-approval and documented post-approval (See form GCBA-EB) is required. Upon completion of anticipated course work, official transcripts or other written proof of work must be filed in the District Office [Human Resources or Superintendent] prior to the distribution of any current-year stipend or subsequent year salary advancement.

Note: current Board-approved per credit hour stipends and salary advancement for completion of pre-approved advancement plans and advanced degrees and/or National Board Certification amounts are: \$125/credit hour, \$1000/MA or MS degree and \$1500/EdD or PhD, and \$2400 for National Board Certification.

I am submitting this plan for professional growth to you for pre-approval before enrolling in courses, seminars or workshops. I understand that the courses must be in my current teaching discipline or in approved major or minor subject areas. I am paying all fee and related costs associated with the proposed professional work. I understand that District-funded courses apply only for recertification hours.

Upon pre/post-approval, a current year stipend and subsequent salary advancement will occur for the addition of Arizona Department of Education (ADE) Certification Approved Areas or Endorsements which are additional to those which are required for the current teaching assignment at rate of six hundred dollars (\$600) per area/endorsement.

The professional growth committee will hear appeals for approval or disapproval of courses with respect to the above criteria.

Staff members who enroll in District-sponsored courses are required to attend all class meetings. All work missed because of absence will be made up at the discretion of the sponsors. Unexcused absence will be handled as follows:

- A. One (1) hour credit course - one (1) unexcused absence allowed.
- B. Two (2) hour credit course - two (2) unexcused absences allowed.
- C. Three (3) hour credit course - three (3) unexcused absences allowed.

Personnel who exceed the number of allowed unexcused absences shall automatically be dropped from the course, and no credits shall be awarded.

The committee shall consist of:

- A. The Superintendent or a designee thereof.
- B. One (1) Governing Board member.
- C. The president-elect of the Mingus Union Education Association (MUEA) or designee thereof.
- D. One non-MUEA member teacher.

Teachers experiencing problems relating to their initial salary determination and/or other provisions of the salary structure for continuing staff are encouraged to appear before the committee for resolution.

Non-approved courses and in-service credit may be used to document recertification with the Arizona Department of Education.