



Starting Salary Placement, Tier Changes and Lane Changes New Hires and Current Certified Teaching Staff FY 2020-2021

New Hires

New Hire Salary Placement	
Tier	Years of Experience
1	No experience up to 4 years of experience
2	4+ years

Tier	BA	BA+12	BA+24	MA	MA+12	MA+24	MA+36	MA+48	MA+60	EdD
				BA+36	BA+48	BA+60	BA+72	BA+84	BA+96	
1	37,075	38,175	39,275	40,375	41,475	42,575	43,675	44,775	45,875	46,975
2	39,075	40,175	41,275	42,375	43,475	44,575	45,675	46,775	47,875	48,975
3	39,575	40,675	41,775	42,875	43,975	45,075	46,175	47,275	48,375	49,475

**Certified teaching staff are eligible for 301 money in addition to base pay.

***Total annual salary for instructional coaches (IC) is base pay plus \$10,000. IC's are not eligible for 301 money.


Tier Placement and Progression – New Hires and Existing Certified Teaching Staff

Progression Through Tiers	
Tier 1	<ul style="list-style-type: none"> Newly hired employees, with up to four years of verified teaching experience, are placed in Tier 1 in the column that corresponds with their level of college education. Placement is based upon highest degree conferred plus any graduate-level credit hours earned which are relative to the employee's teaching position and/or professional advancement. Employees will remain in this Tier for a minimum of two full school years and not more than four full school years. Following the second full school year AND upon receiving an evaluation label of "effective" or "highly effective" in the most recent evaluation, employee will move to Tier 2 at the beginning of the next fiscal year. Current employees, or new employees hired prior to the fourth quarter, will receive any increases to base pay approved by the Governing Board for the coming fiscal year. Employees hired anytime during the fourth quarter of the school year and offered a contract for the next fiscal year will continue to be paid the wage at which they were hired. Employees moving from Tier 1 to Tier 2 will receive a \$2,000 increase to their base pay.
Tier 2	<ul style="list-style-type: none"> Newly hired employees, with 4+ years of verified teaching experience, are placed in Tier 2 in the column that corresponds with their level of college education. Placement is based upon highest degree conferred plus any graduate-level credit hours earned relative to employee's teaching position and/or professional advancement. Probationary teachers* must remain in this Tier until they receive continuing status. Once continuing status AND an evaluation label of "effective" or "highly effective" in the most recent evaluation is achieved, the employee will move to Tier 3 at the beginning of the next fiscal year. Continuing teachers* must be in this Tier for at least two full school years. Following the second full school year AND upon receiving an evaluation label of "effective" or "highly effective" in the most recent evaluation, the employee will move to Tier 3 at the beginning of the next fiscal year. Current employees, or new employees hired prior to the fourth quarter, will receive any increases to base pay approved by the Governing Board for the coming fiscal year. Employees hired anytime during the fourth quarter of the school year and offered a contract for the next fiscal year will continue to be paid the wage at which they were hired. Employees moving from Tier 2 to Tier 3 will receive a \$500 increase to their base pay.
Tier 3	<ul style="list-style-type: none"> No newly hired employee is placed in Tier 3.

*See Board Policy GCJ for clarification of probationary and continuing status of professional staff

Lane Changes for Graduate Credit in Educational Program

Kingman Unified School District provides opportunities for salary advancement of certified staff (excluding administrators and coordinators) through professional development. A salary increase of \$1,100 occurs at each accumulation of 12 graduate-level credit hours of approved professional growth activities beyond the Bachelor's degree, ending at 96 credit hours. An additional increase of \$1,100 occurs once a doctorate is attained.



Tier	BA	BA+12	BA+24	MA BA+36	MA+12 BA+48	MA+24 BA+60	MA+36 BA+72	MA+48 BA+84	MA+60 BA+96	EdD
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3	39,575	40,675	41,775	42,875	43,975	45,075	46,175	47,275	48,375	49,475

Employees achieving National Board Certification receive an additional one-time stipend of \$2,000 upon providing Human Resources with verification of certification. In addition, a one-time increase to base pay of \$500 will be applied the fiscal year following attainment of National Board Certification. The \$500 increase will remain part of an employee's base pay for as long as National Board Certification is maintained.

Important Notes about Lane Changes:

- Employees need a minimum of 12 graduate-level credit hours to be eligible for a lane change.
- Only graduate-level coursework will apply toward lane changes. The coursework must be through an accredited university program in educational curriculum taught by KUSD, and must lead to a degree, certificate, or endorsement.
- Special consideration will be given for courses in areas of critical shortages (i.e., math, science, and special education) that would benefit students, the employee's school, or the District.
- Certified staff seeking to use educational credits for growth on the salary scale are encouraged to obtain pre-approval by submitting the proper paperwork to the Human Resources Department. Courses not pre-approved may not count toward lane changes.
- Official transcripts of completed courses must be submitted to the Human Resources Department on or before **October 1st** to receive credit in the form of a lane change for the current school year. Staff who are eligible for a lane change but submit their transcripts after October 1st will receive a lane change the following fiscal year.
- The Professional Growth Committee will review and hear appeals of denied coursework. The Professional Growth Committee will be comprised of the HR Director, Director of Federal Programs, and at least one certified teacher and one special area teacher (e.g., SPED).
- Lane changes are limited to one per fiscal year.
- The following will not apply toward lane changes: Non-credit courses; recertification hours; and, graduate coursework in approved educationally accredited fields to benefit school district students where the employee has been reimbursed by the District.

Non-degree Courses:

Courses/credits earned that are not part of a degree program must be in an area of the instructional program related to the teacher's position that will be of value in improving skill, improving the instructional program, and related to the professional staff members' position OR in areas designated as valuable to the District's needs. The decision whether to give credit will be based on factors related to the District's needs for staff training and expertise in certain areas.