

## **Salary Scale Committee**

### **Recommendation of April 15, 2010 for implementation**

#### **Elementary Salary Scale of 2011-12, 2012-13 and 2013-14**

##### **MASTERS AND DOCTORAL DEGREE Bonus Changes**

Given that

- 1) Salaries for Teachers and Principals are automatically paid from the Masters Column in 2010-11 if the employee has attained a Master's Degree
- 2) The Principals expressed concern that new faculty with Masters degrees earned by completing additional education are not as experienced as the teachers with more years of service
- 3) High School Faculty covered under the CBA receive less than \$3,000 for a Master's Bonus,

We recommend that the Elementary School Teachers and Principals receive Degree Bonuses:

\$3,000 for Elementary Teachers with Masters Degrees

\$1,500 for Principals with double Masters Degrees

\$3,000 for Elementary Teachers with Doctoral Degrees (in addition to MA bonus)

\$5,500 for Principals with Doctoral Degrees

#### **GRANDFATHERING PROVISION**

We further recommend that column E on the array be discontinued, and that any teacher with an Archdiocesan contract who is paid from column E on the Salary Scale of August 1, 2010-July 31, 2011, is placed in column D in the contract commencing August 1, 2011 in the appropriate step and that individual receive the Master's Bonus.

#### **NEWLY HIRED FACULTY**

Newly Hired faculty would be placed in the appropriate class column according to the number of units of college education they have received in addition to their credential, with the Master's Bonus applied to the salary scale from that class and step according to the Archdiocesan Policy for determining placement on the salary scale.

#### **Next Steps:**

- April 15, 2010 Salary Scale Subcommittee of the Archdiocesan Board of Education to recommend the Degree Bonus determination policy
- April 20, 2010 Department of Catholic Schools confirms policy implementation with Principals.
- May 20, 2010 Board of Education Approves Recommendation and Proposes to the Archbishop
- June 30, 2010 Archbishop approves the Degree Bonus.