

RESOURCES

STAFF

Salary Schedule Criteria for Teachers

Administration of the Teachers Salary Schedule at Missouri Schools for the Severely Disabled

Staff members to be included on the teachers salary schedule

- 3059 Guidance counselor
- 3021 Librarian
- 3005 Orientation and mobility instructor
- 4464 Physical education teacher
- 4472 Speech therapist
- 3006 Teacher
- 3007 Teacher in charge

Criteria for acceptance of credit hours beyond the bachelor's degree

1. Hours must be within the area of education.
2. Hours attained toward a master's degree may include coursework outside the area of education only if the hours are required as part of the approved master's program.
3. Hours taken to meet certification requirements may be graduate or undergraduate.
4. Hours required to maintain teaching certification will be accepted.
5. Hours attained above the master's or B.S.+30 level must be graduate-level coursework and must be in the area of emphasis or teaching assignment.

6. Additional hours will be equated to semester hours.
7. Hours must be from an accredited college or university.
8. No hours will be accepted for completion of practicums, student teaching, internships, etc.
9. Approval of the superintendent is required before additional hours will be accepted.

Acceptance for prior years experience

1. Year-for-year experience is granted for up to 15 years of teaching experience. Experience will be accepted for full-time classroom teaching in an approved private agency, parochial school or public school.
2. Substitute teaching experience is not applicable for prior years credit.
3. Individuals who teach a minimum of five consecutive months during the school term (September to May) are considered to have completed one year of service credit on the salary schedule.
4. Compensation for career ladder increments and other reimbursements for additional duties will be in addition to the step acquired on the salary schedule.

5. Other teaching staff, such as vocational instructors, will be compensated at the entry-level amount competitive with their area of training and skill performance as related to their craft or trade.

Provisions for initial placement or repositioning on the salary schedule

- To be eligible for initial placement or repositioning on the teachers salary schedule, a classroom teacher must hold life, professional or provisional classification in Severely Developmentally Disabled (SDD), or life or professional classification in another instructional area of special education.
- Teachers holding provisional classification in SDD and no other classification in an instructional area of special education must attain professional classification in SDD or another instructional area of special education.
- Staff members who have provisional classification in SDD that will expire during the current school year (and who have not been granted an extension for good cause) are eligible to apply for such an extension through the superintendent's

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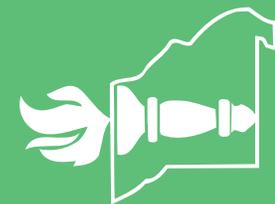
Salary Schedule Criteria

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office. Extensions are considered by DESE's Educator Certification section only upon recommendation of the superintendent. Staff who have previously been granted an extension of their provisional classification may petition for a second extension under a hardship condition, which requires the individual to document that needed coursework was not available within 100 miles of his/her residence during the preceding three-year period. Requests by the superintendent for extensions are based upon documented cause for a duration of one year, and no more than two such extensions will be requested.

- Teachers holding provisional classification in SDD who also hold life or professional classification in another instructional area of special education can continue, and are encouraged, to take coursework to complete requirements for professional classification in SDD within the available time frames. (Please refer to the previous bullet point.) Or, these teachers may complete an approved professional-development plan that includes employment with MSSD for three consecutive years. During this time, the two-year Effective Instructional Design (EID) training should be successfully completed along with additional coursework/training and overall annual performance ratings of successful or above.

- Teachers holding professional classification in an instructional area of special education who do not qualify for provisional classification in SDD must complete requirements to maintain and/or improve their professional classification status (IPC or CCPC). And, these teachers must complete an approved professional-development plan that includes employment with MSSD for three consecutive years. During this time, the two-year EID training should be successfully completed along with additional coursework/training and overall annual performance ratings of successful or above.
- Teachers holding professional classification in SDD must complete requirements to maintain and/or improve their professional classification status (IPC or CCPC).
- Teaching staff employed to provide speech therapy or physical education must hold and maintain professional classification in their respective fields to qualify for placement on or movement through the teachers salary schedule.
- Staff who do not maintain professional or provisional classification in SDD or professional classification in another instructional area of special education (or in their specific instructional area classification, such as speech therapy or physical education) no longer meet the minimum requirements for continued employment. These employees will be released.



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