

ISLESBORO CENTRAL SCHOOL

AWARDING STEPS ON TEACHER SALARY SCALE

The Islesboro School Committee recognizes the importance of establishing fair and specific criteria for awarding compensation to teachers. In the case of a teacher new to the Islesboro Central School, the following language will be used in determining steps on the teacher salary scale:

Criteria for assigning teachers to the proper step on their first ICS teacher contract will be based on the number of years of teaching experience in a K-12 public school system. However, the superintendent has the flexibility to award additional steps based on other criteria when hiring teachers for positions that may be difficult to fill, or when a teacher's experience is relevant to their position at ICS and clearly adds value to the school program.

The superintendent will consult with representatives of the teachers association in unusual cases, and will seek to be as consistent as possible in the awarding of credit for various types of experience. The superintendent's decision in placing teachers on the salary scale is final and cannot be appealed to the school committee.

Cross Reference:

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