

BIG HORN COUNTY SCHOOL DISTRICT NUMBER ONE  
 Box 688  
 Cowley, Wyoming 82420  
 POLICIES AND REGULATIONS  
 FILE: GCBA-E-1

**PROFESSIONAL STAFF SALARY SCHEDULE**

**PROFESSIONAL SALARY SCHEDULE 2011-12**

STEP	EXP.	BA	BA+15	BA+30	BA+45	MA	MA+15	MA+30/EDS	PHD/EDD
1	0	\$44,795	\$45,895	\$46,995	\$48,095	\$49,195	\$50,295	\$51,395	\$52,495
2	1	\$45,395	\$46,495	\$47,595	\$48,695	\$49,795	\$50,895	\$51,995	\$53,095
3	2	\$45,995	\$47,095	\$48,195	\$49,295	\$50,395	\$51,495	\$52,595	\$53,695
4	3	\$46,595	\$47,695	\$48,795	\$49,895	\$50,995	\$52,095	\$53,195	\$54,295
5	4	\$47,195	\$48,295	\$49,395	\$50,495	\$51,595	\$52,695	\$53,795	\$54,895
6	5	\$47,795	\$48,895	\$49,995	\$51,095	\$52,195	\$53,295	\$54,395	\$55,495
7	6	\$48,395	\$49,495	\$50,595	\$51,695	\$52,795	\$53,895	\$54,995	\$56,095
8	7	\$48,995	\$50,095	\$51,195	\$52,295	\$53,395	\$54,495	\$55,595	\$56,695
9	8	\$49,595	\$50,695	\$51,795	\$52,895	\$53,995	\$55,095	\$56,195	\$57,295
10	9	\$50,195	\$51,295	\$52,395	\$53,495	\$54,595	\$55,695	\$56,795	\$57,895
11	10	\$50,795	\$51,895	\$52,995	\$54,095	\$55,195	\$56,295	\$57,395	\$58,495
12	11	\$51,395	\$52,495	\$53,595	\$54,695	\$55,795	\$56,895	\$57,995	\$59,095
13	12		\$53,095	\$54,195	\$55,295	\$56,395	\$57,495	\$58,595	\$59,695
14	13			\$54,795	\$55,895	\$56,995	\$58,095	\$59,195	\$60,295
15	14				\$56,495	\$57,595	\$58,695	\$59,795	\$60,895
16	15					\$58,195	\$59,295	\$60,395	\$61,495
17	16					\$58,795	\$59,895	\$60,995	\$62,095
18	17					\$59,395	\$60,495	\$61,595	\$62,695
19	18						\$61,095	\$62,195	\$63,295
20	19						\$61,695	\$62,795	\$63,895
21	20							\$63,395	\$64,495
22	25								\$65,095

Adopted: October 24, 1991

Revised: 5/9/96

Revised: 6/11/98

Revised: 4/13/00

Revised: 5/9/02

Revised: 8/22/06

Revised: 6/14/09

Revised: 6/14/11

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## 2011-2012 Total Compensation Plan for Teachers

<b>Base Salary*</b>	<ul style="list-style-type: none"> <li>• A <u>starting base salary</u> for new teachers will be determined by the point system described below.</li> <li>• Teachers may receive an <u>annual salary increase based on performance ratings</u>.</li> <li>• For this school year, the WYCA starting base will be \$40,000 and each point will be valued at \$1,000. The WYCA- Jackson Hole starting base will be \$41,000 and each point will be valued at \$1,000.</li> </ul>
<b>Payroll Schedule</b>	<ul style="list-style-type: none"> <li>• Teachers will be paid according to the Big Horn County School District payroll cycle.</li> </ul>
<b>Career Ladder Positions</b>	<p>Teachers can apply for the following career ladder opportunities and assume additional responsibilities in order to earn additional compensation as follows.</p> <ul style="list-style-type: none"> <li>• Coordinator Teacher - base plus 4%</li> <li>• Lead Teacher - base plus 9%</li> <li>• Master Teacher - base plus 15%</li> </ul>
<b>Performance Bonus*</b>	<ul style="list-style-type: none"> <li>• A teacher can potentially earn an annual performance bonus of up to <u>5% of base salary</u> (for the purpose of the performance bonus, the base also includes Career Ladder compensation if applicable).</li> <li>• 30% of the teacher's bonus will be based on <u>school performance</u> and 70% of the teacher's bonus will be based on <u>individual performance</u>.</li> <li>• Teachers receive their bonus on <u>September 30<sup>th</sup></u>, if they return for the next school year.</li> <li>• Teachers who notify their school administration that they will not be returning by <u>May 1<sup>st</sup></u> are eligible to receive 50% of their bonus at the end of the school year.</li> </ul>
<b>Benefits</b>	<p>Eligible teachers will be offered benefits by Big Horn County School District. Connections Education will provide an employee assistance program, and up to \$3,000 tuition reimbursement per calendar year.</p>
<b>Paid Time Off</b>	<p>Teachers earn four (4) sick days per school year which can be carried over from school year to school year up to a maximum of twenty (20) sick days, and a minimum of two (2) personal days that can be taken during the 200-day teacher work year. These days are pro-rated for teachers not working the entire year. Teachers who have been employed for at least one (1) year can earn up to four (4) additional personal days based on their annual performance reviews.</p>
<b>State Retirement System</b>	<p>All teachers contribute based upon state requirements.</p>

\*Both salary increases and bonus payouts are contingent on the fiscal performance of the school and the bonus is tied to teacher's intent to return for the next school year. The Board/Sponsor will have the ability to adjust the percentages in the event that the school does not meet financial expectations.

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**The process for determining the starting base salaries for Certified Teachers is as follows:  
 (NOTE THAT THIS POINT SYSTEM IS ONLY RELEVANT FOR STARTING SALARIES  
 AND IS NOT USED FOR ANNUAL INCREASES OR BONUSES)**

**STEP 1** - Develop minimum starting salary and point value based on school budget and local comparisons.

**STEP 2** - Using the Point Criteria Guidelines below, determine the number of points for an individual teacher candidate. The maximum number of points is 19. Note that the minimum salary and point value is set each year based on competitive market factors and the school budget.

**STEP 3** - The total number of points will determine the starting salary of the teacher.

Example: The base starting salary for a particular school is \$40,000 and the point value is \$1,000. If a prospective teacher has two years of relevant experience and a Master's degree in Education, he/she would be allotted 3.5 points or a starting salary of \$43,500.

<b>Point Criteria Guidelines</b>	
<b>Years of relevant work experience</b>	<b>Points</b>
0 to 1	0
2 to 5	2
6 to 10	4
11 to 15	6
16 - 20	8
<b>Relevant Degree(s)</b>	<b>Points</b>
BA*	0
Multiple BAs	1
BA + MA*	1.5
BA + Multiple MAs	2.5
BA + MA + EdD/PhD	3
<b>Special skill, knowledge and/or ability</b>	<b>Points</b>
Languages, technology, testing, special education expertise, ELL, gifted & talented, virtual experience, tutoring, substitute teaching, high-need subject area (i.e., secondary math) other	1 - 8

\*BA and MA are interchangeable with Bachelor of Science (BS) and Master of Science (MS)