

## Board Policy

Code No. 406.2

### **LICENSED EMPLOYEE SALARY SCHEDULE ADVANCEMENT**

The Board shall determine which licensed employees will advance on the salary schedule for the licensed employees' positions, keeping in mind the financial condition of the school district, the education and experience of the licensed employee, the educational philosophy of the school district, and other considerations as determined by the Board.

It shall be the responsibility of the Superintendent to make a recommendation to the Board for the advancement of licensed employees on the salary schedule.

The requirements stated in the Master Contract between employees in that certified collective bargaining unit and the Board regarding salary schedule advancement of such employees shall be followed.

*Legal Reference: Iowa Code §§ 20.1, .4, .7, .9; 279.8 (2009).*

*Cross Reference: 405 Licensed Employees - General  
406 Licensed Employee Compensation and Benefits*

*Approved: February 2, 1998*

*Reapproved: February 20, 2001  
February 17, 2004  
December 4, 2006  
April 18, 2011*