



SECTION V: EMPLOYEES

POLICY 5280

SALARY SCHEDULE PLACEMENT AND ADVANCEMENT

The Board of Education will annually adopt a salary schedule for its administrative, exempt and support personnel. The schedule will remain in effect until changed or modified by the Board.

Administrators

Salaries are determined individually with consideration for job-related experience, education, and credentials. Upon recommendation of the Superintendent and approval of the Board of Education, newly hired administrators may be placed on a salary above the beginning pay index. After July 1 of each year, each administrative employee will enter into a one (1) year contract that will expire on or before the following June 30.

Administrators may advance on their salary index based upon the annual percentage increase approved by the Board of Education or as determined by the Superintendent or designee.

Support

The salaries of support employees will be in accordance with the salary schedule adopted by the Board of Education. Upon employment with the District, support employees are normally allowed a maximum credit of 15 years for comparable experience earned outside the District. After July 1 of each school year, each support employee will enter into a one (1) year contract that will expire on or before the following June 30.

Support employees shall advance on their salary index based upon the annual percentage increase approved by the Board of Education. To be allowed advancement on the salary schedule a support employee must have been hired in the district prior to April 1 of the previous school year.

Source: *Broken Arrow Board of Education policy adoption, July 13, 2009.*
Broken Arrow Board of Education policy revised, June 25, 2018.
Broken Arrow Board of Education policy revised, November 4, 2019.