

Placement on Salary Schedule

Certified Staff

Initial placement on the salary schedule, advancement, and Extra Duty pay is determined by the terms of the Negotiated Agreement.

When an individual with more than eight years' experience with LPOSD in a certificated staff position accepts a classified position, the individual shall be placed at a higher level on the classified salary matrix that is commensurate with their certificated experience. Up to thirteen years certificated experience will be recognized. The in-district experience must relate specifically to the assigned classified position.

Classified Staff

Initial placement on the classified salary schedule will be based on previous experience with a limitation of nine years' credit for previous related experience.

If a current classified employee is hired for a position, related in tasks and responsibility, that results in a placement to a higher column on the salary matrix, the employee is placed in the new grade at the step that provides at least a 5% increase from their current salary or placed at the base salary of the new range, whichever is higher.

If a current classified employee is hired for a position that results in placement to a lower grade on the salary matrix, the employee will be placed on a case by case basis to be determined by Human Resources. Consideration will be given to related experience. The new placement will recognize up to thirteen years of related experience.

Prior Policy: 402.5 & 402.6, 602.4

Policy History

Adopted on: October 11, 2011

Revised on: February 23, 2016

September 27, 2016