

**PROFESSIONAL GROWTH ALLOWANCE FOR CERTIFIED
AND CLASSIFIED ADMINISTRATIVE/SUPERVISORY STAFF**

2011/2012 SCHOOL YEAR

The Governing Board of School District No. 21 of Maricopa County, Arizona will provide a Professional Growth Allowance to their Administrative Contract for all Administrative/Supervisory staff members who meet the established criteria. The compensation will be made under the following schedule:

Level 1 \$1,200.00
Level 2 \$1,700.00
Level 3 \$2,200.00
Level 4 \$2,700.00
Level 5 \$3,200.00

CERTIFIED AND ADMINISTRATIVE/SUPERVISORY STAFF:

Only graduate level course work which is related to the Administrator's assignment in addition to a Master's Degree will be accepted as follows:

Level 1 Master's + 15
Level 2 Master's + 30
Level 3 Master's + 45/EDS
Level 4 Master's + 60
Level 5 Doctorate

CLASSIFIED ADMINISTRATIVE/SUPERVISORY STAFF:

Advancement on the Professional Growth Allowance will be given in increments of 15 credit hours for undergraduate and graduate-level college course work that is work-related and approved by the Superintendent.

A total of 15 credit hours of lecture, in-service and/or workshop-type courses related to the employee's job assignment with Superintendent approval may be applied toward Level 1. A credit hour is defined as 12 hours of lecture, in-service or workshops not taken during normal working hours.

PROFESSIONAL GROWTH: Employees advancing from one educational level to the next must submit Course Approval form(s) in advance, as per Policy GCBA(3)-R.

DEADLINE: March 1 for submission of Intent to Advance on Salary Form to the Human Resources Department.

DEADLINE: August 15 for submission of official transcripts and/or grade reports to the Human Resources Department showing completion of coursework. Process salary increment by November 30 paycheck.

LONGEVITY STIPEND: Certified/Classified Administrative/Supervisory staff, regardless of position held, who have served the District for continuous years in regular full-time employment shall receive the applicable stipend added to their salaries regardless of range or level, on a yearly basis.

Years: 15-19 \$500.00 20-24 \$750.00 25-29 \$1,000.00 30 + \$1,250.00

SOURCE: Murphy Elementary Schools
District No. 21 of Maricopa County, Arizona

ADOPTED: July 11, 2011

FILE: GCBA-4

LEGAL REFERENCE: A.R.S. 15-341