

Ganado Unified School District No. 20
Professional Growth for Certified Employees
& Educational Stipend for Classified Employees
School Year 2023-2024

Certified Staff - Professional Growth Plan (Certified Schedule only)

- A. An employee may increase by 3% for each 12 credit hours submitted based on the Salary Schedule Educational steps (BA, BA+12, BA+24, MA/BA+36, MA+12/BA+48, MA+24, MA+36, MA+48, MA+60, PhD/EdD).
- B. Salary cap limited to 1.25 times the beginning amount for each column range
- C. Course Credit hours submitted to Human Resources by October 15 through an Official Transcript.
- D. Maximum of 6% growth for each School Year (Apprx. 24 credit hours based on reaching the next appropriate Salary Schedule Educational Steps)
- E. An Employee will not be given growth past BA+48 unless they have achieved a Masters Degree plus additional credits. An employee will not be given growth beyond MA+60 unless they achieve a PhD/EdD. Transfer credits are counted as apart of the program they are attributed or transfered to and the original credits will not be counted seperately.
- F. All professional growth must be approved by the Director of Human Resources and Superintendent prior to changes being made.

Classified Educational Stipend

Remains the same. All Current full time Classified employees of all levels of staffing receive a Classified Educational Stipend every year. Amounts will be re-evaluated on a yearly basis.

Degree	Amounts
AA	\$750
BA/MA	\$1,500

Governing Board Approved: February 2, 2023