

## **DELANCO TOWNSHIP BOARD OF EDUCATION**

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Placement on the Salary Guide

### **PLACEMENT ON THE SALARY GUIDE**

The Board of Education shall determine the salary to be paid in each new position that it creates and shall determine the credit for prior experience, if any, to be recognized for each person newly employed in this district. The Superintendent is authorized to recommend to the Board the salary guide placement of each new employee. Teachers with previous experience shall be placed on the appropriate step on the salary guide with full credit for previous years experience as a certified teacher in public schools. A part-time employee will be advanced on the guide as if he or she were a full-time employee, but will be paid a salary prorated to the part-time position. A part-time employee of this district who is transferred to a full-time position will not automatically be advanced a step on the guide, but will be reassigned to a step on the guide that recognizes his or her part-time service converted to its full-time equivalent.

Placement on the salary guide will recognize an employee's academic achievements by degrees conferred and credits awarded by an accredited college or university. Proof of academic achievement must be by official transcript issued by the college or university. Where the salary guide recognizes credits beyond the degree, those salary credits must have been earned after the degree was conferred. It is the policy of the Board to award longevity pay to full time employees, not members of a bargaining unit, on the same basis as that established in the current agreement with the Delanco Education Association.

N.J.S.A. 18A:1-1; 18A:28-5; 18A:29-2, 29-4.1 et seq.  
18A:40-1  
N.J.A.C. 6:8-4.3(a)6, 6:11-12.8; 6:12-9

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