

## **PERSONNEL SERVICES**

**Policy 4515**  
**(Regulation 4515)**

### **Compensation**

#### **Career Ladders**

The District participates in the Missouri Career Development and Teacher Excellence Plan, otherwise known as “Career Ladders.” The Career Ladders program is a voluntary program in which the district participates. The “Program” provides a salary supplement for certificated employees including classroom teachers, librarians, counselors, psychological examiners, parents as teachers, educators, school psychologists and speech pathologists. Certificated staff become eligible to apply for participation after two years of public-school teaching in Missouri. In exchange for a salary supplement, participating staff provide additional education services for which they are not presently compensated, all as detailed in Regulation 4515.

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**Compensation**

**Career Ladders**

The District's Career Ladders Plan recognizes and compensates teachers for performance of additional responsibilities and volunteer efforts as part of a staff members' admission to and accomplishment of their individual plans. Such additional responsibilities and volunteer efforts must occur outside of compensated hours and may include but not be limited to:

1. Serving as coach, supervisor or organizer for extracurricular activities for which the individual is not presently compensated.
2. Serving as a mentor for students.
3. Receiving additional teacher training or certification outside of programs offered by the District.
4. Serving as a tutor or providing additional learning opportunities to students.
5. Assisting students with postsecondary education preparation including, but not limited to, teaching an ACT or SAT preparation course or in assisting students with completing college or career school admissions or financial assistance applications.
6. Teacher externships.

State funding, when available, is distributed on a matching basis with state funding 60% of career ladder stipend and the District funding 40%. The District's plan is consistent with guidance issued by DESE.

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