

## **PERSONNEL SERVICES**

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

### **Compensation**

#### **Career Ladder**

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. However, the two-year requirement does not apply to any member of the Armed Forces of the United States or such member’s spouse who has teaching experience in another state and who has been transferred to this state. In exchange for a salary supplement, participating staff provide additional education services outside of the duties that require a teaching certificate. (Regulation 4515).

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