

**Compensation**

**Career Ladder**

The District's Career Ladder 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 may occur outside of the duties that require a teaching certificate 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 or teachers.
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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