

PROFESSIONAL GROWTH EXPLANATION

- The first PGS is available once a staff member is at 10 years of experience on the salary schedule.
- Hours for the first PGS can be earned anytime after the initial issuance of certificate or license.
- A minimum of six semester hours is required to be eligible for any PGS.
- Hours used for movement between salary columns (B to B+15 or B+15 to M) cannot also be used for a PGS.
- Hours used for licensure or certification can also be used for a PGS.
- National Board Certification can be substituted for any *one* of the four PGS requirements.
- There is a 5-year interval between each PGS.
- The third and fourth PGS are available only to those staff members in the masters pay column.
- Credit hours for each subsequent PGS can be earned beginning September 1 of the year the previous PGS is awarded.
- The PGS is 3.48% of the base and therefore will continue to increase over time. The following amounts are calculated *without* the increase of the Board's STRS pickup.

# of PGSs	2007-08	2008-09	2009-10
1	\$1,123	\$1,154	\$1,187
2	\$2,247	\$2,307	\$2,373
3	\$3,370	\$3,461	\$3,560
4	\$4,494	\$4,615	\$4,746

PGS CONTRACT LANGUAGE

1. Once a teacher has reached ten (10) years of experience on the salary schedule, he/she may receive a maximum of four (4) additional professional growth stipends (PGS), the second, third and fourth of which will only be granted after respective five (5), ten (10), and fifteen (15) year intervals from the first. The third and fourth PGS shall only be awarded for teachers on the master's column unless section 1.b. has been satisfied. The professional growth stipends are cumulative and may be obtained as follows in any order:
 - a. A PGS of 3.48% of the base salary will be granted upon the successful completion of six (6) semester hours of *approved educationally related coursework (hours must be earned from an accredited university that is listed in the Higher Education Directory)*. Hours for the second, third, and fourth PGS must be obtained after receiving the previous PGS.
 - b. A PGS of 3.48% shall be granted to teachers who have participated or who may participate in a Perry Local Board of Education two (2) year in-service program and meet the criteria of C.1. above.
 - c. A PGS of 3.48% shall be granted upon completion of National Board Certification.

2. The same semester hours may not be used to move a teacher from one salary classification to another as well as to apply to a PGS.

3. Any teacher who will complete the requirements for a PGS must notify the central office in writing by July 1st of the school year in which the PGS is to take effect (**the attached form can serve as this notification**). In order to receive the PGS for that school year, a transcript or notification from the college registrar that a transcript will be forthcoming must be in the central office before the beginning of the new school year.

PROFESSIONAL GROWTH STIPEND VERIFICATION FORM

Which PGS are you applying for (1st, 2nd, 3rd, 4th)? _____

UNIVERSITY	COURSE	COURSE NUMBER	SEMESTER HOURS	YEAR TAKEN

My signature below certifies that the following criteria have been met:

1. These hours are earned from an accredited university that is listed in the *Higher Education Directory*. Barb Anzalone and Keith Heist have a copy of this directory and can be reached by email.
2. These hours were not also used to move from one salary column to another (B to B+15 or B+15 to M).
3. These hours were earned after the initial issuance of certificate or license.
4. Transcripts to verify these hours have been or will be sent to the Board Office.
5. A National Board Certificate has been or will be sent to the Board Office (if applicable).

(signature)

(date)