



**To:** Dr. Charles Johns  
Board of Education  
**From:** Brad Swanson  
**Date:** November 12, 2019  
**RE:** Academic Attainment

**Recommendation**

The Administration recommends approval for the following 2019-20 Academic Attainment adjustments on Salary Schedule Lanes for the Certified Staff as listed on the attached spreadsheet.

**Background**

Approval of all Academic Attainment courses is obtained through the Instructional Supervisor, the Associate Principal for Curriculum and Instruction, and the Assistant Superintendent for Human Resources. Courses for Academic Attainment must be in an approved degree program, required for a state endorsement, directly related to a teacher's content or subject matter area, or in the area of curriculum and instruction from an accredited college or university. Limited courses are offered internally through "Glenbrook University".

Completion of courses with a minimum grade of B must be confirmed with an official transcript. Reimbursement is offered at a maximum rate of \$210 per credit hour and a maximum of \$2520 per school year.

The guidelines for Academic Attainment are contained in Appendix H of the GEA Contract.

The Certified Staff Salary Schedule has Academic Attainment lanes equal to Bachelor's Degree (BA), Bachelor's Degree plus 15 hours of college credit (BA+15), Master's Degree (MA), Master's Degree plus 15 hours of college credit (MA+15), Master's Degree plus 30 hours of college credit (MA+30), Master's Degree plus 45 hours of college credit (MA+45), and a Master's Degree plus 60 hours of college credit (MA+60).

First Name	Last Name	Building	Department	2019-20 Step	Current Lane	Current Lane Salary (@1.0 FTE)	New Lane	New Lane Salary (@1.0 FTE)	Salary Increase	Course Work
Scott	Nemecek	GBS	Math	Z7	MA +30	\$135,142.00	MA +45	\$138,805.00	\$3,663.00	Completed a collection of courses including Sparking Meaningful Mathematics Conversations and Assignment Homework: Where, When & Why? from Augustana University
Amanda	Middleton	GBS	Student Services	D	MA +30	\$77,622.00	MA +45	\$79,726.00	\$2,104.00	Completed a collection of courses including Improving Instruction Through Teacher Evaluation & Professional Development and Realizing Vision Through Technical, Human and Financial Resources from National Louis University