

PROFESSIONAL GROWTH STIPENDS EXPLANATION

- o The first PGS is available once a staff member is at 10 years of experience on the salary schedule.
- o Hours for the first PGS can be earned anytime after the initial issuance of certificate or license.
- o A minimum of six semester hours is required to be eligible for any PGS.
- o Hours used for movement between salary columns (B to B+15 or B+15 to M) cannot also be used for a PGS.
- o Hours used for licensure or certification can also be used for a PGS.
- o National Board Certification can be substituted for any *one* of the five PGS requirements.
- o There is a 5-year interval between each PGS.
- o The third, fourth, and fifth PGS are available only to those staff members in the masters pay column. Teachers employed after April 1, 2010 must be on the master's column in order to be eligible for any PGS.
- o Credit hours for each subsequent PGS can be earned beginning June 1 of the year the previous PGS is awarded.
- o Each PGS is 3.48% of the base salary.

PGS CONTRACT LANGUAGE

- A. Once a teacher has reached 10 years of experience on the salary schedule, he/she may receive a maximum of 5 additional professional growth stipends (PGS), the second, third, fourth, and fifth of which will only be granted after respective 5-, 10-, 15-, and 20-year intervals from the first. The third, fourth, and fifth PGS shall only be awarded for teachers on the master's column unless section 1.b. has been satisfied. Teachers employed after April 1, 2010 must be on the master's column in order to be eligible for any PGS. The professional growth stipends are cumulative and may be obtained as follows in any order:
1. A PGS of 3.48% of the base salary will be granted upon the successful completion of 6 semester hours that are taken in the field of education or in the teacher's licensure/certification areas. Course credit must be earned from an accredited university that is listed in the *Higher Education Directory*. Hours for the second, third, fourth, and fifth PGS must be obtained after receiving the previous PGS.
 2. 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-year in-service program and meet the criteria of C.1. above.
 3. A PGS of 3.48% shall be granted upon completion of National Board Certification.
- B. 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.
- C. It is the teacher's responsibility to insure that all training experience must be properly certified and kept up to date and filed at the Superintendent's office. 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. In order to receive the PGS for that school year, a transcript or notification from the college registrar that a transcript will be forthcoming should be in the central office before the beginning of the new school year. Due to possible delays in the arrival of the transcripts that are beyond the control of the employee, the deadline may be extended as long as the employee has been in communication with central office personnel with regard to the arrival of the transcript.
- D. Part-time teachers shall receive PGS pay proportional to the number of hours worked each week.

PROFESSIONAL GROWTH STIPEND VERIFICATION FORM

Which PGS are you applying for (1st, 2nd, 3rd, 4th, 5th)? _____

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*. The Superintendent’s secretary and the PCTA President have a copy of this directory and can be reached by e-mail.
2. These hours were not 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)