



**Policy Number: 206 OLA**

**Series:** 200 (Teachers)  
**Policy Title:** Contracted Teacher's Salary Cap  
**Effective Date:** January 7, 2013  
**Version:** 1.2

### 1.0 Purpose

The purpose of this policy is to define the limit placed on a salary paid out to contracted teachers. Contracted teachers who complete 30 years of employment or contracted teachers that reached Step 30 will be subject to a salary cap.

### 2.0 Applicability

This applies to all contracted teachers at Our Lady of the Angels School.

### 3.0 Policy

#### 3.1 Years of Employment

3.1.1 All contracted teachers of Our Lady of the Angels School will be subject to a salary cap which will become effective upon the completion of thirty (30) years of employment with the school.

3.1.2 A beginning or first-year teacher is typically considered Year 1 or Step 1.

#### 3.2 Salary Step

3.2.1 A "salary step" is used to determine a contracted teacher's salary based on his or her years of experience and may include their educational accomplishments.

3.2.2 A person coming to Our Lady of the Angels School from another school is given credit for their prior years of teaching experience, but that does not necessarily mean he/she will be placed on the same step as others who have worked at Our Lady of the Angels School that entire time with the same number of years.

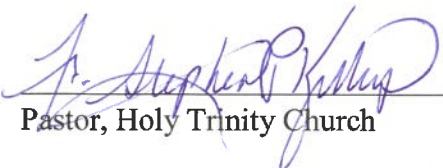
3.2.2.1 For example, someone who has taught at Our Lady of the Angels School for ten (10) years may be on Step 10, while a new hire with ten (10) years of experience from another school may be hired on at Step 8.

3.2.3 Any contracted teacher who has reached Step 30 on the salary cap will be at the highest level attainable.

3.3 Annual cost of living increase will be applied.

### 4.0 References

4.1 Diocesan Policy No. 4141.2

  
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Pastor, Holy Trinity Church

Page	Review or Change Date	Description of Change	Approved By	Scheduled Revision Date
1	September 3, 2019	Three Year Periodic Review	OLA School Board	September 2022



*Fr. Jimmy*

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Pastor, Saint Peter Church

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2	September 3, 2019	Three Year Periodic Review	OLA School Board	September 2022