The district provides opportunities for salary advancement as an expression of its commitment to reward improved competence and/or performance of its certificated staff. Criteria are stated in order to define conditions, which must be met for the approval of a salary advancement request proposal.

Salary advancement can be achieved through the completion of coursework, work experience, research or special projects.

1. **Coursework and work experience** – An individual desiring to achieve advancement must submit a written statement indicating skills and competencies to be acquired in the coursework/work experience to be undertaken.

2. **Research and special projects** – In the case of research or special projects, a written proposal must be submitted which defines the project and its benefit to students.

In determining whether an approval will qualify an individual for salary advancement, a scale that requires a total of six points is used. Points are awarded according to the following scale:

   a. each semester unit equals one point;
   b. 60 hours of work experience equals one point;
   c. 30 hours of research or projects equals one point

The following faculty salary advancement projects have been submitted to the Office of Instruction for the 2013-2014 academic year. The Vice President, Instruction, has recommended these projects for approval.

Cc: Rebecca Gonzalez
    Patty McCart
Dotta, John: John completed 180 hours of a special project. He explored the “flipped” or “inverted” classroom model. The project resulted in shifting his classroom from an instructor centered model to a student centered model by students acquiring knowledge before the class. During class, John guides students to actively and interactively clarify and apply that knowledge.