

Starting in the 2024-25 school year, the River Valley School District will create a salary cap. The dollar amount for this initial year will be \$90,000.00.

Yearly, annual increases provided to teaching staff that would be above this amount will be paid to the individual in the form of additional contributions to their HSA account and/or as a stipend, based on the employee's choice.

This cap does not affect wages gained in the Teacher Compensation Model (in the employee handbook pg. 24) or from the Activity/Athletic supervision schedule. Those additional funds will continue to be paid upon completion of these responsibilities.

The salary cap will be analyzed annually using the same process as our base salary.

Credit reimbursement for individuals who have reached a salary cap will continue to be approved at the district level, but based on certification needs of the position or goals at the building or district level. Overload compensation will remain connected to the calculations from an educator's salary.