

## **GBC—Certified Staff Compensation**

### **Contracts**

The Board will employ contracts approved by the Idaho State Department of Education in the hiring of salaried employees.

### **Administrators**

The Board will enter into an individual contract, as approved by the State Department of Education, with each member of the administrative staff commensurate with the requirements of the position. This contract shall describe the general services to be rendered by the employee in return for financial and other considerations. Additionally, the employee's job description, detailing the more specific performance responsibilities of the contracted position and the mode of evaluating performance, shall be incorporated into the contract by reference. All terms and conditions of contracts with administrative staff members are to conform to the requirements of the Idaho Code of Statutes.

### **Certificated Employees**

Verified previous experience recognized for the purpose of placement on the salary schedule is defined as any previous full-time certificated teaching in any public school. For a teacher to receive credit for previous teaching experience, the teacher must furnish the Administrator full information concerning the previous teaching records. When the experience has been verified, credit will be given by the School.

Days intended for participation in professional association activities are not to be compensated under an employee's contract or other employment agreements. For the purpose of this policy, professional association activities for which compensation is not available do not include in-service training in the certificated employee's assigned area of employment.

### **Substitutes**

Pay for substitute teaching will be established by the Board and reviewed annually.

### **Other Contract Provisions**

Any person who does not work the full term as set up by salary schedule shall be paid on a prorated basis for the number of days to be worked for the remainder of the school year; this shall include school days taught plus the number of days required for orientation.