

Noncertificated Staff Compensation

Compensation plans for noncertificated personnel are not covered by a negotiated agreement. The school board shall establish a salary schedule for noncertificated positions in the school system. Following the adoption of any schedule the administration shall use that schedule as a guide in employing noncertificated employees.

In determining compensation and salary schedules for noncertificated staff, the school board will take into account the responsibilities of the position, the qualifications needed, past experience of the individual and years of service to the district. The individual salaries of managerial support personnel who report directly to the superintendent will be reviewed and established annually by the school board upon receiving the superintendent's recommendation. The salaries of other personnel will be in accordance with the salary schedule.

Benefits

Insurance

All full-time employees must be covered by health insurance. As required by law, the district will carry workers' compensation insurance on all employees.

Group health insurance premiums may be deducted from the salaries of noncertificated personnel. The district shall contribute the dollar amount, as set by the board of trustees, towards the premium of all full-time (minimum 20-hour per week) employees participating in the district sponsored health insurance plan.

Vacations

Full-time twelve (12) month noncertificated employees who have worked a full year (12 months) are entitled to two weeks vacation with pay. After ten years of continuous employment, noncertificated employees shall be entitled to three weeks vacation annually with pay.

The superintendent shall establish a vacation schedule for all noncertificated employees of the district.

Vacation time may not accrue from one year to the next. Except in cases of emergency and upon school board approval noncertificated employees may not be employed for extra wages during vacation periods.

Retirement

Noncertificated employees who work more than twenty (20) hours per week that will exceed a five (5) month tenure in the school district are eligible for retirement benefits.

Legal source: Idaho Code 33-517 "Noncertificated personnel."

Adopted: September 26, 1996

Revised: August 30, 2006