

Certificated Staff Contracts and Compensation

Contracts with certificated personnel will be for one year on the approved form provided by the State Department of Education and will state the total compensation for the contract period. All contracts are to be approved by the board of trustees. The board grants to the superintendent the authority to offer contracts for employment subject to final approval by the board of trustees.

Renewable Contract Status

With the exceptions noted below, renewable contract status will be granted all certificated personnel upon reemployment after three continuous years of successful service to the district schools.

The board will expect thorough and competent evaluations of all personnel before they become candidates for renewable contract status. This requires critical evaluation at four stages:

- At the time of selection.
- During the first year, when emphasis on self-evaluation will help the teacher decide whether he/she commands the necessary skills to continue in the profession.
- During the second year, when emphasis is on whether the first year's success can be sustained and developed.
- During the third year, when it must be determined whether the teacher will be a permanent asset to the staff.

The board will notify each candidate for renewable contract, in writing, not later than May 25 in each year of his/her requirement to notify the board members, in writing, not later than June 15 preceding the expiration of the term of the current contract, of acceptance or renewal.

Compensation

The board members shall meet and confer to establish compensation schedules and guides for the certificated positions in the school district. These schedules and guides shall be subject to annual review and modification as necessary for the continued improvement of the educational program of the school district.

Benefits

All employee benefits, other than those established by collective bargaining agreements approved by the school board, will be subject to board policy. The superintendent will provide for the

interpretation and application of the school board's policies and decisions regarding benefits.

Insurance

All employees must be covered by health and accident insurance. As required by law, the district will carry workers' compensation insurance.

Group health and accident insurance is made available through a district sponsored cafeteria plan. Insurance premiums will be paid from the cafeteria plan pool. The district will contribute the dollar amount, as set by the board of trustees, for each participating employee into the cafeteria plan pool.

The employee will sign a "salary reduction" agreement for an amount to be determined each year to be contributed to the cafeteria plan pool.

Annuities

It shall be the policy of the school board that premiums for payment of annuities may be deducted from the salaries of certificated personnel provided that written application for such deductions shall be on file with the district clerk.

Legal source:	<u>Idaho Code</u> 33-513	"Professional personnel."
	<u>Idaho Code</u> 33-514	"Issuance of annual contracts."
	<u>Idaho Code</u> 33-515	"Issuance of renewable contracts."

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