

CERTIFICATED SALARY SCHEDULE
PLACEMENT**Board Policy**

It is the intent of the Board of Trustees of the Shelley Joint School District No. 60 to fill all vacancies with the best qualified, competent employees. Such applicants for the positions will be judged not only in relationship to degrees earned, or hours above a beginning certification requirement, but most strongly in relationship to recommendations relating to student discipline, teaching methodology, and successful experience. It is intended that the District's funds be expended carefully and critically to provide the best education possible.

Suggested Implementation Guidelines

To insure implementation of the above named policy, the following guidelines will apply:

- A. The salary for certificated personnel is determined by the following:
1. Prospective employees must be certificated in the required field of employment and provide such to the District office prior to receiving a contract.
 2. Credits earned toward certification by prospective employees with a degree in a field other than education will not be counted for advancement on the salary schedule.
 3. Teachers receiving a first contract must submit official transcripts of any and all credit hours beyond the required degree and certification for advancement on the salary schedule.
 4. The maximum experience a teacher may bring into the district for placement on the district salary schedule is actual full-time experience at an accredited public, private or parochial school.
 5. Stipends for extra assignments or extra days (extended time) consistent with Idaho Code 35-515A and policy 402.24, Supplemental Contracts.
 6. All employees shall be placed on the appropriate lane and step of the salary schedule in accordance with years of experience and professional training.
 7. Any teacher under contract in both semesters will receive a full year of experience credit:

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- a) If under contract for only one (1) semester or less, he/she will remain at current step on the salary schedule.
8. Any teacher hired during the course of a given year will be employed as a category 1 contract employee and if hired for a subsequent year will be given credit only if there are ninety (90) or more teacher/student contract days taught.
9. Any certificated staff member whose salary is computed on the teacher's salary schedule, and who has been granted a leave of absence by the Board, consistent with district policy, may not advance on the salary schedule while on leave.
10. Questions or issues requiring clarification concerning salary schedule placement should be directed in writing to the Superintendent.
11. The Master Agreement grievance procedure is available for persistent problem resolution.