All certificated employees of the Cassia Joint School District No. 151 must hold valid certificates as determined by the State Board of Education prior to their entry into an assigned position under contract. These certificates must remain in force during the total term of employment.

All certificated employees must have a valid Idaho Education Credential, official transcript of credits, proof of prior education experience and a fingerprint/background check on file in the central office before September 1st of the current school year. The Board is required to withhold the salary of any teacher who does not hold a valid certificate Idaho Code § 33-513(1). If the teacher's salary is withheld pursuant to this section, the teacher is not entitled to treble damages under the Idaho Wage Claim Act.

The instructional salary schedule will be adopted annually by the Cassia County Joint School District No. 151 Board of Trustees in accordance with Idaho State Department of Education requirements. The schedule is based on nine (9) months of school (190 days of service). If a certificated employee is employed for the school year, salaries are paid in twelve (12) installments from September to August inclusive.

The instructional salary schedule is based upon Idaho Code § 33-1004B.

COMPUTING TEACHING EXPERIENCE

Years of teaching experience will be allowed for all teaching in an accredited public or private school at the elementary, secondary, and post-secondary levels. The district will accept all years of experience transferred from outside the district, to the maximum allowed, when initially placing an individual on the salary schedule. All years of experience will be transferred provided the employment constituted 50% or more of the Idaho SDE Full-Time Equivalent (FTE) requirement.

The first rung on the career ladder, (1) represents the first year of teaching experience. Education and experience will be used in determining the placement on the career ladder of an experienced teacher new to the school district. Once placed on the career ladder movement is determined as per Idaho Code § 33-1004B and is subject to annual Idaho Legislative appropriation and Board approval.

COMPUTING EDUCATIONAL ALLOCATION

Additional education allocation is provided in Idaho Code § 33-1004B(1)(c)(i)(1,2) for instructional staff holding a professional endorsement and a baccalaureate degree and twenty-four (24) or more credits or a master's degree and is subject to annual legislative appropriation.

RUNGS COMPUTATION

For initial placement on the career ladder of an experienced teacher above a Bachelor's degree and after certification, it is the policy for this district to allow full credit for graduate credit (credit earned at a graduate school with a graduate number) earned following certification. All credits are to be computed on a semester credit hour basis. Education movement (lanes) on the salary schedule is subject to annual Idaho Legislative

appropriation and Board approval.

Credit applicable to a graduate degree which is not earned in graduate school may be allowed if the Dean of the College of Education, or the registrar, of the degree granting institution verifies that the credit is applicable to a graduate degree.

Educational credit must be verified by official transcripts. All credits will be computed on a semester credit hour basis. Credits awarded on a quarter system will be prorated.

The district will allow one-half (1/2) credit for undergraduate credit, provided the credits are in the area of the employee's certification and endorsement or in a planned program in education advancement, as determined by the degree granting institution and as approved by the principal and Superintendent. All undergraduate computer and/or technology courses will be calculated as whole credits. Any/all undergraduate coursework completed after June 1, 2004, will be calculated as whole credits.

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LEGAL REFERENCE:
Idaho Code Section 33-506 – Organization and Government of the Board of Trustees
Idaho Code Section 33-513(1) – Professional Personnel
Idaho Code Section 33-1004B – Career Ladder

ADOPTED: May 8, 2000

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