

1 **Boundary County School District No. 101**

2
3 **PERSONNEL**

5200

4
5 Provisions of Employment

6 The board of trustees approved of the following policies for the provisions of employment which
7 are included in the official board minutes dated March 11, 1974, and amended March 23, 1976,
8 June 21, 1977, July 9, 1985 and April 10, 1990.

- 9 1. The salary for special services as designated on the teacher's standard contract for
10 certificated employees is not included in the annual salary as provided under the
11 provisions of Idaho Code § 33-515, but is for special services to be determined annually
12 at the time of acceptance of the certificated personnel negotiations contract.
- 13 2. The teacher shall be allowed not less than one (1) day for each month of service or major
14 portion thereof for sick leave without loss of pay during the term of this contract when
15 such absence is due to bona fide sickness of the teacher, plus any unused sick leave
16 accumulated as provided in Idaho Code § 33-1217. Sick leave shall be credited at the
17 beginning of the contract year according to the employee's term of contract.
- 18 3. Except in the case of illness for which the teacher is entitled to sick leave as provided in
19 paragraph two (2) above, and in the event the teacher resigns, is removed for cause before
20 the end of the school term as provided in Idaho Code § Section 33-513(5), or fails to
21 continue teaching the whole school term, the teacher shall be paid only that portion of the
22 annual salary which the number of days served bears to the number of days of the school
23 term. The number of days for the school term is hereby established as one hundred sixty
24 three (163) for teachers employed for a period of nine (9) months. For all other periods of
25 employment, the teacher shall be paid only that portion of the annual salary which the
26 number of days served bears to the number of days employed as provided in paragraph
27 one (1) of the teacher's standard contract. Removal for cause shall be in accordance with
28 Idaho Code § 33-515, relative to the suspension and discharge of professional certificated
29 employees.
- 30 4. The base salary for teaching duties indicated in paragraph one (1) of the teacher's standard
31 contract is determined on the basis of placement on the adopted salary schedule according
32 to the number of years of acceptable prior service and the amount of accredited and
33 acceptable college training. The district reserves the right to make adjustments in the
34 assignment of teaching duties of special services as indicated on the contract when it
35 determines that such change is in the best interests of the district.
- 36 5. Each certificated employee entitled to a renewable contract must give written notice of
37 acceptance of renewal pursuant to Idaho Code § 33-515.
- 38 6. Certificated employees shall have ten (10) days from the receipt of a contract to sign and
39 return the contract to the district administration office. Failure to do so may be interpreted
40 by the board as rejection of the contract offer (I.C. § 33-513).
- 41 7. These policies for provisions of employment supersede any previously adopted policies
42 which are in conflict with these policies. However, these provisions of employment are
43 not all inclusive of the district's policies affecting the employees. Each person is directed
44 to become acquainted with all district personnel policies.

45 Policy History:

46 Adopted on: JUNE 21, 2004

47 Revised on: April 20, 2005