

STAFF CONTRACTS/SALARIES PROCEDURES

Salaries for staff members will be determined by a review of the acceptable training, prior experience(s) and the District salary schedule. The criteria/procedure for calculating prior service credit for District positions is as follows:

Teachers

- Years of full time teaching experience.
- Years in which 90 days or more of substituting in one school district can be documented.
- Up to three years military service if such service interrupted the candidate's teaching career, either in the classroom or in the preparation stage.
- College teaching experience: no credit.
- Credit may be issued at the discretion of the Superintendent if the teacher can prove that the activity involved teaching pre-school to grade 12 students the equivalent of at least half of a full-time position. Such positions might include, but are not limited to, Peace Corps, 4-H Extension Work, Welfare and/or Rehabilitation Work, teaching in prisons, the military and other non-school institutions.

Teacher Aid

- Same as teachers
- Prior service as teacher aides

Office Personnel/Custodians

- Prior service in a similar capacity

Vocational Education

Up to thirteen years credit may be granted for industrial experience if:

- The industrial experience is in the vocational specialty to be taught.
- The teacher fulfills all other vocational certification standards as set forth by the New Hampshire State Board of Education.

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MISCELLANEOUS RELATED INFORMATION

When calculating prior experience, sums containing fractions of more than half-year will be rounded up to the nearest whole number to determine the appropriate salary step; sums containing fractions of less than half-year will be rounded down to determine the appropriate salary step. There are times when some kinds of prior service do not quite fit the cited definitions of experience. In such cases, the Superintendent's recommendation must be approved by the Board.

Adopted: May 19, 1998