

ABERDEEN SCHOOL DISTRICT # 58

The following regulations shall govern all personnel concerning the payment of salaries.

1. Those hired on either a school year or a calendar year basis shall be paid in twelve (12) monthly installments on the 20th of each month. Should the 20th fall on a weekend or a legal holiday then pay checks will be distributed on the last day of work preceding the weekend or holiday.
2. Anyone hired for a shorter period of time such as casual employees or summer help shall be paid in monthly installments on the 20th of each month or at the time of termination.
3. No advances will be given to any personnel who have completed their contract and are terminating their association with the district or to returning employees.
4. The official teacher work day is 7:50 a.m. to 3:45 p.m. including a 30 minute duty free lunch. However, teachers may have duties that go beyond that time such as back-to-school nights, extra-curricular programs, staff meetings, and Attendance Waiver Committee. Teachers are free to leave at the close of school on Friday in exchange for any time that they work extra during the week on these types of activities.

Payroll deductions shall be made for association dues (IEA, AEA, NEA) social security, retirement, hospital insurance, annuities, credit union, and disability income insurance. A minimum of five employees must sign up in order to set up a new payroll deduction program.

Teachers shall be released without loss of pay to attend, as delegates, State and National meetings.

Principals shall be released to attend pertinent educational meetings upon the decision of the Superintendent of Schools.

Residency

There is a value added benefit when an employee resides within the boundaries of the school district. Validations of this value added benefit include:

1-Employment security is directly related to the successful passage of the annual supplemental levy. Employees living outside of Aberdeen are unable to support this levy.

2-Employment security is directly related to the number of children attending school. Non resident employees whose children attend school in another district do not contribute to ADA income.

3-Staff members who reside within the area of their employment are geographically situated so that full participation in activities is less burdensome.

4-There is a positive relationship between the local merchants' support of the school and school employees' support of local merchants. This relationship is more easily fostered when an employee lives within the community.

5-Employees are more able to respond to emergencies when they reside locally as long distance telephone calls are unnecessary and travel time is reduced.

6-Residency provides a setting where the employee has a greater vested interest in the success of the school and the community and consequently, "Buys In" to Aberdeen.

Employees of the district are highly encouraged to reside within the boundaries of Aberdeen School District.

It is preferred the superintendent live within the district boundaries; however the School Board has the right to assess and determine feasibility on a case by case basis.

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ADOPTED: January 27, 2000

AMENDED: November 19, 2001
August 17, 2005
December 20, 2011
