

# Lake County School District 7

Code: **GCBA**  
Adopted: 8/12/02  
Readopted: 3/28/11  
Orig. Code(s): GCBA

## Licensed Staff - Salary and Fringe Benefits

It is the policy of the Board to establish a salary schedule and benefits consistent with the financial ability of the district. Salaries and fringe benefits are determined under the provisions of the collective bargaining agreement and administered in accordance with the following requirements:

1. Definition

“Teachers” shall be defined as all licensed personnel working an eight-hour day or those registered to teach by the Teacher Standards and Practices Commission (TSPC).

2. Withholding

Each employee shall have the required state and federal deductions from each paycheck and may have such other deductions approved by the Board and consistent with applicable provisions of the employee’s collective bargaining agreement.

3. State Accident Insurance Fund

All licensed employees are covered under the Worker’s Compensation Law as set forth in the Oregon Revised Statutes.

4. Part-Time Employment

When an employee accepts part-time employment or a shared assignment such as half-day teaching position, all fringe benefits will be prorated as to the number of hours worked. When two employees share an assignment, one-half of the fringe benefits provided by the district shall be granted to each employee. The employee has the option to pay for the additional costs of the full benefits for medical and dental coverage or such other fringe benefits which may be available to full-time employees.

5. Part-Time Substitutes

Substitutes for part-time teachers who are employed for more than 60 consecutive days in the same position will be granted these same benefits offered to the regular teacher.

6. Fringe Benefits for Part-Time Employees

Under special circumstances the Board may grant full fringe benefits for part-time teachers subject to compliance with the district's insurance carrier's underwriting rules.

END OF POLICY

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**Legal Reference(s):**

[ORS 332.107](#)