

CONTRACTS AND COMPENSATION

Consistent with the desire to attract and hold professional employees of the highest quality, it shall be the intent of the McDowell County Board of Education to develop and maintain a salary schedule which shall allow it to remain in a favorable position in today's highly competitive job market.

Before entering upon their duties, all teachers shall execute a contract with the McDowell County Board of Education. The contract shall state the salary to be paid and shall be in the form prescribed by the State Superintendent of Schools.

All Employees are given an option by the Board of Education of being paid their salaries on either a ten-month or twelve-month basis. They must request such payment prior to their first day of employment. The option selected cannot be changed during the school term. Once the option is selected, the employee will be paid on a ten-month or twelve-month basis each year unless a request for change is made within timelines established by the Internal Revenue Service.

Twelve (12) month employees will receive their wages in twenty-four pay periods on or about the 15th and 30th day of each calendar month. Ten-month employee pay periods will be determined by each year's adopted school calendar.

Adoption Date: August, 1975

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Revised: November 20, 2017