

1202:0018 The School — Definitions

A school is a group of students pursuing defined studies at specific levels and receiving instruction from one or more teachers. In the North Pacific Union Conference the Seventh-day Adventist schools are structured as follows:

1. Kindergarten [*NO CHANGE*]
2. Elementary School [*NO CHANGE*]
3. Nine-Grade Intermediate School [*NO CHANGE*]
4. Junior Academy [*NO CHANGE*]
5. Senior Academy [*NO CHANGE*]
- ~~6. Mission School~~

~~A mission school is a denominationally organized and operated school primarily for non-Seventh-day Adventists.~~

1706:1318 ~~Inter-school Activities/Competition~~ Interscholastic Sports

~~Interscholastic competitive sports have become an integral part of the education process in many Seventh day Adventist schools. As with all other aspects of the education program in an Adventist school, interscholastic sports provide opportunities for character development, and the pursuit of excellence in areas of giftedness.~~

~~NPUC schools that participate in competitive interscholastic athletics shall do so with the primary purpose of fostering the moral character development of students. Accordingly each NPUC school that operates an athletic program will develop a written Interscholastic Sports Plan (ISP) to ensure:~~

Schools that participate in an interscholastic athletic sports will develop a written Interscholastic Sports Plan (ISP) that is annually reviewed and approved by the faculty and school board. The ISP will ensure that:

1. Alignment ~~The goals of the athletic sports program are aligned with and~~ contribute ~~contribute~~ to the ~~overall school~~ school's mission and vision.
2. Opportunity for character development and physical giftedness of students through athletic sports is integral to achieving overall student learning standards.
3. Balancee Allocation of time and resources for athletics is appropriately balanced to protect spiritual, academic, and social programs available to ~~the entire~~ all ~~students.~~ student body
4. ~~Implementation of a deliberate plan to educate and mobilize parents, students, and coaches~~ Students, parents, and coaches are educated and empowered to positively impact the ~~outside~~ community ~~for the glory of God~~ and the good name of the school.
5. Appropriate training is completed by ~~for~~ athletic ~~administrators~~ directors and coaches, paid or volunteer, at all levels (elementary and secondary) before they become involved in any sports program. ~~in best practices for accomplishing the indicators above~~

~~The ISP shall be developed by the administration and athletic department in consultation with the faculty. It shall be approved and annually reviewed by the school board.~~

1734:18 International Student Programs

Each conference is to ensure that schools enrolling international students have a voted policy that guides school decisions in serving these students. This board-approved international student program policy should include the following:

1. Type of international student program being offered.
2. Admission standards for international students.
3. Percentage of international students on campus.
4. Living arrangements for international students.
5. Financial implications for school operations.
6. Effective strategies for achieving spiritual and social learning goals for international students.

2122:8818 Criteria for Acceleration

Criteria for acceleration of an elementary student are to be based on the following minimal requirements:

1. The student is expected to have a score at the 90th percentile or above in each area of a standardized test and to have satisfactorily met ~~the objectives in the *Curriculum Guide* in the basic areas—reading, mathematics, and language skills~~ the skills in the Language Arts and Mathematics Elementary Standards documents at the grade preceding the one to which the student is to advance. This evaluation is to be made by the teacher in consultation with the conference office of education.
2. The student must demonstrate satisfactory evidence of emotional and social readiness for acceleration.
3. Teachers should not initiate a program for acceleration of a student (i.e. two years in one, or three years in two) before submitting a request to the local conference office of education.
4. Ordinarily, students at the elementary level should be limited to one acceleration experience. (See NPUC *Handbook for Teachers*.)

NPUC Teacher Salary Scale July 1, 2018

100% Wage Factor = \$4,504					12-Month		10-Month Employment Scale					
					\$ 4,504		\$ 4,009		\$ 4,099		\$ 4,189	
					Current Empl. Year					Paid Vacation Time		
Step	Wage Factor Percent	Basic	Stand.	Prof.	Per Month	Per Year	Per Month	Per Year	Per Month	Per Year	Per Month	Per Year
							2 Wks. = 89% 1st-4th Year	3 Wks. = 91% 5th-9th Year	4 Wks. = 93% 10th+ Year			
Pre BA	60				\$2,703	\$32,436	\$2,406	\$28,872	\$2,460	\$29,520	\$2,514	\$30,168
Pre Cert (BA)	75				\$3,378	\$40,536	\$3,007	\$36,084	\$3,075	\$36,900	\$3,142	\$37,704
I	83	1st**			\$3,739	\$44,868	\$3,328	\$39,936	\$3,403	\$40,836	\$3,477	\$41,724
II	85	2nd**		1st*	\$3,829	\$45,948	\$3,408	\$40,896	\$3,485	\$41,820	\$3,561	\$42,732
III	87	3rd**		2nd*	\$3,919	\$47,028	\$3,488	\$41,856	\$3,567	\$42,804	\$3,645	\$43,740
IV	90		4th	3rd*	\$4,054	\$48,648	\$3,609	\$43,308	\$3,690	\$44,280	\$3,771	\$45,252
V	93		5th	4th	\$4,189	\$50,268	\$3,729	\$44,748	\$3,813	\$45,756	\$3,896	\$46,752
VI	95		6th +	5th	\$4,279	\$51,348	\$3,809	\$45,708	\$3,895	\$46,740	\$3,980	\$47,760
VII	99			6th	\$4,459	\$53,508	\$3,969	\$47,628	\$4,059	\$48,708	\$4,148	\$49,776
VIII	102			7th	\$4,595	\$55,140	\$4,090	\$49,080	\$4,181	\$50,172	\$4,273	\$51,276

Administrative Travel Budget as described in *Education Code* #5355 = \$26.25

* A person with a Masters degree and basic certification starts at Step II.

** A person with a Masters degree but without basic certification, starts at Step I and advances to Steps II & III with satisfactory progress towards certification. They may be held at Step III until they have met basic/standard/professional certification

***The columns for 3 and 4 weeks vacation time are for years of denominational service only.

5230:18

NPUC Salary Scale for 2018-19

Monthly Base: \$ 4,504

Effective: July 1, 2018

38 Hour Week

Sal Pct	12-month Scale				10-month Scale					
	Annual	Month	Hourly	O/T	2-Week Vacation		3-Week Vacation		4-Week Vacation	
					89%	\$ 4,009	91%	\$ 4,099	93%	\$ 4,189
	Annual	Monthly	Hourly	O/T	Annual	Monthly	Annual	Monthly	Annual	Monthly
30	\$16,224	\$1,352	8.22	12.33	\$14,436	\$1,203	\$14,760	\$1,230	\$15,084	\$1,257
31	\$16,764	\$1,397	8.49	12.74	\$14,916	\$1,243	\$15,252	\$1,271	\$15,588	\$1,299
32	\$17,304	\$1,442	8.76	13.14	\$15,396	\$1,283	\$15,744	\$1,312	\$16,092	\$1,341
33	\$17,844	\$1,487	9.04	13.56	\$15,876	\$1,323	\$16,236	\$1,353	\$16,596	\$1,383
34	\$18,384	\$1,532	9.31	13.97	\$16,368	\$1,364	\$16,728	\$1,394	\$17,100	\$1,425
35	\$18,924	\$1,577	9.58	14.37	\$16,848	\$1,404	\$17,220	\$1,435	\$17,604	\$1,467
36	\$19,464	\$1,622	9.86	14.79	\$17,328	\$1,444	\$17,712	\$1,476	\$18,108	\$1,509
37	\$20,004	\$1,667	10.13	15.20	\$17,808	\$1,484	\$18,204	\$1,517	\$18,600	\$1,550
38	\$20,544	\$1,712	10.40	15.60	\$18,288	\$1,524	\$18,696	\$1,558	\$19,104	\$1,592
39	\$21,084	\$1,757	10.68	16.02	\$18,768	\$1,564	\$19,188	\$1,599	\$19,608	\$1,634
40	\$21,624	\$1,802	10.95	16.43	\$19,248	\$1,604	\$19,680	\$1,640	\$20,112	\$1,676
41	\$22,164	\$1,847	11.22	16.83	\$19,728	\$1,644	\$20,172	\$1,681	\$20,616	\$1,718
42	\$22,704	\$1,892	11.49	17.24	\$20,208	\$1,684	\$20,664	\$1,722	\$21,120	\$1,760
43	\$23,244	\$1,937	11.77	17.66	\$20,688	\$1,724	\$21,156	\$1,763	\$21,624	\$1,802
44	\$23,784	\$1,982	12.04	18.06	\$21,168	\$1,764	\$21,648	\$1,804	\$22,128	\$1,844
45	\$24,324	\$2,027	12.31	18.47	\$21,660	\$1,805	\$22,140	\$1,845	\$22,632	\$1,886
46	\$24,864	\$2,072	12.59	18.89	\$22,140	\$1,845	\$22,632	\$1,886	\$23,124	\$1,927
47	\$25,404	\$2,117	12.86	19.29	\$22,620	\$1,885	\$23,124	\$1,927	\$23,628	\$1,969
48	\$25,944	\$2,162	13.13	19.70	\$23,100	\$1,925	\$23,616	\$1,968	\$24,132	\$2,011
49	\$26,484	\$2,207	13.41	20.12	\$23,580	\$1,965	\$24,108	\$2,009	\$24,636	\$2,053
50	\$27,024	\$2,252	13.68	20.52	\$24,060	\$2,005	\$24,600	\$2,050	\$25,140	\$2,095
51	\$27,576	\$2,298	13.96	20.94	\$24,540	\$2,045	\$25,092	\$2,091	\$25,644	\$2,137
52	\$28,116	\$2,343	14.23	21.35	\$25,020	\$2,085	\$25,584	\$2,132	\$26,148	\$2,179
53	\$28,656	\$2,388	14.51	21.77	\$25,500	\$2,125	\$26,076	\$2,173	\$26,652	\$2,221
54	\$29,196	\$2,433	14.78	22.17	\$25,980	\$2,165	\$26,568	\$2,214	\$27,156	\$2,263
55	\$29,736	\$2,478	15.05	22.58	\$26,460	\$2,205	\$27,060	\$2,255	\$27,648	\$2,304
56	\$30,276	\$2,523	15.33	23.00	\$26,952	\$2,246	\$27,552	\$2,296	\$28,152	\$2,346
57	\$30,816	\$2,568	15.60	23.40	\$27,432	\$2,286	\$28,044	\$2,337	\$28,656	\$2,388
58	\$31,356	\$2,613	15.87	23.81	\$27,912	\$2,326	\$28,536	\$2,378	\$29,160	\$2,430
59	\$31,896	\$2,658	16.15	24.23	\$28,392	\$2,366	\$29,028	\$2,419	\$29,664	\$2,472
60	\$32,436	\$2,703	16.42	24.63	\$28,872	\$2,406	\$29,520	\$2,460	\$30,168	\$2,514
61	\$32,976	\$2,748	16.69	25.04	\$29,352	\$2,446	\$30,012	\$2,501	\$30,672	\$2,556
62	\$33,516	\$2,793	16.97	25.46	\$29,832	\$2,486	\$30,504	\$2,542	\$31,176	\$2,598
63	\$34,056	\$2,838	17.24	25.86	\$30,312	\$2,526	\$30,996	\$2,583	\$31,680	\$2,640
64	\$34,596	\$2,883	17.51	26.27	\$30,792	\$2,566	\$31,488	\$2,624	\$32,172	\$2,681
65	\$35,136	\$2,928	17.79	26.69	\$31,272	\$2,606	\$31,980	\$2,665	\$32,676	\$2,723
66	\$35,676	\$2,973	18.06	27.09	\$31,752	\$2,646	\$32,472	\$2,706	\$33,180	\$2,765

Monthly Base: \$ 4,504

Effective: July 1, 2018

38 Hour Week

Sal Pct	12-month Scale				10-month Scale					
					2-Week Vacation 89% \$ 4,009		3-Week Vacation 91% \$ 4,099		4-Week Vacation 93% \$ 4,189	
	Annual	Month	Hourly	O/T	Annual	Monthly	Annual	Monthly	Annual	Monthly
67	\$36,216	\$3,018	18.33	27.50	\$32,244	\$2,687	\$32,964	\$2,747	\$33,684	\$2,807
68	\$36,756	\$3,063	18.61	27.92	\$32,724	\$2,727	\$33,456	\$2,788	\$34,188	\$2,849
69	\$37,296	\$3,108	18.88	28.32	\$33,204	\$2,767	\$33,948	\$2,829	\$34,692	\$2,891
70	\$37,836	\$3,153	19.15	28.73	\$33,684	\$2,807	\$34,440	\$2,870	\$35,196	\$2,933
71	\$38,376	\$3,198	19.43	29.15	\$34,164	\$2,847	\$34,932	\$2,911	\$35,700	\$2,975
72	\$38,916	\$3,243	19.70	29.55	\$34,644	\$2,887	\$35,424	\$2,952	\$36,204	\$3,017
73	\$39,456	\$3,288	19.97	29.96	\$35,124	\$2,927	\$35,916	\$2,993	\$36,696	\$3,058
74	\$39,996	\$3,333	20.25	30.38	\$35,604	\$2,967	\$36,408	\$3,034	\$37,200	\$3,100
75	\$40,536	\$3,378	20.52	30.78	\$36,084	\$3,007	\$36,900	\$3,075	\$37,704	\$3,142
76	\$41,088	\$3,424	20.80	31.20	\$36,564	\$3,047	\$37,392	\$3,116	\$38,208	\$3,184
77	\$41,628	\$3,469	21.07	31.61	\$37,044	\$3,087	\$37,884	\$3,157	\$38,712	\$3,226
78	\$42,168	\$3,514	21.35	32.03	\$37,536	\$3,128	\$38,376	\$3,198	\$39,216	\$3,268
79	\$42,708	\$3,559	21.62	32.43	\$38,016	\$3,168	\$38,868	\$3,239	\$39,720	\$3,310
80	\$43,248	\$3,604	21.89	32.84	\$38,496	\$3,208	\$39,360	\$3,280	\$40,224	\$3,352
81	\$43,788	\$3,649	22.16	33.24	\$38,976	\$3,248	\$39,852	\$3,321	\$40,728	\$3,394
82	\$44,328	\$3,694	22.44	33.66	\$39,456	\$3,288	\$40,344	\$3,362	\$41,220	\$3,435
83	\$44,868	\$3,739	22.71	34.07	\$39,936	\$3,328	\$40,836	\$3,403	\$41,724	\$3,477
84	\$45,408	\$3,784	22.98	34.47	\$40,416	\$3,368	\$41,328	\$3,444	\$42,228	\$3,519
85	\$45,948	\$3,829	23.26	34.89	\$40,896	\$3,408	\$41,820	\$3,485	\$42,732	\$3,561
86	\$46,488	\$3,874	23.53	35.30	\$41,376	\$3,448	\$42,312	\$3,526	\$43,236	\$3,603
87	\$47,028	\$3,919	23.80	35.70	\$41,856	\$3,488	\$42,804	\$3,567	\$43,740	\$3,645
88	\$47,568	\$3,964	24.08	36.12	\$42,336	\$3,528	\$43,296	\$3,608	\$44,244	\$3,687
89	\$48,108	\$4,009	24.35	36.53	\$42,828	\$3,569	\$43,788	\$3,649	\$44,748	\$3,729
90	\$48,648	\$4,054	24.62	36.93	\$43,308	\$3,609	\$44,280	\$3,690	\$45,252	\$3,771
91	\$49,188	\$4,099	24.90	37.35	\$43,788	\$3,649	\$44,772	\$3,731	\$45,744	\$3,812
92	\$49,728	\$4,144	25.17	37.76	\$44,268	\$3,689	\$45,264	\$3,772	\$46,248	\$3,854
93	\$50,268	\$4,189	25.44	38.16	\$44,748	\$3,729	\$45,756	\$3,813	\$46,752	\$3,896
94	\$50,808	\$4,234	25.72	38.58	\$45,228	\$3,769	\$46,248	\$3,854	\$47,256	\$3,938
95	\$51,348	\$4,279	25.99	38.99	\$45,708	\$3,809	\$46,740	\$3,895	\$47,760	\$3,980
96	\$51,888	\$4,324	26.26	39.39	\$46,188	\$3,849	\$47,232	\$3,936	\$48,264	\$4,022
97	\$52,428	\$4,369	26.54	39.81	\$46,668	\$3,889	\$47,724	\$3,977	\$48,768	\$4,064
98	\$52,968	\$4,414	26.81	40.22	\$47,148	\$3,929	\$48,216	\$4,018	\$49,272	\$4,106
99	\$53,508	\$4,459	27.08	40.62	\$47,628	\$3,969	\$48,708	\$4,059	\$49,776	\$4,148
100	\$54,048	\$4,504	27.36	41.04	\$48,108	\$4,009	\$49,188	\$4,099	\$50,268	\$4,189
101	\$54,600	\$4,550	27.64	41.46	\$48,600	\$4,050	\$49,680	\$4,140	\$50,772	\$4,231
102	\$55,140	\$4,595	27.91	41.87	\$49,080	\$4,090	\$50,172	\$4,181	\$51,276	\$4,273