

**BUSINESS PROCEDURES**  
**Series 800**

Policy Title: Compensation for Grant-Funded Positions

Code: 803.12

The Lapwai School District is proud of our rigorous and successful pursuit of grant funding to support student learning. To ensure the greatest equity and fairness with compensation, the following requirements are in place for grant-funded positions.

Grant-funded positions must meet the following criteria:

1. The compensation must align with a current salary schedule; and
2. Compensation higher than a current salary schedule must reflect additional calendar days or scheduled hours above and beyond the expected work day for positions of that category; and
3. Hiring for grant-funded positions must comply with the District Hiring Process and Criteria outline in Policy 401.4; and
4. The salary, calendar, and scheduled work hours for grant-funded positions must be approved by the Superintendent and Business Manager prior to recommendation for hire on a school board agenda and prior to the employee beginning work; and
5. District-awarded general percentage salary increases will apply to grant-funded positions only in the instance where the grant funding is able to support that increase.
6. Grant funded positions are subject to the same classified and certificated evaluation policies as outlined in District policy.

Adopted: 1/18/2023