

## Exchange Teaching

Because much value can accrue to a local school system by an interchange with teachers of foreign countries and other districts, the district shall, when appropriate, participate in exchange teacher programs. Inasmuch as exchange teachers shall be considered as serving in the roles of ambassadors and representatives of not only the district, but also the state of Oregon and the United States of America, applicants shall be outstanding representatives of the American teaching profession.

1. Applicants shall be teachers under regular contract with the district and shall have taught in the Banks Schools for the four years immediately preceding the date of application. Application in writing shall be made to the superintendent for placement on the agenda of the second regular Board meeting prior to the teacher submitting the application.
2. Leave of absence for an exchange teacher position shall be one year only but may, under extenuating circumstances, be extended for an additional year on mutual consent of the two school systems and the teacher involved.
3. Conditions affecting salary payments and positions on the Banks salary schedule shall be as follows: (a) salary increments and also retirement and other benefits shall continue during participation in the program; (b) teachers on exchange service shall receive their regular salary payments from the Banks School District unless paid directly by the school system in which they teach; (c) exchange teacher salary includes no extra compensation for position, such as department head, and no activity payments such as may normally be received at Banks for these services; and (d) Banks School District will be responsible for no expenses accrued by the teacher as a result of the exchange.
4. Teachers participating in the program will be obliged to return to Banks School District for one contract year for each year of exchange following the leave of absence unless the Board agrees to waive this requirement.
5. Teachers agree to act as resource people to other members of the staff upon their return and will share materials and knowledge acquired with the staff.
6. The district may approve one application per school year.

END OF POLICY

---

Legal Reference(s):

ORS 332.107

ORS 342.965