



SALT: Serving And Laboring Together Program Details

Program Overview:

A SALT program provides an opportunity to enhance our school through volunteering time, talent, or monetary support.

Participation:

All families of Grace Lutheran School 's Kindergarten through 8th grade students are now expected to complete SALT hours for the current school year, or to compensate the school.

Number of Hours:

Every year, families of each Grace Lutheran School student (s) must complete 30 hours of work to fulfill their SALT requirement, regardless of the number of children they have enrolled). If the only child enrolled in Grace Lutheran School is a Kindergarten, the SALT requirement is half of the regular requirement, or 15 hours.

“School Year” relating to SALT Hours:

For SALT purposes, the school year runs July 1 through June 30. In cases where jobs will be completed during the last month of the school year (i.e. June), it is possible to submit “pending” SALT hours by the end of May and have the account credited “pending completion” (or noted as ‘ PC’ on your statement).

SALT work / job descriptions:

Some SALT jobs require sign up in advance. The SALT jobs book, located in the school office, lists most of the SALT jobs requiring signing up in advance. For SALT jobs requiring advance sign up that are not listed in the SALT jobs book, please contact the school secretary or Ministries Coordinator. There are more SALT eligible jobs that do not require advance sign up and are not listed in the SALT jobs book. These jobs simply need to be completed and logged for credit. If you identify work or a job you believe should be added to the list, please inform the School Secretary or Principal.

How and where to report SALT hours:

All families must report the hours worked, and/or funds contributed and will be credited for actual time worked and/or funds contributed. Please report your hours worked and/or funds contributed by logging them in the SALT notebook which is located in the school office. The process is fast and simple with no lengthy explanations required. Hours and/or funds contributed are to be recorded and logged within 7 days to receive credit for the hours. **Remember, you must log your hours and/or funds contributed to receive credit for them!**

Options vs. contributing SALT hours:

Families can choose to contribute financially to Grace Lutheran School rather than through SALT hours by paying \$600.00 instead of completing SALT hours (or \$300.00 for families with their only child in Kindergarten), or a combination of each. If you complete only part of your hours during the school year, you will be responsible for paying the prorated balance before the start of the new school year. For example, if you worked 5 of the required 30 hours, you would owe \$500.00 (5 hours at \$20.00 / hour = \$100.00; \$600.00 - \$100.00 = \$500.00). SALT statements will be available and reflect the initial charge of \$600.00 minus the dollar amount of any completed and reported SALT hours as of the posting date. Again, if at the end of June, a balance remains, you are responsible for paying the balance before start of the new school year.

SALT hour ‘carry-over’:

Extra SALT hours from the previous school year do not count toward a family’s commitment for the current school year. SALT hours earned are not transferable. If a family has an extreme situation or emergency, they may contact the GLS Financial Administrator and request a waiver. The Board of Education will review the request and make a decision on the family’s request.

Summary:

If you have any questions or concerns about your SALT account balance or your responsibilities, please call or contact the School Secretary or Principal.

THANK YOU for your commitment to your school and our children! May we all lead as examples of Jesus’ love for us!

Commit to the Lord whatever you do, and he will establish your plans.

Proverbs 16:3 NIV (New International Version)



SALT: Serving And Laboring Together Frequently Asked Questions

Question: *What is the purpose of the SALT program?*

Answer: The purpose is twofold: First, to increase participation by addressing the ever-increasing workload of fundraising, property projects and classroom activities; and, second, to increase the 'pride of ownership' for all families in their school and education.

Question: *How was the SALT program designed?*

Answer: The SALT program is modeled after successful, established programs at other Christian schools both in the Portland area and elsewhere.

Question: *Who should participate in the SALT program?*

Answer: All families of Kindergarten through 8th grade students are required to contribute to SALT hours:

- 30 hours per school year for each family with a child or children enrolled in 1st through 8th grade
- 15 hours per school year for each family whose only child is enrolled in Kindergarten

However, if requested by a family due to extreme or emergency circumstances, the school may allow a waiver or partial waiver to that family for a designated school year.

Question: *Who may participate in the SALT program for a 'family unit'?*

Answer: All family members that are willing and capable for a specific activity may contribute hours for the 'family unit'; examples include mother, father, stepmother, stepfather, guardian(s), brothers, sisters, aunts, uncles, grandfathers, grandmothers, friends, and the student.

Question: *Can the SALT hours be put in if offsite of Grace Lutheran School?*

Answer: Yes, if pre-approved by the coordinator for the specific activity.

Question: *What if I am already busy with church work?*

Answer: Your gift of time and talent to Grace Lutheran Church related ministries may be credited as SALT hours.

Question: *What if my spouse and I have full time jobs?*

Answer: The school will be flexible and work with family members, recognizing schedules are not the same. It is recommended, however, that you get involved early in the school year (i.e. for SALT hours starting July 1)

Question: *What if I am unable to fulfill my SALT requirement?*

Answer: Those responsible for review of SALT hours contributed will be understanding of families faced with emergency or extreme circumstances. However, lack of fulfillment due to lack of commitment will result in a new school year expense to the family.

Question: *Isn't SALT really a tuition increase?*

Answer: SALT is specifically a means to provide an *offset* to the ever increasing cost of providing a quality education. Your Board of Education and Grace Lutheran Church members work hard to keep tuition as low as possible which has resulted in the need to implement the SALT program.

Question: *May I include funds spent on approved projects in addition to my hours for the approved project?*

Answer: Yes you may include money spent for supplies as SALT hours; at rate of \$20 = 1 hour (Please ensure you have pre-approval by the coordinator for the specific activity, and provide copies or scans of your receipts.)

Question: *Since I have already exceeded my hour / dollar requirement for the fiscal year, may I 'donate' my excess hours / dollars to another household?*

Answer: Yes, and your kindness is highly appreciated to think of helping another household meet their annual SALT hour / dollar requirement.

To make your 'donation' to another household, please:

1. Record in the SALT book in the GLS office the household to whom you are requesting your 'excess' SALT hours / dollars be donated
2. Ensure your 2018-2019 totals through June 30, 2019 are accurate and complete
3. Identify whether you will inform the household of your donation, or whether you request that the School Secretary or Ministries Coordinator inform the household anonymously.

Question: *With whom should I make contact to get information on how many SALT hours will be approved for the project in which I am interested?*

Answer: The 'Project Leader' has responsibility for determining the number of hours that will be approved for the project in which you are interested.

Question: *If I drive and take students to an approved GLS activity, do I get SALT credit for the hours?*

Answer: The 'Project Leader' has responsibility for determining the number of hours that will be approved for the project in which you are interested.

Question: *If I drive and take students to an approved GLS activity, do I get SALT credit for the hours while the activity occurs?*

Answer: SALT hours are provided during the activity if 'pre-approved' by The 'Project Leader'; the 'Project Leader' also has responsibility for determining the number of hours that will be approved for the work agreed that you perform during the activity.

Question: *Are SALT hours available for organizing and making available flowers for our weekly chapel service?*

Answer: SALT hours are available and 'pre-approved' by The 'Project Leader'

Question: *Can I obtain information from home on the number of SALT hours that I have recorded?*

Answer: Yes, SALT hours are uploaded at the end of the 2nd and 4th quarters and are available at <http://www.tads.com> effective **February 1, 2018**

And we know that in all things God works for the good of those who love him, who have been called according to his purpose.

Romans 8:28 New International Version (NIV)