

SUBJECT: CREDIT FOR PRIOR TEACHING SERVICE

In recognition of the district's need to remain competitive in attracting and retaining qualified personnel, particularly in certification areas of need, the Board of Education authorizes the Superintendent of Schools to recommend initial salary step placement for newly hired instructional staff beyond the standard experience credit guidelines.

Specifically, in areas of demonstrated need, the Superintendent may recommend that new hires receive additional credit for up to one year of service on the salary schedule for every two years of prior full-time, relevant teaching experience.

For example, a teacher with 11 years of previous experience may be credited with 5 years under the standard ratio (Start at Step G in the next year), with an additional 3 years of credit awarded for the remaining 6 years of experience, resulting in an initial salary placement on Step J.

See Table 1.

	Table 1																						
Prior Years of Service	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22
Step Credit	A	B	C	D	E	G		H		I		J		K		L		M		N		O	

Once new hire is placed on the schedule, they would move according to Appendix A-1 in subsequent years.

All such recommendations must be based on documented teaching experience and aligned with district hiring priorities. Final approval of salary step placement rests with the Board of Education upon recommendation by the Superintendent.