

CHAPTER 6.00 - PERSONNEL

6.94

EXPERIENCE FOR SALARY PURPOSE

POLICY:

- (1) All years in other public school systems of Florida, including services set forth in Section 238.01(4), Florida Statutes, shall be counted as experience for salary purposes under the salary schedule. Each year of service shall meet the criteria for a year of service as prescribed by law and these rules.
- (2) If the authority verifying the experience fails to confirm experience within six (6) months, alternate verification of experience may be considered by the Superintendent and if satisfactory, experience credit may be awarded. In no case shall an individual be paid for experience prior to notification.
- (3) Any member of the instruction or administrative staff shall be given credit for prior teaching outside the state of Florida to include the public schools, and may be granted experience for teaching in any state supported institution of higher learning, not to exceed the amount set forth in paragraph (b) below. Part-time career and part-time technical teachers may receive credit for experience as approved by the Superintendent; provided that such credit in the specific program and may not include work experience required for certification.
 - (a) All instructional personnel shall receive full credit on the salary schedule for all previous teaching experience in the State of Florida or other teaching experiences in school districts accredited by a FDOE recognized accrediting agency.
 - (b) No credit in excess of that authorized by the salary schedule shall be given, although no such credit previously granted will be retracted.
 - (c) Instructional personnel hired after June 30, 2001, will receive one (1) year experience for each year of full-time teaching service at a school accredited by an accrediting agency recognized by State of Florida Department of Education, and placed in the appropriate position on the salary schedule most recently approved by the School Board.

CHAPTER 6.00 - PERSONNEL

- (4) Four (4) years of service may be allowed for military services rendered since January 1, 1940. A year of service will be allowed for twelve (12) months of service; provided that a partial year which is in excess of six (6) months may be counted as a full year. Additional credit shall not be allowed for teaching while in military service.

(5) **EDUCATIONAL STAFF PROFESSIONAL (ESP)**

(a) Out-of-System Hire

An individual who is a new hire by the School Board shall be placed on the experience level of the appropriate salary schedule based on the recommendation of the immediate supervisor and approval of the Superintendent.

This recommendation will be determined by written documented verification of previous experience in a position of similar duties and responsibilities.

An employee hired under School Board Policy 6.217 will be placed on annual contract and at the entry level on the appropriate salary schedule.

(b) In-System Promotion

A current ESP employee who is promoted (the Superintendent shall determine whether or not the classification movement is a promotion) to a different job classification will be placed on the new job classification's salary schedule based on written documented verification of previous experience in a position similar in duties and responsibilities.

The "promoted" individual shall be placed on the salary schedule at a level accounting for a minimum of 50% of their years of service within Dixie District Schools; provided that of his/her new job classification pay rate is at a level where the hourly rate is no less than his/her previous hourly rate.

CHAPTER 6.00 - PERSONNEL

(c) Placement Adjustment

It is understood that when an individual accepts the position, he/she is also accepting their initial placement on that job classification's salary schedule.

An individual may, prior to their appointment by the School Board, request to the Superintendent or his designee that his/her placement on the salary schedule be adjusted due to the fact that documentation of additional years of experience needs to be reviewed.

STATUTORY AUTHORITY: 1001.41, F.S.

LAWS IMPLEMENTED: 1012.22;1011.60,F.S.; 6A01.52, SBER

HISTORY:

Adopted:
Revision Date(s): October 19, 1982; July 1, 1996; January 14, 1999
June 29, 2004; February 8, 2005; August 14, 2007; December 13, 2011
Formerly: