

PRIOR EXPERIENCE CREDIT FOR PROFESSIONAL STAFF

1. Teachers:

Teachers coming to the Gloucester County Public Schools will be given credit for acceptable teaching experience as determined by the Superintendent and the Department of Human Resources before being recommended to the School Board for final approval.

- A. Credit for teaching experience is granted on a year-for-year basis. After determination of verified years of experience, the candidate for employment is recommended for placement on the appropriate step with other teachers having similar years of experience.

The following are types of experience credit allowed:

- (1) Public school experience in the State and out of the State;
- (2) Experience in accredited institutions of higher learning in and out of the State;
- (3) Experience in schools operated on military installations, supported by federal tax funds, and for which academic credit is accepted for admission to the public schools of Virginia;
- (4) Experience in public resident schools, such as the Virginia School for the Deaf and Blind;
- (5) Experience in State accredited private schools;
- (6) Experience for military service (Two [2] years credit for military experience is considered upon entry in the Gloucester County Public School Division, if compulsory military service interrupts teaching experience. One [1] year teaching experience for each two [2] years is granted.);
- (7) Experience in the field of vocational education, where the requirement calls for occupational work experience beyond the apprenticeship level (This experience is allowed at the rate of one [1] year on the salary scale for every two [2] years of such work experience up to a maximum of ten [10] years credit.);
- (8) On a one (1) time basis, one (1) year of experience for one (1) semester of teaching experience; thereafter, each full year of teaching experience must be equated to two (2) full semesters; and,
- (9) In circumstances not delineated herein, the Superintendent has discretionary authority to grant experience credit.

2. Other Professional Personnel:

Previous experience allowance and salary placement on an administrative salary schedule will be determined by the Superintendent and the Department of Human Resources, and then recommended to the School Board by the Superintendent.

- A. After determination of the verified years of experience, the candidate for employment is recommended for placement on the appropriate scale and step with present administrators with similar years of experience.

- B. On a one-time (1) basis, one (1) year of experience is allowed for one (1) semester of administrative experience. Thereafter, each full year of administrative experience must be equated to two (2) full semesters.
- 3. Misrepresentation of experience is deemed grounds for dismissal for all professional staff.

ADOPTED:

February 8, 1983
November 11, 1986
May 10, 1988
July 1, 1991

LEGAL REFERENCES:

Gloucester County School Board