

## **CHAPTER 6.00 - SCHOOL ADMINISTRATION**

### **6.36 - Employee Experience for Salary Purposes**

#### **POLICY**

Salary payments for all employees shall be made in accordance with the salary schedule adopted by the Board.

- (1) All years in the public school system of Florida, including the service set forth in Florida Statutes and requirements in 1012.22 (5) (c) Florida Statutes, shall be counted as teaching 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 regulations.
- (2) Any member of the instructional staff shall be given credit for prior teaching experience outside of Florida to include the public schools, special state-supported schools, state colleges and universities, state-supported community or junior colleges, and schools and colleges sponsored by the Federal Government and the possessions of the United States. Experience credit may not exceed the limits established by the Board or the terms of an applicable ratified collective bargaining agreement.
- (3) A teacher employed in a vocational or technical field may receive credit for full-time work experience as determined by the Director of Personnel; provided, that such work experience is closely related and applicable to the subject to be taught; provided further, that such credit shall not exceed the salary schedule adopted by the Board. One year or a major fraction of a year shall be determined to be a year of experience for salary purposes only.
- (4) Non-degreed teachers of vocational education in the areas of agriculture, business, health occupations, home economics, industrial, marketing, and public service shall meet the following qualifications:
  - (a) A high school diploma or its equivalent;
  - (b) Six (6) years of full-time successful occupational experience in the teaching specialization area gained as a wage earner after the age of 16; or
  - (c) Bachelor's degree from an accredited institution and verification of two (2) years of full-time occupational experience or the equivalent in part-time experience; or
  - (d) Associate of art or science degree from an accredited institution and verification of four (4) years of full-time occupational experience or the equivalent in part-time experience; or

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- (e) Successful completion of a vocational or technical institution program of study and verification of four (4) years of full-time occupational experience or the equivalent in part-time experience.
- (5) Experience verification shall be provided on business stationery by former employers or by a notarized affidavit(s) and shall specify the dates of employment, job titles, and full-time or part-time employment. For part-time employment, the number of hours worked per week shall be included. For self-employment, experience in a family owned business, or experience at a firm no longer in business, experience shall be verified by an individual knowledgeable of the applicant's service. Verification shall not be accepted from the applicant or family members.
- (6) Florida non-public school teaching experience shall be credited; provided the school is registered under 1002.42, F.S. and is accredited by the Southern Association of Colleges and Schools (SACS) or the Florida Association of Non-Public Schools.
- (7) No credit for substitute or part-time teaching shall be allowed unless the service was rendered under contract in excess of one-half the days or hours required for a year of service in a full-time position.
- (8) Instructional personnel will be paid according to their highest degree earned in accordance with the Master Contract.
- (9) Experience credit for school related employees shall be based on the terms of a negotiated agreement. In the absence of a certified bargaining agent, experience credit shall be as established by the Board.

### **STATUTORY AUTHORITY:**

1001.42 1001.42, (17), 1012.33(3)(g)  
F.S.

### **LAWS IMPLEMENTED:**

1012.22 (5), 1012.55, 1012.39, 1012.35,  
1012.36, 1011.60 (3) (5), F.S.

### **STATE BOARD OF EDUCATION RULE:**

6A-1.052; 6A-1.0503

### **HISTORY:**

Adopted: 06/17/97  
Revision Date(s): 10/17/00, 10/16/01,  
12/03/02, 08/04/09,  
09/22/09

Formerly: