

APPENDIX E (Cont.)

**Section 2. Criteria for Salary Experience Credit**

- A. For purposes of crediting experience for placement on salary ranges under the AO Salary Schedule, a "year" is defined, in accordance with Florida Statutes, as follows:
- |    |   |          |
|----|---|----------|
| 1. | 10-month employees                      | 99 days  |
|    | 10-month new hires                      | 101 days |
|    | 11.5-month Vocational, Adult            | 118 days |
|    | 11.5-month Vocational, Adult, new hires | 120 days |
|    | 12-month employees (250 days)           | 111 days |
2. Days include actual service, including sick leave and holidays, for which compensation was received in any fiscal year.
- B. Experience Credit for Placement on AO Salary Schedule is applicable to the initial hire with M-DCPS, unless otherwise designated in the contract. It is not the intent of this provision that teachers being reassigned to a different instructional position subsequent to the initial hire with M-DCPS can have prior work and/or teaching experience reevaluated to determine a higher placement on a different assignment.
- C. Salary Increase for Creditable Teaching Experience
1. U.S. public school full-time classroom teaching experience is creditable at a 1.5% increase above the minimum of the A0 salary schedule for every two years of creditable experience up to a maximum of a 15% increase above the minimum of the A0 salary schedule. This provision is not applicable to charter school experience.
  2. All other creditable teaching experience is at a 1% increase above the minimum of the A0 salary schedule for every two years of creditable experience up to a maximum of 10% increase above the minimum of the A0 salary schedule.
  3. Fifteen percent (15 %) is the maximum increase above the minimum provided the majority of the experience is in a U.S. public school. In the case of equal experience from both a U.S. public school and other creditable experience, the employee will receive the maximum of a 15% increase above the minimum salary on the A0 salary schedule.
  4. All new hires, shall be provided an increase above the minimum salary of the A0 salary schedule as stipulated in Appendix E, Section 2-C (1,2,3),
  5. Rehires, who have not retired, shall be placed at their former A0 salary. If the break in service is 12 months or longer, the employee shall be placed at their former A0 salary or adjudicated as stipulated in Appendix E, Section 2 C (1,2,3), whichever is greater.
  6. Former certificated employees who have retired from any school system in the state or out-of-state who are hired or rehired by M-DCPS shall be provided an increase above the minimum salary of the salary schedule as stipulated in Appendix E, Section 2-C (1,2,3).
  7. Creditable (applicable) experience for salary purposes is:
    - a. Each full school year of service in the State of Florida in a district school system as a full-time teacher.

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An M-DCPS paraprofessional or associate educator who is hired as a full-time teacher, including interim teachers (3100), shall be provided a salary that reflects a 1% increase above the minimum salary of the salary schedule for every two years of service with the District as a Paraprofessional/Associate Educator up to a maximum of a 15% increase above the minimum of the A0 Salary Schedule.

- b. Each full year of full-time teaching in an accredited college, community college, and/or university.
- c. Each full year of U. S. active military service after September 1, 1939, if the person had not served under full-time contract in the teaching profession prior to serving in the Armed Forces, a maximum of two years will be allowed. Salary adjustments as a result of these changes shall be made for the current and subsequent years only.
- d. U.S. private school teaching service (with documentary evidence of appropriate state certification); or foreign public; or foreign public charter school teaching service; or foreign private school teaching service when proof is presented that the private school is accredited by a U.S. regional accrediting association or by a recognized accrediting agency in that foreign country. The recognized accrediting entity in the foreign country is the Ministry of Education of that country or other body legally sanctioned by the government of the country. Credit may be given provided the employee worked the full academic/calendar year or at least one day more than half the year and worked full-time (as "day" is defined in Appendix E, Section 2, A., 2).
- e. Each 12 months of full-time work in a trade or business which contributes directly to the effectiveness of one's teaching, if employed as a vocational teacher.
- f. Every 12 months of directly related professional full-time work experience if employed as a full-time, non-vocational teacher shall be counted as one year of service. The work experience must have been directly related to the teaching assignment (for example, industrial chemist teaching chemistry, field biologist teaching biology). The experience must have been completed after graduation from an accredited college/university.
- g. Each 12 months of full-time social work experience, if employed as a school social worker with required certification.
- h. Each 12 months of full-time service as a psychologist shall be allowed for certificated school psychologists, if employed as a school psychologist.
- i. Each 12 months of full-time service as a counselor shall be allowed for certificated counselors, if employed as a school counselor.
- j. Each 12 months of full-time Physical and/or Occupational Therapist, audiologist, speech language pathologist (SLP) or clinical art therapist experience shall be credited for certificated Physical and/or Occupational Therapists, audiologists, SLPs or art therapists, respectively, if employed in that capacity.
- k. Each 12 months of full-time service as a media specialist. Said 12 months of service shall include, but not be limited to, corporate/foundation librarian, public librarian (city, county, state and federal) and college and/or university librarian.
- l. Each 12 months of full-time service as an instructional nurse shall be allowed for registered nurses, if employed as an instructional nurse (effective 2003-2004 school year).

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- m. Each 687 hours or more of part-time teaching for MDCPS on the AT or AU salary schedule during any one fiscal year, if and when employed on a full-time basis, excluding emergency substitute service.

Each 500 hours or more of part-time teaching in an accredited college, or community college, and/or university during any one fiscal year.

- n. All employees who have a change in status from the AO Salary Schedule to AT/AU Salary Schedules and subsequently return to the AO Salary Schedule shall have their experience while on the AT/AU Salary Schedule credited according to Appendix E, Section 2(B)(2)(l).
- o. If a year of teaching is shortened by active U.S. military service, that year of experience shall be credited, provided that this time is not also counted as military service credit.
- p. Each 12 months of active military experience as reflected on the Certificate of Release or Discharge from Active Duty (or its equivalent or successor) issued by the Department of Defense shall be allowed for certificated instructors, if employed as a JROTC Instructor.