

A. Teaching, Business, or Industrial Experience Credit to be granted upon initial employment:

The maximum Experience Level granted to teachers is Experience Level 10 on the Base Salary Schedule. All business or industrial experience must have been full-time experience, directly related to the program being taught and approved by the director. No credit will be allowed for part-time work experience. If a teacher's calculation for experience ends in ".5" the Experience Level will be taken to the next lowest whole number.

1. Teachers with an active Occupational Specialist, Workplace Specialist, or traditional teaching license will be granted Experience Level credit on the Base Salary Schedule equal (1:1) to the number of years of verifiable public teaching experience.
2. Teachers with or without a teaching license will be granted Experience Level credit on the Base Salary Schedule on the following basis for their business or industrial work experience.
  - a. A teacher without a Bachelor's degree may be given credit for a Bachelor's degree on the basis of five (5) years of work experience.
  - b. Work experience may be combined with college training to obtain credit for a Bachelor's degree with one year of college credit equal to two years of work experience.
  - c. Years of work experience not applied to obtain credit for a Bachelor's degree will be granted Experience Level credit on the Base Salary Schedule at the rate of one year of teaching experience for each two years (1:2) of full time business or industrial experience.
3. Military work experience will be granted credit on the salary schedule equal to the number of years (1:1) for full time military service up to four (4) years. Military work experience will not be accepted for both military service credit and business or industrial experience credit.

Example Scenarios: (include calculation table/worksheet?)

Mr. Jones taught for 3 years at another career center. He has 9 years of full-time industry experience related to the program he is teaching. He does not have a bachelor's degree, but does have an Associate's degree with two years college training. To calculate his Experience Level:

- Teaching experience 1:1 = 3
- 8 years work experience (1:2) = 4
  - 2 year Associate's degree = 4 years work experience
  - 9 years work experiences + 4 years obtained from Associate's degree = 13 years work experience
  - 13 years work experience - 5 years (credit for Bachelor's Degree) = 8 years work experience
- Experience Level = 7

Mrs. Jones has never taught, but has a Bachelor's degree and 15 years of full-time industry experience related to the program he is teaching.

- 15 years work experience (1:2)=7.5
- Experience Level = 7