

## 4030-R Recognition of Experience

### **Principals and District Administrative Administrators:**

Principals are employed pursuant to individual contracts based upon qualification, experience, performance and other relevant factors.

### **Certified Personnel:**

Placement on the Campbell County School District Certified Salary Schedule will be determined by the current board approved conversion chart.

Unless otherwise recommended by the Superintendent and approved by the Board of Trustees:

New certified, non-administrative employees will be allowed credit for a maximum of six years of educational experience outside Wyoming.

New certified employees transferring from another Wyoming school district will receive credit in accordance with the district salary schedule for all prior years of service obtained as a teacher in any Wyoming school district and for years attained as a teacher in a regional developmental preschool system as defined by ~~state law. W.S. 21-7-104(b) and W.S. 21-2-701 (a)(iii).~~

The Superintendent has the authority to authorize experience credit for non-public school teaching or for non-educational experience for new employees if such experience can be shown to have a direct relationship to the position for which the employee was hired.

### **Licensed Personnel (Therapeutic Specialists):**

Licensed personnel are employed pursuant to individual contracts based upon qualification, experience, performance, and other relevant factors.

### **Educational Support Personnel Supervisors\Managers:**

Supervisors\Managers are employed pursuant to individual contracts based upon qualification, experience, performance, and other relevant factors.

### **Educational Support Personnel:**

New educational support personnel employees will be allowed the following experience:

- One step for six years of related work experience; ~~and~~
- One additional step for nine or more years of related work experience; ~~and~~
- One additional step for twelve or more years of related work experience.
- One related work experience step may be replaced by one step for relevant education (Associates\Bachelors).
- No person will be allowed more than the above maximum of three steps for a combination of education and experience without a recommendation from the Associate Superintendent for Instructional Support, a review by the Human Resources Director, and an approval by the superintendent.

ADOPTION DATE: July 16, 2014; Revised May 26, 2015; **Reviewed with minor changes September 27, 2022**

LEGAL REFERENCE(S): W.S. 21-7-104(b); W.S. 21-2-701 (a)(iii)

CROSS REFERENCE(S): 4030

ADMINISTRATIVE REGULATION: