

## **CREDIT FOR EXPERIENCE (Classified Staff)**

A classified staff employee originally hired into a regular position will be paid the Salary Schedule minimum for that class of work unless the Superintendent or his or her designee determines that a rate of pay above the minimum is justified.

### PLACEMENT TOOLS:

A maximum of nine (9) years' relevant experience may be granted to newly-hired employees. In the Superintendent's sole discretion, a higher placement on the salary schedule may be awarded for positions that he or she considers hard to fill in order to secure the most qualified candidate. In those cases, the Superintendent may consider additional years of experience and/or other experience that is relevant to the qualifications for the position.

"Hard to fill positions" will be identified and recommended to the Superintendent by the Administration based upon, among other relevant factors, job descriptions, recruitment efforts and success, industry trends, and the availability of qualified candidates within the relevant market.

Full in-district credit on the salary schedule for previous experience in the District may be granted when a person is rehired for like position within five (5) years, calculated from the last day of work to the actual start date of employment, subject to the Superintendent's authority above with respect to hard to fill positions.

Any period of six months or more will be considered one year of experience.

Originally adopted: May, 1995

Revised July 1, 2025

July 1, 2022

June 2, 2016

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Recodified: February 12, 2001