

Section 7 Credit For Experience

- ◆ Instructional applicants may be credited with up to fifteen (15) years of verified experience.
- ◆ Instructional Support applicants may be credited with up to seven (7) years of verified experience.
- ◆ Transferring employees may be credited with all of their DeSoto District School experience, if it is in a directly related field.
- ◆ Paraprofessionals transferring to a teaching position may be credited with up to 7 years verified in-district classroom experience.
- ◆ Re-employment of retired personnel shall be limited to a maximum of 15 years of verified experience.
- ◆ Administrative applicants may be credited with up to fifteen (15) years of verifiable experience.
 1. Up to five (5) years of verifiable teaching experience may be counted for all administrative positions.
 2. More than five (5) years of teaching experience may be counted if the additional experience is in the School District of DeSoto County. The Superintendent of Schools shall evaluate the applicant's experience and recommend appropriate salary placement.
 3. Up to fifteen (15) years of verifiable administrative experience earned outside of DeSoto District Schools, will be accepted toward salary placement.
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- ◆ Employees will be paid on the zero step until all written requests for verification of experience have been received by the Human Resources Department. The employee's salary will then be calculated to reflect experience, and credit for experience will be paid retroactively to the date of the employee's first paycheck. Employees have up to ninety (90) days to furnish verified experience for the current year. Verifications received after ninety (90) days will not be credited until the following school year.
- ◆ The Superintendent of Schools may make other specific recommendations for employee compensation to the School Board.

