

**I. PROFESSIONAL PERSONNEL**

Effective school year 1990-91, instructors new to the system will be credited with all out-of-district experience as licensed instructors in public schools, accredited private or parochial schools, and accredited institutions of higher learning. Foreign teaching experience credit will be considered on an individual basis.

Service credit is not given on the salary schedule for substitute teaching. Classified service credit is not applicable as professional service credit for teaching.

Task increments are for the purpose of compensating personnel whose duties during the terms of their regular contracts are considered to be greater than those usually expected for the position. These extra duties often involve time commitments outside of the regular school day and/or prior/subsequent to the yearly contract period.

Task increments may also be provided for persons whose salary-schedule compensation is deemed by the superintendent to be uncompetitive for the particular assignment.

Should a person leave a task increment position prior to the completion of the task for which the increment is paid, the superintendent shall determine the portion of the task which has been completed and shall pro-rate the increment accordingly.

Extended contracts are for those personnel whose assignments require them to work beyond the number of days upon which the salary schedule is based.

Extended contract salaries are increased by determining daily wages from the salary schedule and multiplying the amounts by the number of extra days specified for the assignment. Administrators are excluded from extended contracts because their salaries are negotiated.

Salary schedule placement is finalized on October 1<sup>st</sup> of the school year. Training and experience allowable at the time determines the salary for the year.

**II. CLASSIFIED PERSONNEL**

Personnel paid on classified salary schedules are assigned positions on the schedules based on years of experience and on the nature of the work performed. Additionally, educational assistants may receive additional compensation, per developed and negotiated salary schedules, based upon post-secondary training.

Classified experience is interchangeable for the purpose of determining increments, so that employees transferring from one kind of work to another assignment will not be penalized regarding years of experience.