

**AN ORDINANCE AMENDING CHAPTER 7, ARTICLE 16, SECTION 7-16.5:1, ENTITLED "APPOINTMENT OF PURCHASING MANAGER AND DUTIES OF THE SCHOOL SUPERINTENDENT; SPOT PURCHASES BY EMPLOYEES" OF THE POLICIES OF THE SUFFOLK CITY SCHOOL BOARD – FIRST READING**

**BE IT ORDAINED, by the School Board of the City of Suffolk, Virginia that Chapter 7, Article 16, Section 7-16.5:1, entitled "Placement on Salary Scale; Credit for Teaching Experience; Credit for Work Experience; Credit for Military Experience; Reserve Military Experience Not Included; Superintendent to Development Regulations" of the Policies of the Suffolk City School Board, be, and the same is hereby amended to read as follows:**

**Section 7-16.5:1. Placement on Salary Scale; Credit for Teaching Experience; Credit for Work Experience; Credit for Military Experience; Reserve Military Experience Not Included; Superintendent to Development Regulations. — A.** Any employee hired by Suffolk Public Schools, beginning with employees hired for the 1999-2000 school year, will be placed on the salary scale in accordance with years of related experience and/or military experience as set forth in this policy effective July 1, 2000.

**B.** Any teacher employed by Suffolk Public Schools, who has previously worked as a teacher full-time for ninety (90) days or more under a teaching contract during any school year, shall be entitled to receive full credit for such teaching experience when:

- (1) the teaching experience was in a public school in or out of the state; or
- (2) the teaching experience was in an accredited institution of higher learning in or out of the state; or
- (3) the teaching experience was at a school operated on a military installation supported by federal tax funds and for which academic credit is accepted for admission to the public schools of Virginia; or
- (4) the teaching experience was in a public resident school such as the Virginia School for the Deaf and Blind; or
- (5) the teaching experience was in an accredited private school for which teachers receive credit under the provisions of the Virginia Retirement System.

**C.** Any person hired by Suffolk Public Schools to fill a support position, who has six months or more of continuous full-time related work experience will be entitled to receive credit on the appropriate salary scale for such work experience, provided such work experience is verified by the previous employer(s) on an appropriate form provided by Suffolk Public Schools. However, any such credit for full-time related work experience shall be subject to the following:

- (1) Any person hired by Suffolk Public Schools to fill a support position, who had been employed previously by Suffolk Public Schools but voluntarily resigned from employment and is subsequently rehired shall, at the time of

- their rehire, receive full credit on the appropriate salary scale for any previous full-time related work experience with Suffolk Public Schools; and
- (2) When a person who is hired by Suffolk Public Schools to fill a support position and that person has full-time related work experience with an employer other than Suffolk Public Schools, the employee ~~cannot~~ can be given ~~more than seven (7) years of~~ credit on the appropriate salary scale for any such full-time related work experience. ~~except when the related work experience was (a) at a public school or in or out of the state; or (b) at an accredited institution of higher learning in or out of the state; or (c) at a school operated on a military installation supported by federal tax funds and for which academic credit is accepted for admission to the public schools in Virginia; or (d) at a public accredited private school for which employees receive credit under the provisions of the Virginia Retirement System. All support personnel hired after July 1, 2003, shall receive full credit on the appropriate salary scale for any such previous full-time related work experience, if the employee's previous full-time related work experience meets the criteria set forth in subparts (a) thru (e).~~
- (3) Support personnel employed by Suffolk Public Schools as of July 1, 2003, who voluntarily resigns from employment, seeks re-employment and is subsequently rehired by Suffolk Public Schools, will not be eligible to receive credit for full-time related work experience ~~as set forth in subparts (a) thru (e) above,~~ unless more than a full calendar year passes between the employee's voluntary resignation from employment and subsequent rehire by Suffolk Public Schools.

D. Any person hired by Suffolk Public Schools who has prior military service in the Armed Forces of the United States will be eligible to receive not more than four (4) years of credit for military service and in addition thereto may receive additional credit for any full-time related work experience while serving in the Armed Forces of the United States that is commensurate with the position for which they are being employed by Suffolk Public Schools. Suffolk Public School Service in the Armed Forces of the United States will be considered the same as full-time related work experience for the purpose of this policy. However, an employee cannot receive more than four (4) years of credit for military experience.

E. Reserve military training will not be deemed military experience for the purpose of this policy.

F. The superintendent shall develop regulations deemed necessary for the effective implementation of this policy. (Adopted August 10, 1995; Revised May 13, 2004; Ordinance Number 03/04-15; Effective: May 13, 2004)

**Legal Authority** - Virginia Code §§22.1-78 & 22.1-296 (1950), as amended.

**BE IT FURTHER ORDAINED** that all phrases, clauses, sentences, paragraphs, subsections, sections and chapters of the School Board's Policy Manual not amended or repealed shall remain in full force and effect.

FIRST READING: \_\_\_\_\_

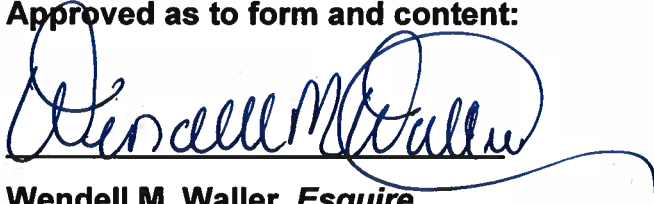
SECOND READING: \_\_\_\_\_

EFFECTIVE DATE: \_\_\_\_\_

TESTE: \_\_\_\_\_

CLERK

Approved as to form and content:

A handwritten signature in blue ink, appearing to read "Wendell M. Waller", with a large, decorative flourish extending from the end of the signature.

**Wendell M. Waller, Esquire**  
**School Board Attorney**