

New hires or rehires to the district shall be given credit for prior work experience in a specific category or its equivalent. Administration may grant up to seven (7) years of credit for prior work experience outside the Willow Run Community Schools, provided that the experience can be verified.

Credit for experience in a "similar" job capacity in which the candidate is being hired shall be determined by the Superintendent; not to exceed seven (7) years.

Candidates being recommended for hire in positions where there is a shortage of qualified candidates shall be offered, at the Superintendent's discretion, up to ten (10) years of experience credit toward placement on the salary / wage schedule.

Employees who resign from the district, and are later rehired; shall be given full service credit for the years of experience earned while working in the Willow Run Community Schools provided that they return to the District within a two year period. Work Experience credit for returning employees shall be limited to one (1) year beyond the credit earned in Willow Run. This policy shall be subject to any applicable collective bargaining agreement so that the collective bargaining agreement prevails in the event of any conflict.

Approved: March 5, 2009

Revised:

LEGAL REF: MCL 380.11a