

CREDIT FOR OUT-OF-STATE EXPERIENCE (CERTIFIED)

In addition to the 5 years out-of-state experience granted by the State of Oklahoma, Western Heights may recognize additional years of out-of-state experience at an accredited school for placement on the certified salary schedules for persons who are filling positions that are considered "areas of shortage" or "critical need to the district."

Out-of-state years of service must be provided to and documented as certified teaching experience by the State Department of Education. Upon hire, the Superintendent may recommend to the Board of Education the number of "additional years of out-of-state experience" (above the 5 granted by the State) to be accepted by the District for the prospective employee filling a position of "shortage or critical need."

Adopted: May 14, 2007