

Private Industry Experience for CTE Teachers

Under the statutory scheme of West Virginia Code § 18A-4-2, the teacher pay scale is based upon two factors: years of teaching experience and the level of formal education. To accommodate the fact that a Career Technical Education instructor may have neither teaching experience nor a college degree when s/he begins teaching, a portion of the Career Technical Teacher's past work experience that specifically relates to the subject s/he is hired to teach may be treated as the equivalent of "teaching experience" solely for purposes of determining salary.

Upon initial employment by the Brooke County Board of Education, CTE teachers shall be eligible to apply for private industry experience credit to be used in salary determination. Career and technical education teachers employed in an area of specialization for which an industry recognized credential (*must be identified in West Virginia Board of Education Policy 5202*) exists shall be eligible to use work/field experience credit upon application (V-9 form) demonstrating private industry work experience while holding the relevant industry recognized credential.

If an individual is employed in an area of specialization for which an industry credential is not required, career and technical education teachers shall be eligible for to use years of private industry work experience upon application (V-9 form) demonstrating such experience was in the area of specialization field.

The Superintendent shall approve eligibility for all private industry work experience credit.

Teachers employed prior to the effective date of this policy shall be eligible to make application (V-9 forms) for private industry work experience credit. Years' experience will be granted upon the board policy approval date. Teachers previously awarded private work experience by the Board on an ad hoc basis shall maintain previously awarded private work experience credit.

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