

Monterey County Office of Education

REQUEST FOR LONGEVITY Using Like Experience

Name: _____
Current Position Title: _____
Department: _____

Positions held in previous employment exclusive of MCOE employment:

1) Title: _____
Length of Employment _____
Description of like duties: _____

2) Title: _____
Length of Employment _____
Description of like duties: _____

(If additional employment, use an attachment)

Longevity Approved

Division Head

Date

Process for Approving 5 Years of Like-Experience*

The intent of this process is to provide newly appointed managers, supervisors, and confidential employees up to 5 years of like-experience to be applied to the longevity pay scale.

- ◆ Audiologist to Audiologist
- ◆ Teaching Principals to Principals
- ◆ Business Manager to Director of Fiscal Services
- ◆ Assistant Superintendent to Associate Superintendent
- ◆ Nurse to Nurse
- ◆ Demonstration Teacher to Principal
- ◆ Psychologist to Psychologist
- ◆ School Principal to Coordinator/Administrator

Although the above does not give all possible scenarios, it is intended to provide a basis for awarding the 5 year like-experience for longevity credit.

Although the titles may not always match, the test for awarding the credit is based on the job alike comparison. (Did the individual share like responsibilities in their previous role).

The authority for approving the experience is with the Superintendent or his designee (Cabinet Members).

This does not apply to any manager, supervisor, or confidential employee who is currently receiving the classified longevity scale.

This would apply to any manager, supervisor, confidential or specified classes certificated and classified who currently qualify for the new management longevity scale initiated on July 1, 1996.

This does not apply to Head Start managers or supervisors hired prior to July 1, 1996.

New employees may apply for the like-experience through their Division Head. The Division Head will approve/disapprove and forward to the Personnel Department. The Personnel Department will notify the employee of the action taken through the Personnel Action Form (PAF).

*Recent and applicable