

**Article 10, SUPPORT AND RELATED SERVICES PERSONNEL CAREER PATHWAY**

A. The Career Pathway System for Support and Related Services Personnel (S&RSP) includes 5 criteria for movement from one level to the next. The 5 criteria (components) for movement in the Career Pathway System (CPS) are:

1. Years of Experience
2. Differentiated Evaluation Criteria
3. Advanced Credential/Degree
4. Continuing Education Units (CEUs)
5. Professional Portfolio

B. Advanced credential/degree necessary for movement to Level 3 of the CPS. Requirements are as follows:

Professional Field	Advanced Credential/Degree Required for Movement to Level 3 of the Career Pathway System
Counselors	Master’s Degree
Social workers	Master’s Degree and LISW license
Nurses	MSN or a Master’s Degree in a health related field
Interpreters	Master’s Degree and RID CT and CI or NIC Advanced or NIC Master Interpreting Certificate
Speech and Language Pathologists	Master’s Degree
Occupational Therapists	Master’s Degree (This is only required for those who are employed in this field after January 2007).
Physical Therapists	Master’s Degree (This is only required for those who are employed in this field after January 2007).
Audiologists	Master’s Degree or AuD Degree
Orientation and Mobility Specialists	Master’s Degree

C. Continuing Education Units (CEUs) are required as a part of the Professional Portfolio and are necessary at each level of practice in the CPS. The requirements are as follows:

Professional Field	CEUs required as a part of the Professional Portfolio
Counselors	20 verified hours annually or 2 college credits in counseling or 40 hours over 2 years. (District level in-services may count as CEUs.)
Social workers	15 verified hours annually
Nurses	30 verified hours every 2 years
Interpreters	80 verified hours every 4 years
Speech and Language Pathologists	10 verified hours annually
Occupational Therapists	20 verified hours annually (Hours can be carried over and averaged over time)
Physical Therapists	20 verified hours annually (Hours can be carried over and averaged over time)
Audiologists	10 verified hours annually

Orientation and Mobility Specialists	20 verified hours annually
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#### D. Grandfathering

1. APS employees were grandfathered into the CPS level that corresponded to their current years of experience as of school year 2006-2007. In order to maintain that level in the CPS, the employees must meet the evaluation criteria for that level during their annual evaluation.

2. OTs and PTs employed on or before January 2007, who did not have a Master's Degree, can be grandfathered into Level 3 based on years of experience.

3. Speech and Language Pathologists and Occupational Therapists new to the District in 2007-2008 cannot apply years worked as an ASL or a COTA toward movement in the Career Pathway System. Years worked as an ASL or a COTA can no longer be applied to step movement on Level 1 of the Career Pathway System.

#### E. Reciprocity

1. The CPS includes a reciprocity clause for all role groups that would allow years of experience in the discipline to count toward years at level in the Career Pathway System.

2. Support and Related Services personnel who leave employment in APS to work in the private sector or other district, and then return to APS will be given credit for the years in private sector work on the salary schedule. In order for these employees to move to the next level in the CPS system they must complete the portfolio. These employees will be eligible to complete the portfolio if their 3 years minimum at level 1 or 2 is private sector or public school experience.

3. The reciprocity is intended to aid in the recruitment and retention of S&RSP.

4. Those entering Level 1 and 2 in the CPS using the reciprocity clause will be required to have a minimum of 3 years at that level before advancement to the next level.