Agenda Item No.: H.10

MARANA
UNIFIED SCHOOL DISTRICT

Governing Board Agenda Item

Meeting Date:	November 12, 2026
From:	Monica Harper, Human Resources Director
Subject:	Hiring Employees Through Private Organizations
Priority:	To recruit, retain, and support highly effective staff, teachers, and leaders

Consent [X] Action [] Discussion []

Background:

The Marana Unified School District (MUSD) is in the twenty-first year of hiring employees through Educational Services, Inc. (ESI). The rationale for hiring through ESI includes:

- Provide an avenue to retain highly performing personnel who might otherwise retire.
- Provide financial incentive to loyal employees who wish to continue working.
- Provide financial savings to the District, both during the ESI year and when the employee returns to MUSD.
- Allow greatest amount of flexibility to administrators in filling positions and maintaining cohesive staff.
- Allow MUSD to remain competitive with neighboring school districts in recruitment and retention.

In 2004, District administration collaborated with the Marana Education Association and the Marana Education Support Professionals to develop guidelines for the hiring of teachers and support staff through private organizations. These guidelines have been revised when pertinent information needed to be incorporated.

District administrators take responsibility for making appropriate decisions in the hiring process and request approval to continue with the current option of hiring employees through private organizations.

Recommended Motion:

I move that the Governing Board approve the continuation of the current practice utilized to hire employees through private organizations for the 2027-2028 school year.

Approved for transmittal to the Governing Board: _____

Dr. Daniel Streeter, Superintendent

Questions should be directed to: Monica Harper, Director of Human Resources
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