



GOVERNING BOARD AGENDA ITEM AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10

DATE OF MEETING: **October 13, 2020**

TITLE: **Approval of Essential Recruitment Stipend – School Nurse**

BACKGROUND: The Governing Board first approved offering an Essential Recruitment Stipend for “Hard to Fill” positions as part of the meet and confer recommendations for FY 2005-2006. That year, the meet and confer teams recommended that the Board approve stipends for “Hard-to-Fill Positions” using criterion to be developed by the District. Their recommendation further suggested:

The addenda applies to qualified candidates holding necessary, non-emergency status certificates. This stipend shall be adjusted on a pro-rata basis, based upon the employee’s FTE in the hard-to-fill area. If the need for the stipend is no longer current, the stipend will not be offered for new hires, but will not be withdrawn from employees who are already receiving the stipend and who remain in the previously hard-to-fill area.

Following the Board’s approval of those meet and confer recommendations, Administration developed the following criteria for determination of when a position is eligible for an Essential Recruitment Stipend:

1. Number of vacancies district wide;
2. Average length of time vacancy is open;
3. Proportion number of vacancies bears to number of total positions in the district;
4. Number of similar vacancies in other districts;
5. Documented market conditions;
6. Liability factors;
7. Number of qualified applications available.

This criterion has been used consistently since then to determine eligibility for an Essential Recruitment Stipend with the final determination on whether to offer an Essential Recruitment Stipend being made by the Governing Board.

This year, Amphitheater Public Schools has experienced considerable difficulty in attracting and retaining School Nurses resulting in multiple vacancies for extended lengths of time. Administration has been working to fill three vacancies since the beginning of the fiscal year. With only 10.0 Full Time Equivalency (FTE) School Nurses for the District, vacancies this sizable require quick action to fill the position before student services are impacted.


To date, eight candidates have rejected their offer due to the low starting salary. In August 2020, the District conducted a market study of neighboring school districts and found the Amphitheater District starting School Nurse salary is below average for Pima County school districts. It is imperative that these School Nurse positions remain filled for student safety and addressing individual student needs. For liability reasons, the District must contract with a private company at a substantially higher expense when unable to fill the positions directly.

At this time, the pool of qualified applicants is minimal and competition remains high. Administration recommends that Governing Board authorize an Essential Recruitment Stipend for School Nurses in the amount

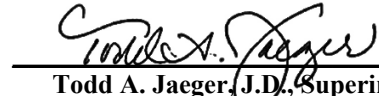
of \$3,500 to be effective for FY 2020-2021. At a proposed cost of approximately \$42,200, the decision to offer an Essential Recruitment Stipend for School Nurses is better than the alternative of contracting with a private company to fill the position at more than double that amount. In addition, the added \$3,500 brings the salary for a new School Nurse with no experience above that paid by TUSD who employs the most school nurses in Pima County. Since multiple candidates indicated that they would have preferred to work for Amphitheater Public Schools if the proposed salary was competitive with neighboring school districts, the addition of a \$3,500 Essential Recruitment Stipend for the School Nurse makes sound business sense for the District.

RECOMMENDATION: For the foregoing reasons, Administration recommends that the Board approve an Essential Recruitment Stipend for the School Nurse position in the amount of \$3,500.00 to be effective beginning in the 2020-2021 school year.

INITIATED BY:


Michelle H. Tong, J.D., Associate to the Superintendent

Date: October 5, 2020


Todd A. Jaeger, J.D., Superintendent