



**GOVERNING BOARD AGENDA ITEM
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

DATE OF MEETING: November 13, 2012

TITLE: Approval of Essential Recruitment Stipend – Chemistry

BACKGROUND:

The District has experienced considerable difficulty in attracting and retaining teachers to fill certain high need positions, often resulting in vacancies for extended periods of time. These concerns were addressed during the 2004 negotiations cycle and it was agreed to offer an Essential Recruitment Stipend for these positions. This stipend, applied now to several hard to fill positions, has assisted us in recruiting and retaining qualified candidates in key areas.

Recruiting and retaining qualified candidates in Chemistry has been and continues to be extremely challenging. The pool of qualified applicants is minimal and competition remains high. During the last two years of recruitment, the District's average pool of Chemistry applicants has consisted of two to three qualified applicants.

RECOMMENDATION:

It is the recommendation of the administration that an Essential Recruitment Stipend in the amount of \$3,000 be applied to appropriately-certified and highly-qualified Chemistry teachers. If approved, the stipend will take effect November 14, 2012 and will be prorated for the remainder of the school year.

INITIATED BY:

Todd A. Jaeger, Associate to the Superintendent

Date: November 6, 2012

A handwritten signature in cursive script that reads "Patrick Nelson".

Patrick Nelson, Superintendent