

Returning Staff Proposal to Add to Hiring Procedure

I would like to hire a former staff member who left on good standing, for two years, and is seeking employment at our school. I would like to offer them a position. This candidate is a qualified, excellent teacher. I am asking to start the former staff at a similar wage from where they left off. As our current policy states, an experienced hire should start at step 3. I'm asking for them to start at a different step, but I need board approval. Even though this is a starting spot for more discussion, we will need to look at this as a case-by-case decision. If a decision is reached regarding this issue, I would like to move this to an action item.

Here's what it says in the Hiring Procedure:

Job offering

- a. Before a job is offered, check with the Human Resources/Business Manager for the rate of pay - when determining the rate of pay, no more than three (3) years experience will be given unless pre-approved by the Board. If a current staff member is moving to a new position, the staff member must be moved to the pay scale that is associated with that position.

A possible change in policy could be:

If a former trained and qualified CCS staff member, who left in a good and right standing with CCS, seeks to be re-employed within **3 to 5** years of departure, that person may be offered a position with pay and steps or current years of experience, equal to the time of the departure.

Former employee left in 2021 at step 13, making \$43,367. The candidate left for two years. Our pay grid changed substantially while they were gone. I am asking for them to start at step 11, \$44,721, according to our current wage grid. If we start them at step 3, the pay would be \$38,169. Step 14 on our current pay grid would be \$47,458.

Rationale:

Let's find an offer that financially validates their commitment to the school, utilizes all of the training they ,and rewards them for their dedication and buy-in to our community and school. This builds into other employees with their dedication as well. This discussion will also assist future discussions for what is yet to come if we make additional changes in wages.