



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

DATE OF MEETING: July 3, 2012

TITLE: Approval of Essential Recruitment Stipend for Occupational Therapists

BACKGROUND:

In response to IDEA, Amphitheater provides a full continuum of services to address the needs of our special education students which includes occupational therapy. However, it has been difficult to recruit and retain qualified occupational therapists due to the scarcity of graduates and private industry wages. This often results in Amphitheater using outside consulting firms to offset this shortage. Costs incurred for utilizing consultant occupational therapists has ranged from \$150,000 to \$350,000 per year.

The District is projecting the need for nine occupational therapists for fiscal year 2012-2013. We currently have six on staff and have been recruiting for an additional three for an extended period of time. If the District is unable to hire three additional therapists, the cost to fill those positions via an outside agency will be \$287,000.

Beginning in May of 2004, the administration has recommended Essential Recruitment Stipends for those positions that the District has great difficulty in hiring and retaining qualified candidates. This stipend, applied now to several hard to fill vacancies, has assisted us in recruiting and retaining qualified candidates in key areas.

RECOMMENDATION:

It is the recommendation of the administration that the Essential Recruitment Stipend in the amount of \$10,000 be applied to qualified occupational therapists. If approved, the stipend will take effect with the 2012-2013 school year.

INITIATED BY:

A handwritten signature in cursive script, appearing to read "Todd A. Jaeger".

Todd A. Jaeger, Associate to the Superintendent

Date: June 25, 2012

A handwritten signature in cursive script, appearing to read "Vicki Balentine".

Vicki Balentine, Ph.D., Superintendent