



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

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**DATE OF MEETING:**        **November 16, 2010**

**TITLE:**                **Approval of Essential Recruitment Stipend Award Procedure**

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**BACKGROUND:**    Despite reports concerning the general job market and unemployment rate, school districts in Arizona continue to have substantial difficulty in filling certain positions. The increased rigor of NCLB, compelling the hiring of “highly qualified” candidates is one factor in causation certainly, but we also know that certain candidate pools are becoming scarcer and scarcer.

On occasion, the scarcity of available qualified employees has necessitated seeking services through contracted vendors. Obtaining services in this manner, however, results in expenses which can be as much as four times the expense associated with employees.

One of the things we have done in recent years to address this dilemma has been the provision of “Essential Recruitment Stipends” (ERS) which are added to the compensation levels set out on our salary schedules for the affected positions.

A good example of how the ERS program presently works is found in the case of teachers certificated and working in Emotionally Disabled classrooms. These teachers are very difficult to recruit and retain. Frequently, these teachers, as a group, are earning (or can earn) much more in other districts than our base salary schedule would allow. Thus, the Governing Board has approved a \$4,000 ERS for those EH teachers. That \$4,000 amount, in fact, is the highest ERS level the Board has approved to date.

On several occasions, the highest amount presently offered under the ERS program is insufficient for recruitment of many positions -- Physical Therapists, Teachers for Visually and Hearing Impaired, Physics teachers, Computer Science Teachers, and some CTE positions.

Also problematic is the speed with which we can presently modify an essential recruitment stipend level. Physics is a good recent example of where this occurred. While the Board ultimately approved a \$4,000 ERS there, we lost a candidate who received a faster (and higher) offer elsewhere. Had the District been able to respond more quickly with a higher salary offer, we would have been able to secure the hiring of the individual. The ability to react in this job market quickly enough to capture the limited candidates available is crucial.

It is therefore proposed that the Board authorize the Superintendent the discretion to offer ERS amounts of up to \$10,000 to supplement base salary offers in high needs positions where the hiring stakes are very high. These Superintendent approved offers would still require final Board approval, of course. Board approval would be obtained through a consent item on the next possible Governing Board meeting following the offer.

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**RECOMMENDATION:** It is recommended that the Board approve the following Essential Recruitment Stipend Protocol:

1. The Superintendent is authorized to use her discretion to determine appropriate levels of essential recruitment stipend necessary to secure employment of highly qualified individuals within the District.
2. The Superintendent's discretionary authority is limited to \$10,000 per employee and shall be guided by general job market conditions, the scarcity of candidates, the length of vacancy for the position(s), the number of vacancies, the importance of the position to the academic program, the applicant's prior salary history, legal considerations and other appropriate factors.
3. The Superintendent shall present any Essential Recruitment Stipend offer to the Governing Board at the next possible Board Meeting for confirmation.

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**INITIATED BY:**



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Todd A. Jaeger, Associate to the Superintendent

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Date: September 27, 2010



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Vicki Balentine, Ph.D., Superintendent