



GOVERNING BOARD AGENDA ITEM  
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10

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DATE OF MEETING: November 15, 2016

TITLE: Approval of Essential Recruitment Stipend - Engineering

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**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 Meet and Confer 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 Engineering at the high school level has been and continues to be extremely challenging. We require the teacher to be appropriately certified in High School Mathematics or High School Science.

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**RECOMMENDATION:**

It is the recommendation of the administration that an Essential Recruitment Stipend in the amount of \$2,000 (pro-rated by the number of classes taught) be applied to Engineering teachers who teach Introduction to Engineering Design and/or Engineering 102; and who are appropriately certified in High School Mathematics and/or High School Science. If approved, the stipend will retro-actively take effect with the beginning of the 2016-2017 school year.

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**INITIATED BY:**

*Michael Bejarano*

Michael Bejarano, Chief Academic Officer Secondary Education 6-12

*11/7/16*

Date: November 7, 2016

*Patrick Nelson*

Patrick Nelson, Superintendent