

STAFFING HARD TO FILL POSITIONS

The Evansville Community School District Board of Education values all staff and their contributions to creating a positive learning environment. The Board also acknowledges the challenges brought by Labor Market Forces in the attraction and retention of high quality staff in shortage areas. Addressing the issues piecemeal can lead to unexpected expenditures and may increase staff anxiety regarding pay equity. Therefore, the Board recommends this policy to create continuity in the area of hard-to-fill positions.

The Board, in its sole discretion shall grant a salary adjustment to any teacher in a shortage area. Shortage areas are defined by the Board annually and shall be based on a combination of the DPI emergency license applications for the most recent year and the Administrative Team's experience in hiring for these positions.

The granting of the additional salary adjustment is only applicable during individual contract year(s) in which the staff member is certified and teaching in particular teaching assignment and certification area that was provided additional salary adjustment. If the staff member transfers or is reassigned outside of the area where additional salary adjustment was provided to an area where the above certification(s) or degree(s) are not required, or they no longer possess such required industry certification(s) or degree(s), they shall forfeit the salary adjustment. If such transfer or reassignment occurs during the course of an individual contract year, the employee's salary adjustment shall be pro-rated for the portion of the contract year where they possessed the certification(s)/industry degree(s) and were teaching in the area that received the additional salary adjustment.

The offer of the above additional salary adjustment is at the sole discretion of the District. The District may modify, amend or delete this additional salary adjustment without violating the non-renewal provisions set forth in state statutes. Such modification, amendment or deletion shall not affect the other terms and conditions of the teacher's individual contract. Such modification, amendment or deletion of the salary adjustment is not subject to the District grievance procedure.

Process:

1. The Board shall annually prioritize shortage areas using the most current emergency DPI license data and District experience. The Business Manager (or Curriculum Director) shall provide the annual updates of DPI emergency license data and the Administrative Team shall provide the list based on hiring experience to the Policy Committee. Annually by September 1, a spreadsheet indicating historical data shall be maintained by the Business Manager going forward for both lists.
2. A successful candidate for shortage area is offered a base salary commensurate with the compensation schedule.
3. Additional salary shall be offered depending on Board priority list.
4. Such supplemental salary is linked to the position and not the candidate/employee.
5. The District shall identify all employees in shortage areas.
6. The plan shall be phased in by September 1, 2023, with the hardest to fill positions beginning in September 1, 2017, and descending in priority order in the following years.
7. Effective with fiscal year 2017-2018 budget, the District is encouraged to create a budget line item for the purpose of funding the hard to fill positions. This fund shall be a percentage of all district employee salaries.

8. Shortage areas may fluctuate over time and must be reviewed annually to remain market sensitive.
9. Supplemental salary offer shall be contingent on market forces, including but not limited to market averages for that position and the number and quality of applicants.

Legal Ref.: Section 118.22 (Wisconsin Statutes) (Renewal of Teacher Contracts)