



TO: Members of the Board of Education

FROM: Kin Shuman, Director of Human Resources

THROUGH: Douglas Bissonette, Superintendent

DATE: June 5, 2019

SUBJECT: REQUEST FOR ADDITIONAL STEP CREDIT

This spring Elizabeth High School has been attempting to fill a critical science teaching position in preparation for the 2019-2020 school year. The recruitment has been challenging, however EHS has found a local candidate with tremendous teaching experience as well as a post baccalaureate science degree. The candidate's most recent position carried an annual salary of \$72,000. District policy allows us to credit the candidate with 15 years of experience. The candidate has 25 plus years of teaching experience.

Given the difficulty of recruiting top quality candidates for this science position as well as the critical nature of this position to the growth and development of our high school students, we are requesting that the Board approve step 20 for this candidate. In addition, this position was recruited with a \$3,000 one-time hard to fill stipend pursuant to the recently approved Hard To Fill policy.