



# Joint School District No. 2

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SUPERINTENDENT  
Dr. Linda Clark

May 30, 2006

TO: Dr. Linda Clark  
FROM: Catherine Thornton, Director of Student Programs  
RE: Hiring Speech Language Pathologists

The purpose of this memo is to request that the district declare a "critical need" in the hiring of Speech Language Pathologists (SLPs). While we have hired two new SLPs in positions for the 2006-07 school year to replace two of the four SLPs that have resigned for the upcoming school year, we were unable to fill two positions that have been open during this school year, 2005-06.

Joint School District No. 2 has advertised in multiple sites, including colleges and universities, professional journals and newspapers. The continued challenge we face is attracting people to positions because they can make more in private or clinical settings

According to Master Contract, Article III, the superintendent can declare a "critical need" which allows the district to hire qualified applicants and count non-public or clinical years for placement on the salary schedule as long as the years of experience were within a school setting.

*C. In the event a bargaining unit position cannot be filled due to a shortage of (1) qualified personnel within the district and (2) qualified applicants from outside the district, critical need may be declared by the superintendent. When critical need has been declared, a qualified applicant may be hired and placed on the salary schedule with a maximum placement as high as his or her experience warrants. Critical need will be used sparingly and will only be implemented by board action. Critical need cannot apply retroactively. The District will notify the Association of declarations of critical need and supply the Association with the written job descriptions for the positions being filled. The names, positions and salary schedule placement of those hired under the critical need declaration will promptly be submitted to the MEA president.*

This measure would allow us to offer SLPs a higher more competitive salary, which would help us attract more applicants. Thank you for your consideration of this crucial issue.

To: Board of Trustees  
Recommended  
Approved  
6-1-06