



Joint School District No. 2

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SUPERINTENDENT
Dr. Linda Clark

October 11, 2007

TO: Dr. Linda Clark
FROM: Catherine Thornton, Director of Student Programs
RE: Hiring Special Education Teachers

The purpose of this memo is to request that the district declare a "critical need" in the hiring of Speech Language Therapists.

Joint School District No. 2 has advertised in multiple sites, including colleges and universities, the Idaho State employment website and other professional educators' websites. The continued challenge we face is a shortage of qualified Speech Language Therapist applicants.

According to Master Contract, Article III, the superintendent can declare a "critical need" which allows the district to hire qualified applicants and maximize their experience and educational credits for placement on the salary schedule.

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.

Thank you for your consideration of this crucial issue.