



# Shonto Governing Board of Education, Inc. Policy Statement

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SUBJECT: Teacher Recruitment  
POLICY NUMBER:  
DATE OF ORIGINAL POLICY: 7/1/16

EFFECTIVE DATE: 7/1/16  
DATE OF NEXT REVIEW: 9/2018  
DATED: 9/2/16

## I. PHILOSOPHY:

Highly Effective teacher retention and effective teacher recruitment is a nationwide, state and local concern. Title IIA allows expenditures to meet the need of retaining and recruiting teachers. Shonto Preparatory Technology High School will provide a world-class education to the students through strategies provided by teachers that are committed to the school and the students. Shonto Governing Board of Education, Inc. recognizes SPTHS is in an isolated locale resulting in a need for policy to support recruitment of teachers to occupy a teaching position in a unique environment serving our students.

## II. POLICY STATEMENT:

It is the policy of the Shonto Governing Board of Education, Inc., that the Local Education Agency (LEA), Shonto Preparatory Technology High School is empowered to determine the amount to recruit teachers. The recruitment amount will be \$2,500 to be paid out in two equal distributions.

## III. EXCEPTIONS TO POLICY:

None

## IV. AMPLIFYING INSTRUCTIONS AND GUIDELINES:

Recruitment Stipend

A recruitment stipend of \$2,500 will be offered to new teachers who are filling critical and difficult-to-fill core teaching positions. All recruitment stipend payments for SY 2015-2016 will be paid in two payouts, one during August of the school year and the second payout during May of the school year.

Critical and Difficult to Fill Positions

The following positions are designated as critical and hard to fill positions.

- Visual Arts (K-12), Music (K-12) and Departmentalized Teachers in Grades 9-12 in the following Core Academic Areas: Social Studies, English, Mathematics, Science (including General Science, Biology, Chemistry, Earth Science, Physical Science and Physics), Foreign Language, Economics, Political Science, History & Geography
- Special Education (Grades Pre-9- 12)



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## Requirements:

- Content Competence (highly qualified) for all core academic positions assigned to teach.
- Appropriately certified for all core academic positions assigned to teach.

This policy will be reviewed and evaluated as determined by the LEA's Human Resources Department in collaboration with the recruitment and retention committee in order to make changes as deemed necessary.

## V. DELEGATION OF AUTHORITY:

The high school principal is to review the contents of this policy with his or her staff in August.

## VI. REPORTS:

The principal will report to the superintendent and the school board vacancy or hard-to-fill positions monthly.

## VII. FORMS:

None


## VIII. EXPIRATION:

This policy shall expire within two years from its approval date.

## IX. SIGNATURE BLOCK:

Submitted by: Lemual B. Adson Date: 9/2/16  
Superintendent

1<sup>st</sup> Reading: July 5, 2016  
2<sup>nd</sup> Reading: August 5, 2016  
3<sup>rd</sup> Reading: September 2, 2016

Established:   
Martha Tate, President  
Shonto Governing Board of Education, Inc.