



ACTION ITEM MEMORANDUM

TO: **CMP Governing Board Members**
FROM: Lisa Coates, Human Resources Manager
CC: Gary Bowman, Executive Director
Carrie Klagenberg, Governing Board Secretary
DATE: September 8, 2015

SUBJECT: Recommendation for Revision to Private School Service Credits for CTC Salary Scale

BACKGROUND

CMP competes with surrounding schools and districts for qualified teachers, many of whom hold valuable private and/or public school experience when they come to CMP. Since beginning operation in 2001, CMP's salary scales have extended previous service credit as follows:

- Maximum of eight years of previous qualifying employment may be applied toward enhancing employee's salary scale placement.
- 1:1 credit for previous service as a K-8 public school teacher or K-8 private Montessori lead teacher.
- 1:2 credit for K-8 private school experience other than Montessori private school experience.

In the beginning years of CMP's history, CMP employed a great number of teachers from private school background who did not hold teaching credentials, but rather were pursuing their credential through a university internship or temporary county permit. With no standardization of private school experience and training, CMP opted for the 1:2 credit to provide for the varied qualifications of private school teachers starting their public Montessori careers at CMP.

In the last several years, with traditional district hiring at all time lows, private and charter school employment became an attractive alternative for many credentialed teachers looking for work in a depressed employment market. Additionally, the use of temporary county permits has become the exception instead of the norm, and university interns have a whole new set of entrance standards before being issued their intern credentials.

With traditional district employment experiencing a resurgence, these same credentialed private school teachers are now eager to join the ranks of their public school colleagues. While our neighboring traditional public districts credit private school teaching experience equally with public school teaching

experience, CMP is at a disadvantage in hiring and retaining these highly qualified candidates by only offering a 1:2 credit for their private school teaching experience.

IMMEDIATE RECOMMENDATION

In order to remain competitive with the employment standards of our neighboring traditional districts, I have recommended to the Executive Director a revision to the service credit formula for the Certificated Teacher Salary Scale to allow for a ***1:1 credit for private school experience, where the candidate also held a valid multiple subject teaching credential during said teaching assignment.*** Where the candidate did not hold a valid multiple subject teaching credential while also holding a private, non-Montessori lead teaching position, the candidate will continue to receive 1:2 credit for their years of service.

As currently published on CMP's certificated salary scale, all qualifying experience must be for full-time (at least 75% or greater FTE), full-years (at least 75% or greater days of service in the applicable school year) of service. The eight year cap for all combined previous qualifying work experience would continue unchanged as well.

FISCAL IMPACT

While a full-scale audit of the existence of 1:2 private school experience has not yet been completed, I believe that this revision will impact less than a dozen employees, by increasing their years of previous service credit no more than 2-4 years per person, reflecting an annual salary adjustment of less than \$2,000 per person (more likely averaging closer to \$1,000 per person), where applicable. Thus my preliminary projection is that this recommendation would result in a budgetary impact of approximately \$12,000 - \$24,000, with the value in good will and retention credit far exceeding this amount.

REQUEST FOR APPROVAL

As we consider the growing complexity of the issues of teacher recruitment that affect all area schools, this proposal to revise CMP's crediting of private school teaching experience will serve as an additional step in keeping CMP a competitive employer *while honoring the experience that our highly qualified candidates bring to the table.* In conjunction with CMP's recent salary scale enhancements, competitive benefits package and quality work environment, we continue to position ourselves to attract and retain top talent to our schools.

This proposed revision was presented to the Executive Director on August 24, 2015, and comes with his endorsement. **Accordingly, the members of CMP's Governing Board are requested to retroactively approve this Recommendation for Revision to Private School Service Credits for the Certificated Teacher Salary Scale, effective July 1, 2015.** The eight year cap for all combined previous qualifying work experience continues unchanged.