NEW HIRE GUIDELINES 2026-2027

Years of Experience Guidelines for New Hires

Applicants will receive up to ten (10) years of experience at $700.00/year at time of hire. Years of experience will be awarded using the following standards:

One (1) year of credit will be awarded for each year of part-time teaching if the following conditions are met:

a. FTE was .5 or more
b. Length of service was the equivalent of 1 semester or more

Years of experience will be granted for all teaching experience, regardless of the specific subject or field the applicant is being hired for. To qualify, the applicant must have held a valid teaching certificate during each year of the experience being credited.

New hires may be asked to provide a letter of verification from the district(s) in which the experience applies. The letter should state positions held and years of service, distinguishing full-time or part-time. The letter should be on official letter-head and signed by the Human Resources Director or designee. New hires will be hired at base prior to receiving verification of teaching experience. A revised contract will be issued if necessary.

Hard to Fill Guidelines for New Hires

Hard to fill positions will be defined and compensated as the following:

"Hard to Fill" positions for **All Special Education** and **Nurses** will receive $3,000 additional, paid as a stipend. Must be properly certified for the position to qualify.

- All Special Education: Resource/Self-Contained/Hearing Impaired/Vision Impaired/ Speech Language/Psychologists/Occupational Therapists/Physical Therapists, Assistive Technology Consultant

"Hard to Fill" positions, **other than** Special Education and Nurses, will receive $2000 additional, paid as a stipend. Must be properly certified for the position to qualify.

- Foreign Language (Spanish, French, Mandarin, American Sign Language)
- 7-12 Math
- 7-12 Science
- Gifted (SAGE, Renaissance)
- High School Band
- Social Worker

Note: An employee hired into a HTF position which is less than 1.0 FTE will receive a pro- rated HTF stipend..

- Example: Employee is hired into a 0.6 Math and 0.4 Social Studies position:
  3 sections qualify for HTF, 2 do not. HTF addenda will be pro-rated.