

APPENDIX A
New Certified Hiring Information

The superintendent may hire at no less than 50% of the candidate's current years of experience in public schools.

Level	
A	42,500
B	43,000
C	43,500
D	44,500
E	45,500
F	46,500
G	47,500
H	48,500
I	49,500
J	50,500

Levels: A (0 & 1 YRS), B (2 & 3 YRS), C (4 YRS), D (5 YRS), etc. represent candidate's current years of experience in public schools.

HARD TO FILL POSITIONS

- a) A "hard to fill position" occurs whenever a vacancy for a teaching position is posted and either no applications are received or the applicants who respond are deemed unacceptable to the fill the position.
- b) Whenever the Superintendent determines that a vacant teaching position meets the criteria of being "hard to fill", the Superintendent shall notify the President of the Association. Upon notification the Superintendent shall then be given the exclusive authority and discretion to seek a qualified person for the hard to fill position and the Superintendent shall be allowed to offer such a person a salary so that the Superintendent may secure a person for this hard to fill position. The amount of this salary shall not exceed 10% above where the teacher would have been placed using the new teacher placement. The maximum amount of incentive dollars to be expended for all hard to fill positions shall not exceed \$30,000 for the corporation.
- c) The salary offered shall be considered this teacher's base salary.