

ANCHORAGE SCHOOL DISTRICT  
ANCHORAGE, ALASKA

ASD MEMORANDUM #222 (2001-2002)

March 11, 2002

TO: SCHOOL BOARD

FROM: OFFICE OF THE SUPERINTENDENT

SUBJECT: EXPANDED RECRUITMENT EFFORT

RECOMMENDATION:

It is the Administration's recommendation that the School Board authorize an additional \$52,400 in recruitment expenditures for the current year. Funds are available to be transferred from unspent teacher salary and benefit accounts due to not reaching enrollment projections.

PERTINENT FACTS:

The current budget includes approximately \$37,000 in the General Fund to support active recruitment of candidates for a variety of positions, including more than 400 teachers expected to be needed in 2002-2003. Available grant funds bring the total recruitment budget this year to \$65,600.

Due to a general deterioration in the market for certificated and other employee candidates, it has been necessary for the District to redouble its recruitment efforts to meet its projected needs. Attached is a detailed listing of activities planned for this spring. Included are the expected costs of dispatching recruiters to numerous job fairs, in several states. Recruitment teams are supplemented by trip extensions for principals already traveling and willing to undertake recruitment in nearby communities. In addition, we have expended more money in advertising vacant administrative positions this year than we anticipated. Ad space in regional newspapers and postings in national journals are costly. We also use various on-line services and post vacancies on the District's Web site.

CC/LW/lt

Attachment

Prepared and Approved by: Lee Wilson, Executive Director,  
Employee Relations