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|  | **Three Rivers Charter School**  www.ThreeRiversCharterSchool.Org  Phone: (707) 964-1128 Fax: (707) 964-1003   |  |  |  | | --- | --- | --- | | College of the Redwoods Campus  1211 Del Mar Drive  Fort Bragg CA 95437 |  |  | |

Based upon the fact that we just received notice of our 5/6 Grade teacher resigning, and we have less than a month to find and hire someone, we need to take action that is quick and decisive. There are a few approaches I would like the Board to consider. I have put them in order of my preference.

1. Last year, we completed a search of teachers. The hiring committee interviewed the candidates and the hiring committee’s #1 selection was Ms. Tulley. We made her an offer and she had multiple offers at the time. She chose to go with Mendocino Elementary. Since then, she left Mendocino and is available for us to hire. She is currently running our Summer School Program and seems to be doing a great job. The teachers have all met her, and seem to like her, and I think that we did a proper search last year and it is “okay” to hire someone we know. I would recommend that the board meet with her, discuss her qualifications, view her in class, and if satisfied allow me to make her an offer.
2. Have the Board talk to Ms. Tulley and if the Board is not sure that Ms. Tulley is the right candidate than make her an offer to take on the 5/6 teaching position as a Long Term Sub. I’m not sure if she would want to do it. Advertise and take a few months to see if we could find a candidate the Board would feel more certainty as being a better candidate. The issues with this option is that the commitment from us is weak (no benefits) and candidates in this position usually continue to look for more stable, long term work. We could lose our teacher without much notice. And it is hard to build a strong team with temporary players.
3. Advertise and try to find someone quickly. Have a 3 person hiring committee made up of 2 Board Members and the School Director. 2 weeks to advertise, 1 week to interview, and 1 week to hire. The issue is that Ms. Tulley will feel she is not in favor with the Board and that could always mar that relationship if she turns out to be the candidate of choice or she may not apply and we end up with a weak candidate or perhaps no candidate at this late notice including no long term sub.