

**INCREASING SUBSTITUTE AVAILABILITY AND DECREASING UNFILLED VACANCIES:
BOARD OF EDUCATION WORK SESSION ON MARCH 3, 2020**

District Wide Support	Site Specific Outreach
<ul style="list-style-type: none"> ● Promotional Materials <ul style="list-style-type: none"> ○ Newspaper ○ Radio ○ Site Level ● District Access to Technology and Application Support ● Facebook Campaign <ul style="list-style-type: none"> ○ Opportunities ○ School testimonials ○ Substitute testimonials ○ Experience leading to more permanent opportunities ● Kenai Job Fair – March 19 ● Employment Physicals ● Wage Increase <ul style="list-style-type: none"> ○ Hourly increase ○ Referral bonus ○ Tiered rates ○ Longevity incentive 	<ul style="list-style-type: none"> ● School Messenger ● School Preferred List ● Employee Preferred List ● Site Council Awareness ● PTO Awareness ● Recruitment Event <ul style="list-style-type: none"> ○ Site access to technology and application support ● Facilitation of on the job training <ul style="list-style-type: none"> ○ Eliminate barriers ○ Increase productivity ○ Build relationships ● Site Level Facebook Presence ● Substitute Appreciation

Board Discussion/Additional Ideas