

Article 41

Hiring of Part-Time Employees

Fresno Unified School District continually tries to recruit and retain qualified full-time certificated staff. In the event that full-time personnel are not available for hire, hard-to-fill positions (ie. state or national shortages of Speech Pathologists), FUSD will hire highly qualified, part-time employees to provide required services to students in the hard-to-fill field specified.

In an effort to retain FUSD employees, if a position is not fully staffed, an employee requesting part-time work will be granted such reduction upon request. Also, part-time employees requesting an increase in their Full Time Equivalency (FTE), but less than 1.0 FTE will be granted their request as long the FTE increase is available.

ANY part-time position will only be considered for positions that can accommodate certificated staff without negatively impacting services to students (Mainly DIS certificated staff). Hiring of part-time FUSD employees or reducing/increasing FTE of FUSD employees will be prioritized over the hiring of retirees or contracted agency personnel to provide the same/like service.

Currently, Special Education Speech Pathologists are allotted 73 FTE. Only 72% of this FTE is filled with fully qualified FUSD employees. This change would positively affect the recruitment and retention of Speech Pathologist within FUSD. Due to changes over the past 2-years of not accepting part-time employees, FUSD has lost exceptional Speech Pathologists and turned away others.