



RECRUITMENT PROJECT

The Montana Council of Administrators of Special Education (MCASE) has a long standing commitment to recruiting highly qualified special education personnel. With increasing difficulty in recruiting special education staff MCASE members concluded that action was necessary, and in 2007 formed a committee to systemically recruit special education personnel to Montana.

During the first year recruitment efforts were focused on the development of materials and presentations. In subsequent years the MCASE committee has identified conferences and events which provide opportunities to recruit personnel with the goal of not offering jobs, but careers in Montana's pristine beauty.

Since 2007 MCASE recruiters have recruited, and will be recruiting at the state, regional, and national level. One such recruitment activity will be recruiting at the surrounding states' speech therapy programs since we are experiencing a critical shortage in this area. At each conference relationships are developed with colleges and universities that specialize in the training of special education and related service personnel.

If districts who wish to join the recruitment project have concerns regarding the fees, they will be directed to contact MCASE President to discuss the changes in this fee structure.

Fees paid by MSDB and by a Special Ed Cooperative are intended to recruit those positions that are funded by those entities such as school psychologists, occupational, physical and speech therapists, and directors. If a Cooperative employs an itinerant resource teacher that position may also advertised as a Cooperative position. A Cooperative is not able to advertise for resource teachers, sign interpreters, etc. who will be employed by a school district.

If a district such as Livingston is looking for elementary resource teachers only (no high school resource teachers) Livingston may pay the \$400 rate for an elementary district rather than the Class A rate of \$550. The fee's below will apply regardless of the number of open positions the district is using this project to fill.

If you would like the Montana MCASE recruiters to actively recruit personnel for your organization, it is necessary for you to enroll/or **re-enroll** for the next recruitment cycle. The recruitment cycle is going to be **July 1, 2018 to June 30, 2019**.

Independent Elementary District

100 students or less	\$100
200 students or less	\$200
399 students or less	\$300
400 students or more	\$400

High School District Only (grade 9-12)

100 students or less	\$100
200 students or less	\$200
399 students or less	\$300
400 students or more	\$400

MSDB	\$500
Special Ed Cooperative	\$500
PK-12 Class C School	\$150
PK-12 Class B School	\$350
PK-12 Class A School	\$550
PK-12 Class AA School	\$750

Examples: Prickly Pear, Gallatin Gateway
 Examples: Gardiner, Geraldine
 Examples: Wolf Point, Colstrip
 Examples: Hamilton, Corvallis, Sidney
 Examples: Kalispell, Helena, Billings