

## Civil Service Hiring Reforms

The civil service system as it relates to hiring for certain positions in schools is not just antiquated, it is broken. Systematic reforms are necessary for schools and all public employers.

The Governor has acknowledged shortfalls in the civil service system and the need to provide flexibility in order to fill state government vacancies.

Continuing to force school districts to utilize the current system for hiring civil service employees is a disservice to schools and the students they serve.

- The state can and should do more to help current and prospective civil service employees and their school-based employers.
- Provide that provisional employees become permanent employees after 9 months of service if a test is not offered during their first 9 months of provisional service. School should not be required to terminate provisional employees simply because of a test score;
- Expand the pool of eligible employees by authorizing schools to canvass from the list based off of top 5 scorers rather than the top 3. A test, even if perfectly designed, does not determine whether an employee is qualified for a job; and
- Establish a comprehensive committee to assess the civil service system and its impact on employers and prospective employees and provide a report and recommendations to the legislature.
- Prohibit counties from placing residency restrictions on schools for canvassing purposes given that many school districts cross county lines and residency should not be an inhibitor to employment.

School leaders in many regions of the state are desperately trying to find competent and qualified public servants for their schools and students. Schools simply want to ensure the rules allow them to hold onto outstanding provisional employees and more easily recruit future staff.

***The Council urges significant reforms to the civil service system***