



**GOVERNING BOARD AGENDA ITEM
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

DATE OF MEETING: November 15, 2011

TITLE: Approval of Essential Recruitment Stipend

BACKGROUND: Beginning in May of 2004, we have recommended an Essential Recruitment Stipend for those positions for which we have had great difficulty in hiring qualified candidates. This stipend, as it has been applied to other hard to fill vacancies, has assisted us in recruiting those qualified candidates. One of those identified areas has been Physics. The Governing Board several years ago approved a stipend for Physics in the amount of \$4000. At present, and for some time, we have experienced considerable difficulty in hiring and retaining highly qualified Physics teachers.

In addition, several of our schools are in Year 1 of Corrective Action status, meaning they have not made Adequate Yearly Progress (AYP) in the same subgroup over the course of 5 years. The recent appointment of new principals in those schools has resulted in addressing the AYP issues systematically and intently. The workload for those two principals is above and beyond as they address achievement gaps and weaknesses, with the intent to remove their schools from Corrective Action status. Essentially their immediate task is to become a "turnaround principal." The task requires a heavy workload, a passionate commitment to students, a conviction that all students will learn, a clear sense of purpose, knowledge of change theory, and strategic leadership skills, to mention just a few. At the state level, when turnaround principals are used, their remuneration is increased by \$10,000.

RECOMMENDATION: It is the recommendation of Administration that the Essential Recruitment Stipend for Physics be increased to \$8,000 for qualified, certified, Physics teachers who hold a 9-12 Physics endorsement. If approved, this will take effect with the 2011-2012 school year. It is the recommendation of the Administration that the two principals whose schools are involved in Corrective Action receive a stipend of \$7000, and if they get their school removed from Corrective Action status, that stipend become \$10,000 as long as they remain out of Corrective Action.

RECOMMENDATION: This item is presented for the Governing Board's approval.

INITIATED BY:

Patrick Nelson, Associate Superintendent

November 9, 2011

Vicki Balentine, Ph.D., Superintendent