

LEGISLATIVE COMMITTEE
ARIZONA SCHOOL BOARDS ASSOCIATION
2100 NORTH CENTRAL AVENUE
PHOENIX AZ 85004

PROPOSAL FOR 2013 ASBA ACTION

The Governing Board of Amphitheater Unified School District No. 10 of Pima County, Arizona presents the following proposal for ASBA action as directed by the Governing Board on April 10, 2012.

In support of Political Agenda Belief Statements #5 (Funding) and #6 (Personnel), ASBA will take the following action on the **Legislative** Agenda:

Subject:

Expand Career Ladder Funding.

Action Proposed:

Oppose legislation that leads to decreased funding for the Career Ladder program.

Sponsor Rationale:

The Career Ladder Performance-Based Pay program has proven its ability to positively impact student achievement since its inception. The accountability measures of the No Child Left Behind Act and Arizona LEARNS are well served by Career Ladder and actually beg the expansion, rather than the limitation or elimination, of the program. Reduction or elimination of the program would adversely impact student achievement and professional staff development. While those who seek the elimination or reduction of the program argue that it creates disparities because not all districts participate, an estimated 50% of the teachers in throughout the state do participate. The answer to the equity argument is to expand the program. Indeed, to eliminate or reduce the program would represent a substantial pay cut for a significant portion of the state's wage earners and would be the only state-imposed pay cut of which we are aware. That is inequitable.