



GOVERNING BOARD AGENDA ITEM
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10

DATE OF MEETING: February 21, 2012

TITLE: Approval of Career Ladder Stipends

BACKGROUND: Career Ladder stipends for participating teachers have, to date, been calculated based upon a target salary, the Career Ladder base salary, and a calculated budget alignment percentage. Due to the phase out of the Career Ladder, the budget has been reduced substantially and will continue to be reduced until the phase out is complete. As a result, the previous method for determining Career Ladder Stipends is no longer viable.

The Career Ladder Steering Committee met on November 8, 2011 to discuss and prepare a recommendation regarding future stipends for Career Ladder participants. The recommendation of the Career Ladder Steering Committee is to set base "Target Stipends" for each of the remaining levels of the Career Ladder as follows:

Entry to Student Outcomes (ESO): Target Stipend, \$2,300.00
Student Outcomes (SO): Target Stipend, \$2,600.00
Entry to Collaborative Action Research (ECAR): Target Stipend, \$2,750.00
Collaborative Action Research (CAR): Target Stipend, \$3,700.00

The Target Stipend would be paid out in full, or, reduced on a percentage basis given the available budget capacity. The new procedure for determining stipends would begin with the 2012-2013 school year.

RECOMMENDATION: It is the recommendation of the administration that the Governing Board approve the Career Ladder Target Stipend method for determining participant compensation to be implemented for the 2012-2013 school year.

INITIATED BY:

Roseanne Lopez, Ed.D., Executive Director, Organizational Support

Date: February 15, 2012

Todd Jaeger, Associate to the Superintendent

Vicki Balentine, Ph.D., Superintendent