

Arizona Education Association Talking Points (HB2823)

AEA members are working diligently to educate the Legislature about the harmful impacts HB2823 legislation will have on Arizona public schools and the students they serve. It is a poorly designed bill that AEA members must oppose in its current form because:

- This bill runs counter to accepted research on teacher quality, evaluation, and performance-based pay. Time and time again the extremists in the Legislature listen to outside groups whose only interest is in privatization.
 - That's why they have purposely exempted both charter schools and online teachers from the bill's ill-designed consequences. Don't you think that these schools should be held to the same accountability standards as our district schools? What's fair is fair.
- The legislation is built on punishment, without adequate support or the necessary resources to improve instruction, proving bill supporters have a poor understanding of how districts and teachers collaborate.
- And again the bill discriminates between charter and district schools on the subjects of teacher quality, performance, and performance pay by refusing to hold charter schools to the same standards as district schools. Are you starting to see a pattern?
- This bill requires the dismissal of teachers with low student performance without establishing a reliable and workable performance review or data system to adequately define student performance. It doesn't require the district to implement performance improvement plans. Once again the focus is on punishment and not professional growth.
- Teachers will receive a label based on student performance and then their pay might be threatened based on that label. However, not surprisingly this bill does not threaten the performance pay for charter schools teachers. Are you wondering who's really behind this legislation?

IT'S TIME THAT WE COLLECTIVELY TAKE A STAND FOR OUR PROFESSION!

There are individuals inside the Legislature and outside Arizona who are trying to eliminate your job and your neighborhood school. AEA members are joining together to stop these attacks.

- These extremists want to pit you against your colleagues, by altering performance pay, impacting your job security and ending worksite collaboration.
- In addition, politicians are attempting to pass the "parent trigger" bill that could force your school board to change your school to a charter school so private companies can make a profit. This has become a nationwide effort driven by outside groups like the American Legislative Exchange Council (ALEC).
- Another group, the Goldwater Institute, is using deceptive research as they influence the Legislature to pass bills to silence your voice by eliminating meet and confer and weakening your professional association.

And as we know from past experience, collectively when we come together, we can defeat attempts by the legislature and those who wish to privatize our schools.

Success will depend on us!