

ASDB Team:

As a commitment of support to each of you, the executive team, Interim Superintendent Lamer and, now, I have been working hard reviewing employee pay, position by position, to ensure all staff are paid fairly and equitably. Given the limited funding of a small state agency and taking into account the laws and policies for employee pay, raises and the use of taxpayer dollars, this can be challenging, as you can imagine. However, I believe this work to be of the utmost importance. I value each employee's important contributions to helping the children and students that we support and educate lead successful lives.

Everyone would appreciate being paid more for their hard work and contributions. Let's be honest: we didn't join state government because we thought that we would "strike it rich." Rather, we work at the Arizona State Schools for the Deaf and the Blind (ASDB), a state agency, because *we believe in the meaningful work we perform* on behalf of the special group of kids that we serve. Having said that, many of you are thinking 'we still have bills to pay and want to be compensated fairly and equitably.'

I know and appreciate that this how employees feel about how much money they make. That is why the executive team and I try to do as much for our employees as resources allow. It is why ASDB now has agency-wide, Human Resources (HR)-led, recognition events, including honoring each employee with continuous-years-of-service pins going forward.

It is also why I am dedicated to ensuring fair and equitable employee pay across the agency as compared to what employees make at local school districts. As proof of that dedication and commitment, HR has taken on the added responsibility of conducting regular job position wage reviews. With the funds ASDB has available, I am committed to making sure each ASDB employee is paid fairly and equitably to someone with a similar job at local school districts.

Please take a moment to review the attached documents to learn more about these pay equity efforts:

- 1.) Achieving Pay Equity Across the Agency and
- 2.) Prop 123 Funding

Thank you for your commitment to improving outcomes for the deaf, hard-of-hearing, blind, visually impaired and deaf-blind children that we serve.

With the Utmost Respect,

Annette Reichman
Superintendent