

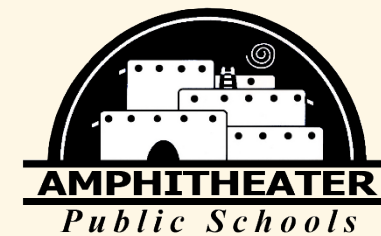
Recommendations of the Meet and Confer Committee



Tassi Call, Associate Superintendent for Elementary Education



Committee



Amphi Education Association Professional Staff Team

Collin Cordell
Rebecca Green
Brie Ronnie

Amphi Education Association Support Staff Team

Linda Lewis
Vanessa Harding
Robert Wacker

Facilitators

Tassi Call
A.J. Benevidez
Chris Gutierrez

District Professional Staff Team

Matt Munger
Chris Trimble
Angela Wichers

District Support Staff Team

John Hastings
Richard La Nasa
J.J. Letts



Committee Process

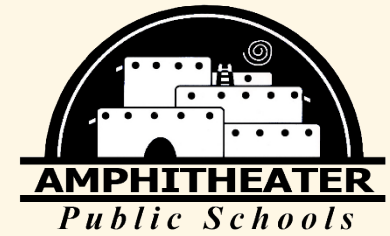


- Survey went out to all employees regarding workplace and policy issues
- October 29- team leaders met with facilitators to review the staff survey and developed committee work
- November 14- trained on IBB process and began policy work
- November 18- Professional/Certified Committee concluded policy work



Committee Recommendation

Proposed revisions to Policy GCK-R



C. A teacher will be considered ineligible for an involuntary transfer if:

~~1. The teacher has been employed by the District for less than two (2) years prior to the effective date of the involuntary transfer.~~

21. The teacher is on a remediation plan or disciplinary probation.

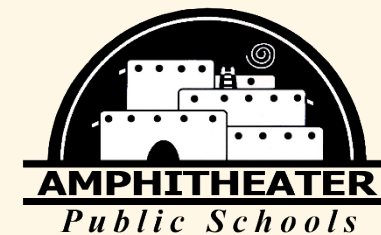
32. The teacher was involuntary transferred within the past two (2) years.

43. The teacher is to be transferred from a position that will be filled by a new hire.



Committee Recommendation

Proposed revisions to Policy GCQA



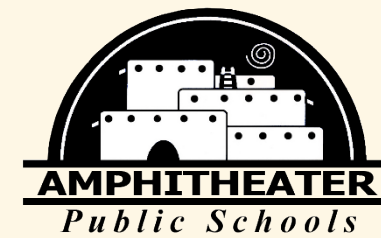
In the event the above actions do not reach the required reduction of positions, further reductions will be made using the following criteria (after taking into account District programmatic needs) to evaluate a teacher's body of work and determine those staff members with the lowest composite scores:

- A. Disciplinary action (Letters of Reprimand and Suspensions without Pay Only).
- B. Performance as determined by formal evaluation (teacher evaluations shall include student achievement as required by Arizona state statute).
- C. Certifications.
- D. Experience.
- ~~E. Professional development.~~
- ~~F. Leadership.~~



Committee Recommendation

Proposed revisions to Policy GCQA, Reduction in Force Profile Form



2. Teacher Evaluation Place a check mark to indicate your rating under each Domain from your final evaluation for each of the last two years. If you have not had two final, year-end evaluations, include ratings from the last two evaluations. If you have only had one evaluation to date, provide the data from that single evaluation. List the date of each evaluation.

	Date of Eval.: _____ (Most Recent Final Eval.) (15 points possible)					Date of Eval.: _____ (Next Most Recent Final Eval.) (10 points possible)			
	1	2	3	4		1	2	3	4
Domain 1:	-		-	-	-		-	-	
Domain 2:	-		-	-	-		-	-	
Domain 3:	-		-	-	-		-	-	
Domain 4:	-		-	-	-		-	-	
Domain 5:	-		-	-	-		-	-	

For each evaluation listed, apply the following:

- a. If three or more Domains were rated "2", do not count any points for that evaluation.
- b. If any Domain was rated "1", do not count any points for that evaluation.
- c. If neither a or b applies to your evaluation, count all evaluation.

2. Teacher Evaluation – Write in the average Domain score from your final evaluation for each of the last two years for each Domain and then write in the correlating point score. If you have not had two final, year-end evaluations, include ratings from the last two evaluations. If you have only had one evaluation to date, provide the data from that single evaluation. List the date of each evaluation.

	Date of Eval.: _____ (Most Recent Final Eval.) (15 points possible)	
	Evaluation Score	Points
Domain 1:		
Domain 2:		
Domain 3:		
Domain 4:		

- 3.5 - 4.0 = 15 points
- 3.0 - 3.4 = 10 points
- 2.0 - 2.9 = 5 points
- 1.5 - 2.9 = 3 points
- 1.0 - 1.4 = 0 points

	Date of Eval.: _____ (Next Most Recent Final Eval.) (10 points possible)	
	Evaluation Score	Points

- 3.5 - 4.0 = 10 points
- 3.0 - 3.4 = 8 points
- 2.0 - 2.9 = 5 points
- 1.5 - 2.9 = 3 points
- 1.0 - 1.4 = 0 points

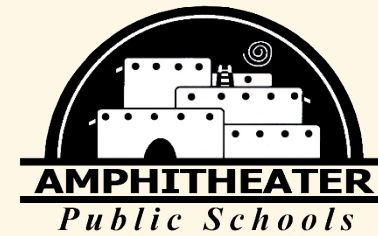
____ (Princ.) ____ (HR)

Calculated Points: _____



Committee Recommendation

Proposed revisions to Policy GCQA, Reduction in Force Profile Form



3. **Student Achievement** Using the same evaluation(s) used earlier in Section 2, check the box of the rating level you received in **Domain 5** each **Student Achievement Domain 2 Progress Data (using CGI Model)** indicator, then multiply the number of check marks in each column by the weighting factor. Five (5) total points maximum is possible for each evaluation.

Most Recent Evaluation from Section 2				Next Most Recent Evaluation from Section 2								
-Domain Indicator	4 or 3	2	4	-Domain Indicator	4			2			4	
					4	3	2	4	3	2	4	3
2.1				2.1								
2.2				2.2								
2.3				2.3								
2.4				2.4								
2.5				2.5								
Multiply points by specified weights:	x-1.25 =	x-0.50 =	x-0=0	Multiply points by specified weights:	x-1.25 =	x-0.50 =	x-0=0					
Total Weighted Points:				Total Weighted Points:								

Calculated Points: _____

(Princ.) (HR)

GCI Score Date of Eval.: (Most Recent Final Eval.) (15 points possible)	GCI Score Date of Eval.: (Next Most Recent Final Eval.) (10 points possible)

3.5-4.0= 15 points
3.0-3.4= 10 points
2.0-2.9= 5 points

3.5-4.0= 10 points
3.0-3.4= 10 points
2.0-2.9= 5 points

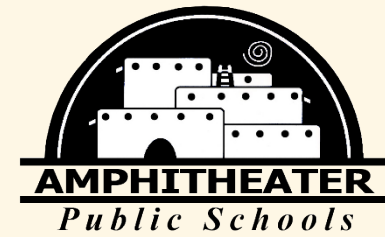
Calculated Points: _____

(Princ.) (HR)



Committee Recommendation

Proposed revisions to Policy GCQA, Reduction in Force Profile Form



4. Certification Please indicate (check) the *certifications you possess in which you would be willing to accept a teaching assignment*

 Elementary (5 points)(If you are not including a middle school content area endorsement below).
 Secondary (3 points)

Please list approved areas and endorsements you hold *in which you would be willing to accept a teaching assignment (include content areas and professional endorsements)*. Add 2 points for each listing.

_____ (2 points)
_____ (2 points)
_____ (2 points)
_____ (2 points)
_____ (2 points)
_____ (2 points)

(attach additional page if needed)

Do you have National Board Certification? _____(if yes, add 2 points)
Do you have a **Masters Degree in education** or your teaching content area? _____(if yes, add 2 points)
Do you have a Masters Degree +15? _____(if yes, add 1 point)
Do you have an Educational Specialist Degree? _____(if yes, add 1 point)
Do you have a Doctoral Degree in education or your teaching content area? _____(if yes, add 2 points)

Calculated Points: _____

(Princ.) (HR)

6. Attendance Circle the total number of sick leave days which you personally took (don't count days you donated to someone else **or any days you sold back in the Sick Leave Buyback Program**) during last fiscal year ~~2017-2018~~**2024-2025**). If you were not employed by Amphitheater last year, circle the days taken this current year to date. (Do not include absence during board-approved leaves of absence (FMLA) including intermittent FMLA leaves of absence). Count the points associated with the number of days selected:

Less than 8 days: 5 pts
8-9 days: 4 pts
10-11 days: 3 pts
12-13 days: 2 pts
14-15 days: 1 pt
More than 15 days: 0 pts

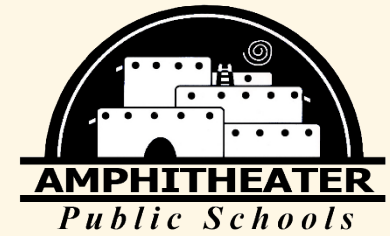
Sick days used in ~~2017-2018~~**2024-2025** _____

Calculated Points: _____
(HR)



Committee Recommendation

Proposed revisions to Policy GCQA-R

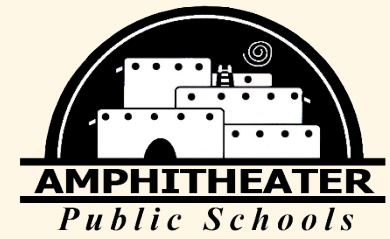


~~E. the professional growth activities;~~

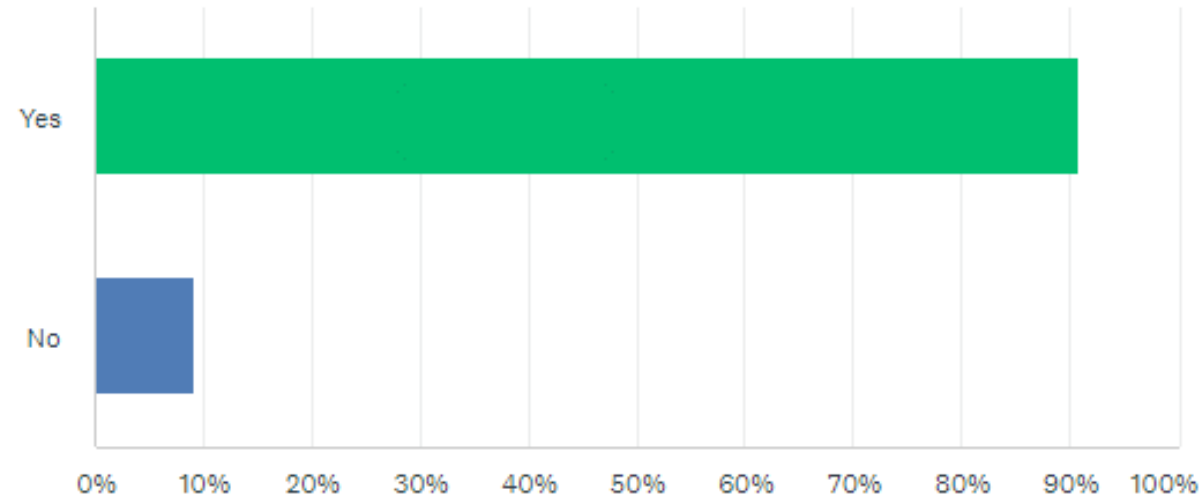
~~F. the employee's acceptance of and service in leadership roles and service hours that benefit the school and/or District.~~

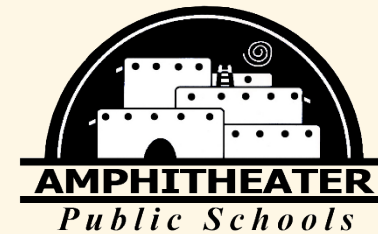


Joint Survey of Employees



Answered: 242 Skipped: 0



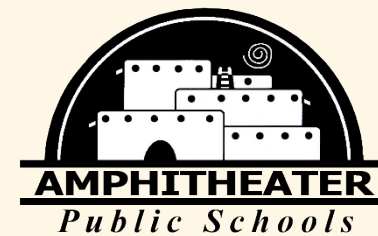


Survey Results

242 employees answered questions about the recommendation

The results were as follows:

- 220 (90.91%) agree with the recommendation
- 22 (9.09%) disagree with the recommendations



Employee Comments

31 employees commented about the recommendation

The comments were all related to RIF Profile Form:

1. Teachers appreciate that the leadership and professional development was removed, since the availability is different at each school
2. Reduction in staff should not start with our most experienced teachers, performance and disciplinary action should be first
3. Educate employees on FMLA

Questions?

