



**GOVERNING BOARD AGENDA ITEM
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

DATE OF MEETING: **April 9, 2013**

TITLE: **Approval of Personnel Changes**

BACKGROUND:

Changes in the status of employees are presented in the attachments.

The changes presented by this item include modifications to employees within certain job classifications in the food service department which currently has them placed on the lowest ranges of the support staff salary schedule. As the Governing Board will recall, the Meet and Confer proposal approved by the Board in March 2013, included a provision to “collapse” Ranges 1 and 2 of the support staff pay schedule into Range 3 next fiscal year, because of their relative proximity to the current minimum wage in Arizona. The proposal also specifically recommended that a broader review of the support staff salary schedule be conducted and that, that review begin with job classifications in the Food Service Department due to the heavy turnover in employees within that department.

After reviewing food service job classifications on the lowest two ranges of the existing schedule, it has been determined that the heavy turnover in those particular provisions reflects the marked disparity between current pay levels and market conditions. Accordingly, appropriate adjustments to the pay schedule in accordance with the package have been calculated. By moving food service staff in the lower two (2) ranges of the schedule into the current third (3rd) range, the District can ensure that employees at those lower ranges receive more than the minimum wage, receive full benefit of the override compensation components, and are closer in compensation to similar jobs in other employment sectors. However, the movement of these positions to the existing Range 3 also placed some food service job classifications on the very same range as supervisory positions – an example being Food Service Attendant 1 (FSA1).

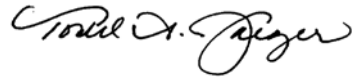
By way of example, an FSA1 is currently on Range 2 of the Classified Schedule. When that classification is moved to Range 3, the result is placement on the same range currently held by the superior position of Food Service Attendant 2 (FSA2). It is therefore proposed to keep the positions relative to one another and move FSA2 up one range as well (to Range 4).

The attached spreadsheet provides the Governing Board with each of movements proposed for implementation of the relevant meet and confer proposal terms. We have provided detail so the Board is fully aware of the budgetary and personal impacts involved. All told, these changes represent approximately \$32,000 in new costs. The review of other positions will be ongoing.

RECOMMENDATION:

The Administration recommends approval of the presented personnel changes.

INITIATED BY:



Todd A. Jaeger, Associate to the Superintendent

Date: April 1, 2013



Patrick Nelson, Superintendent