



Meet and Confer

Compensation Recommendations for FY 2020-2021



Meet and Confer Teams

For the Amphitheater Education Association: Professional Staff Team

Rebecca Green
Lisa Millerd
Brianna Ronnie
Ann Bonar, Facilitator

For the Amphitheater Education Association: Support Staff Team

Fabienna "Nina" Godlewski
Christine Petersen
Robert Wacker
Ellen Harris, Facilitator

For the Amphitheater School District: Professional Staff Team

Michael Bejarano
Carol Tracy
Michelle Tong
Tassi Call, Facilitator

For the Amphitheater School District: Support Staff Team

Jim Burns
Jon Lansa
Chris Trimble
Chris Gutierrez, Facilitator



2020 Meet and Confer Team Meeting Dates For Compensation Matters

1. February 4
2. February 5
3. March 3
4. March 4
5. March 9
6. March 11
7. April 6
8. April 7





Joint Recommendation



1. Increase the base salary of all teachers by \$2,300 (approximately 5% of the average Amphitheater teacher salary).
2. Provide a 2% compensation increase for all other eligible District employees.
3. The salary increases described above are based upon a 1.0 FTE.
4. District contribution to employee benefit plan shall remain the same.
5. Develop and offer a cost neutral sick-leave buy-back program to allow teachers with a minimum of six (6) years of continuous service with the Amphitheater District and other qualifying criteria to sell back unused sick leave.
6. Utilize \$100,000 to address critical classification wage adjustments necessary to remain competitive in hiring, such as lead support staff positions that now earn the same starting wage as the employees they supervise due to the state-mandated minimum wage increases that have occurred over the past few years.
7. Subsidize the cost of the test fee for the state-mandated paraprofessional examination for qualified employees currently working in a classification requiring the examination.
8. In the event that the District receives new and undesignated funding in the current fiscal year that can be used for salaries, it is recommended that additional consideration be given to further critical classification wage adjustments needed to address wage compression.

Reason for a Different Amount for Teachers



1. In 2018, the Arizona Governor proposed a “20 by 2020” Plan for Arizona teachers salary increases.
2. The Plan promised an ongoing commitment to increase dollars for Arizona teachers and classrooms without raising taxes and maintaining Arizona’s balanced budget.
3. The Plan did not guarantee that every teacher in state would receive a 20% salary increase by 2020.
4. Here is some important information to note about the 20 by 2020 Plan:
 - The 20 by 2020 increase was based on the **average** Arizona 2016-2017 teacher salary.
 - Despite the Governor’s promise, state budgets did not provide school districts sufficient funds to cover the increases to teachers that were promised by the Governor each year. For example, for the past 2 years, the state budget expected school districts to use the full voter-approved Prop 123 funding to pay teacher increases.
 - Despite this, Amphitheater has increased its teacher salaries each year for compliance with the Governor’s Plan.
 - This year, the flat \$2,300 provides a 5% increase to the average teacher salary in Amphitheater.



Joint Survey of Employees

Monday, April 6

Notice sent to employees on Monday morning advising them to check their District email this week for a survey on the Joint Recommendation for compensation matters

Tuesday, April 7

Survey Monkey survey sent to all employees

Friday, April 10

Reminder sent to employees

Monday, April 13

Survey closed at noon



Survey Results

Survey sent to 2,385 employees

1,103 surveys were completed.

The results were as follows:

- 964 (87.4%) agree with the recommendation, and
- 139 (12.53%) disagree with the recommendation.

It is also important to note that 339 people provided additional feedback in question 2 to the survey, which has been given to the Governing Board for consideration.

