

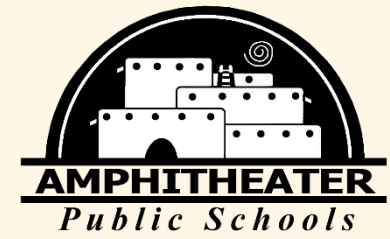
# Recommendations of the Meet and Confer Committee



Tassi Call, Associate Superintendent for Elementary Education



# Committee



## **Amphi Education Association Professional Staff Team**

Colin Cordell  
Rebecca Green  
Trish Hebert

## **Amphi Education Association Support Staff Team**

Linda Lewis  
Vanessa Harding  
Robert Wacker

## **Facilitators**

Tassi Call  
Chris Gutierrez  
Brie Ronnie

## **District Professional Staff Team**

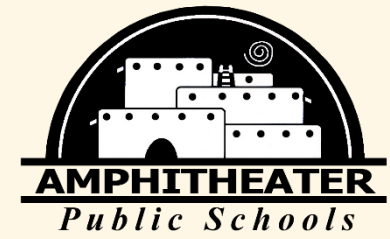
Matt Munger  
Chris Trimble  
Angela Wichers

## **District Support Staff Team**

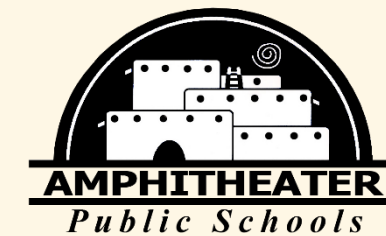
John Hastings  
Richard La Nasa  
J.J. Letts



# Committee Process



- Survey went out to all employees regarding workplace and policy issues
- October 18- team leaders met with facilitators to review the staff survey and developed committee work
- October 30- trained on IBB process and began policy work
- November 2- Professional/Certified Committee concluded policy work



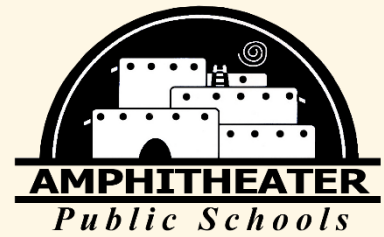
# Committee Recommendation

## Proposed revisions to Policy GCCA

1. ~~Sick leave may be taken in increments of one (1) hour.~~ Sick and personal leave shall be taken in increments of four (4) consecutive hours in cases when a substitute is required. In the case that a substitute is not required, leave may be taken in one (1) hour increments
2. Upon retirement, resignation or termination for inadequacy of classroom performance or other cause, the District will pay for ~~all~~ unused sick leave at the rate established by the Governing Board for such purpose.



# Committee Recommendation



## Proposed revisions to Policy GCCD

### Jury Duty

It is recognized by the Board that no employee is exempt from jury duty and that leaves of absence for such duty must be granted.

~~A.~~ Only the regular salary may be received by an employee on jury duty. It is the responsibility of the employee to provide the District with documentation of jury duty. The failure to provide the required documentation may result in a dock of pay.

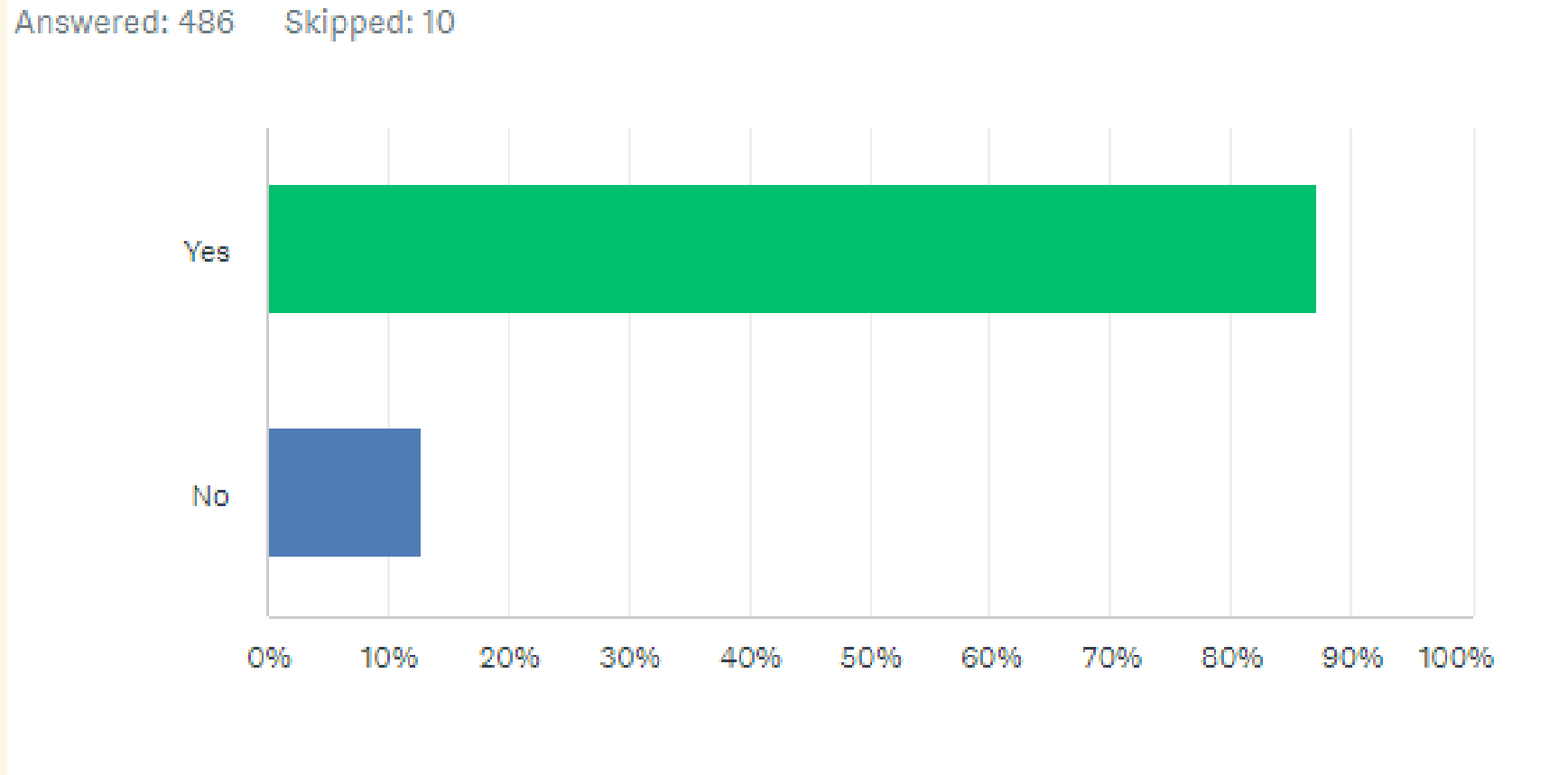
An employee excused from jury duty after being summoned shall report for regular duty as soon as possible. Failure to report for duty will result in a deduction equal to that portion of a contract day missed [A.R.S. 21-236].

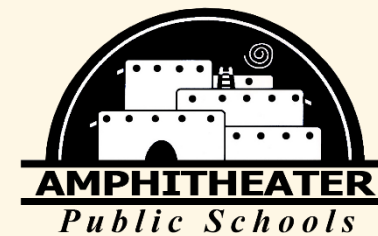
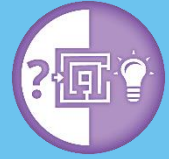
~~1. It is the responsibility of the employee to reimburse the District for jury duty pay when such payment is made directly to the employee. Failure to reimburse the District at the completion of the jury duty service will result in a full deduction equal to the number of contract days missed.~~

~~2. An employee excused from jury duty after being summoned shall report for regular duty as soon as possible. Failure to report for duty will result in a deduction equal to that portion of a contract day missed [A.R.S. 21-236].~~



# Joint Survey of Employees



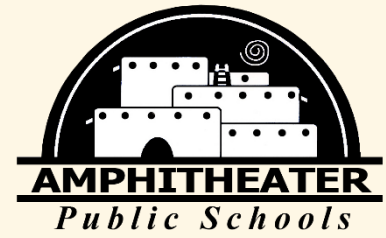


# Survey Results

486 employees answered questions about the recommendations

The results were as follows:

- 424 (87.24%) agree with the recommendations
- 62 (12.76%) disagree with the recommendations



# Employee Comments

79 employees commented about the recommendations

The common themes in these comments were:

1. More information need to be distributed for clarity on the one (1) hour vs four (4) hours
2. Employees still would like to have PTO and Sick Leave combined
3. Educate employees on how substitute teachers are paid (full vs. half day)



# Questions?

