



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

DATE OF MEETING: March 5, 2024

TITLE: Approval of Joint Recommendation from Meet and Confer Committee for an Employee Compensation and Fringe Benefits Package for Fiscal Year 2024-2025

BACKGROUND:

The Meet and Confer committee developed a recommendation on an employee compensation and fringe benefit package for Fiscal Year (FY) 2024-2025. This is in addition to the market adjustment made for brand new teachers on February 13, 2024.

The recommendation states:

We, the undersigned members of the Certificated/Professional and Support Staff Meet and Confer Teams have met and conferred as a unified group concerning compensation and fringe benefits for District employees for the Fiscal Year (FY) 24-25. In addition to the initial compensation changes approved by the Governing Board on February 13, 2024, the meet and confer committee also recommends that the Superintendent present the Governing Board with the following revision to the compensation package for District employees:

- 1. Increase base pay by 2% for eligible employees.*
- 2. Market adjustment for all certified, professional non-teaching, and classified employees.*
- 3. Retention stipend for the 2024-2025 school year of at least 3%.*
- 4. Monies be set aside for increases to addendums. Specific recommendations will be made by the addendum committee.*
- 5. Provision that if the District receives new and undesignated funding in the current year that can be used for salaries, the Meet and Confer committee will reconvene.*

The Arizona legislature continues to deliberate and has not adopted a state budget for next year, the Meet and Confer committee has signed a joint recommendation. The minimum anticipated increase that the District will receive from the State of Arizona for FY 2024-2025 is the 2% inflationary increase authorized by Prop 123. If the Arizona legislature gives schools additional monies, the teams will reconvene.

Staff survey results were clear. The top priority of employees is an equal percentage raise for all. The third most important priority is raising starting salaries to remain competitive and fill vacancies. Many, many employees commented on how stressful their jobs have become due to unfilled positions. Others commented on the need to hire new teachers so our children did not have non-certified employees teaching our Amphi children. In Amphi we have not increased starting teacher pay for many years thus creating Amphi new teacher salaries to become the second lowest in Southern Arizona. Our low starting teacher pay has meant that we could not be competitive in the recruitment of new teachers to Amphi.

Retention of our current teachers and employees was another frequent comment in our survey. The Meet and Confer teams knew to retain our current employees they too needed to receive the market adjustment that was given to new teachers. With the market adjustment to the base salary, 2% to the base salary from the state budget and the minimum 3% retention stipend all returning teachers will see their 2024-2025 compensation increase by an amount between \$4,500 and \$6,000 depending on how long they have been with the district. It's important to note that with the market adjustment levels all teachers will earn more than those with less experience.

Retention of our classified employees is very important to Meet and Confer teams as well. The recommendation also addresses classified pay, with a market adjustment of \$0.80 per hour. This is in addition to the increase of \$0.50 per hour classified employees received in January. Classified employees will also receive the 2% increase from the state budget and are eligible to receive the minimum 3% retention stipend if they return for 2024-2025.

If the Governing Board approves the meet and confer recommendation as presented, then FY 2024-2025 employee contracts and/or computation sheets for qualified returning employees will be issued with the 2% increase mandated by Prop 123 and the market adjustment.

Employee Input on Recommendations

Consistent with Regulation HD-R (Meet and Confer Procedures), the Meet and Confer committee presented its recommendation to District personnel for approval and comment on Tuesday, February 27, 2024. The survey results will be shared during the Board meeting.

RECOMMENDATION:

The Administration recommends that the Governing Board approve the joint recommendation as presented.

Approval of this item ultimately permits qualified returning employees to receive a total percentage increase to base pay equal to 2%, a market adjustment and at least a 3% retention stipend.

Finally, appreciation is expressed to Meet and Confer committee members for their continued work to complete the compensation recommendation through the meet and confer process. Those team members are:

Amphi Education Association Professional Staff Team

Colin Cordell
Rebecca Green
Trish Hebert

District Professional Staff Team

Matt Munger
Chris Trimble
Angela Wichers

Amphi Education Association Support Staff Team

Linda Lewis
Vanessa Harding
Robert Wacker

District Support Staff Team

John Hastings
Richard La Nasa
J.J. Letts

Facilitators

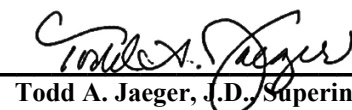
Tassi Call
Chris Gutierrez
Brie Ronnie

INITIATED BY:



Tassi Call, Associate Superintendent for Elementary Education K-5

Date: February 28, 2024


Todd A. Jaeger, J.D., Superintendent