



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

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**DATE OF MEETING:**      **April 14, 2020**

**TITLE:**            **Consideration of the “Joint Recommendation of the Meet and Confer Teams for Compensation Matters” and Approval of a Compensation Package for the 2020-2021 Fiscal Year**

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**BACKGROUND:**

On April 6, 2020, the District and Amphitheater Education Association meet and confer teams reached consensus on a joint recommendation for a compensation package for Fiscal Year (“FY”) 2020-2021. A copy of their “Joint Recommendation of the Meet and Confer Teams for Compensation Matters” (“Joint Recommendation”) is included with the Board item.

***I. Meet and Confer Process***

Policy HD (Meet and Confer Procedures) establishes the process for meet and confer. In accordance with the Policy, the teams began meeting on compensation matters in February. Policy HD required them to conclude their work by the end of March.

This year, the teams had to postpone a meeting scheduled for March 23 due to the COVID-19 school closures. After processes could be put in place for compliance with the new rules and guidelines for social distancing to slow the spread of COVID-19, the teams reconvened on Friday, April 3 and again on Monday, April 6 to complete meet and confer. They reached consensus for the Joint Recommendation on April 6, 2020 with a goal of being able to present their recommendation to the Governing Board at the April 14, 2020 meeting.

***II. Joint Recommendation from the Meet and Confer Teams***

The meet and confer teams make the following recommendations for a compensation package for FY 2020-2021:

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.



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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.

***III. Recommendation for Approval of the Joint Recommendation***

The Superintendent recommends approval of the FY 2020-2021 compensation package proposed in the Joint Recommendation. The Superintendent further recommends that Board also approve the compensation package to apply to the classified exempt, administrative and administrative exempt employee groups who are not represented by Amphitheater Education Association and, therefore, are not addressed in the meet and confer process. This group of employees includes administrative assistants or other hourly employees working in positions that are exempt from representation by the Amphitheater Education Association because they may have access to confidential financial or employment information, and administrative personnel.

***IV. Policy HD Feedback Process***

Policy HD requires the final meet-and-confer recommendations be communicated to District employees for feedback before they are presented to the Governing Board. Following the conclusion of the meet and confer process, the Joint Recommendation was presented to District personnel for feedback. Employees are able to provide feedback between April 7-13, 2020. This feedback from the employees will be included as part of the presentation of this agenda item at the Governing Board meeting.

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**RECOMMENDATION:**

The Superintendent recommends approval of the Joint Recommendation as presented. For clarification, approval of the Joint Recommendation will permit the District to implement the following wage changes for eligible returning employees effective July 1, 2020:

- A. increase the salary of all returning teachers by \$2,300, and
- B. increase the compensation of all other District employees (except the Superintendent) by 2%.

It will also permit the District to: (i) use \$100,000 to address critical classification wage adjustments necessary to remain competitive in hiring, (ii) develop a cost-neutral sick-leave buy back program for qualified teachers who have been with the District for at least six continuous years, and (iii) pay the test fees for the state-mandated paraprofessional examination for qualified employees currently working in a classification requiring the examination.

Finally, appreciation is expressed to the members of the meet and confer teams who spent many hours together pursuing the resolution of issues of concern through a positive, interest-based approach. Those team members were:



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**Amphitheater Education Association  
Professional Staff Team**

Rebecca Green  
Lisa Millerd  
Brienne Ronnie  
Ann Bonar - Facilitator

**District Professional Staff Team**

Michael Bejarano  
Carol Tracy  
Michelle Tong  
Tassi Call - Facilitator

**Amphitheater Education Association  
Support Staff Team**

Fabienna Godlewski  
Christine Petersen  
Robert Wacker  
Ellen Harris - Facilitator

**District Support Staff Team**

Jim Burns  
Jon Lansa  
Chris Trimble  
Chris Gutierrez - Facilitator

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**INITIATED BY:**

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**Michelle H. Tong, J.D.,  
Associate to the Superintendent and General Counsel**

**Date: April 8, 2020**

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**Todd A. Jaeger, J.D., Superintendent**