



GOVERNING BOARD AGENDA ITEM AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10

DATE OF MEETING: October 14, 2025

TITLE: Introduction of Meet and Confer Teams for the 2025-2026 Fiscal Year, Addressing Working Condition Policies and Compensation Terms for Certificated, Support, and Professional/Non-Teaching Employee Groups

BACKGROUND:

Each year, a team of District representatives meets and confer with a team of employee representatives to discuss matters related to employee working conditions, wages, and other forms of compensation. The employee representatives are selected annually by the Amphitheater Education Association (AEA), which the Governing Board has recognized AEA as the exclusive meet and confer representatives for all employees, excluding administrators.

The Governing Board has delegated authority to the Superintendent to establish meet and confer procedures with AEA for this purpose. These procedures are outlined in Procedure 1-109.A.

The annual Meet and Confer process begins in the fall, when the teams meet to address issues and concerns related to personnel policies in the District's Policy Manual. According to Policy 1-109 and Procedure 1-109.A, discussions regarding personnel policies must be concluded by the end of January.

Once personnel policy discussions are completed, the teams then meet and confer on compensation matters. The entire process is completed by the end of March.

Meet and Confer Process

The meet and confer procedures that the teams are to follow each year:

- *Two committees of six (6) to eight (8) people will be established to work on personnel policy matters - one committee responsible for professional staff policy recommendations and one committee responsible for support staff policy recommendations. These two committees will each consist of three (3) or four (4) members selected by the Superintendent or the Superintendent's designee and representing the administration ("the District Team") and three (3) or four (4) members selected by the Association representing the Association and district employees ("the AEA Team").*
- *The Administration and the Association will agree upon two (2) facilitators/coordinators for each committee - one (1) from among each of their respective teams forming each committee. It will be the responsibility of the facilitators/coordinators to provide the direction and leadership for the committee.*
- *The Administration and the Association team will agree upon a facilitator/coordinator. It will be the responsibility of the facilitators/coordinators to provide the direction and leadership for the committee.*

The District and AEA team members assigned to the “Professional Staff Policy Committee” are responsible for meeting and conferring, then making recommendations to the Governing Board, about the District’s personnel policies related to professional staff. For purposes of meet and confer, “professional staff” is defined as persons working in classifications paid on the “certificated” or “professional non-teaching” placement schedules.

Likewise, the District and AEA team members assigned to the “Support Staff Policy Committee” are responsible for meeting and conferring, then making recommendations to the Governing Board, regarding the District’s personnel policies related to employees working in all other non-administrative, represented classifications.

The AEA Meet and Confer Teams

AEA Vice-President Rebecca Green has informed the Superintendent that the AEA’s designated representatives in this year’s meet and confer process will be:

AEA Professional Staff Team

Colin Cordell, Fifth grade Teacher, Innovation Academy

Rebecca Green, Literacy Intervention and AVID Teacher, Coronado K-8, AEA Certified Vice-President

Brie Ronnie, Fifth grade Teacher, Painted Sky Elementary

AEA Support Staff Team

Vanessa Harding, Bookstore Manager, Amphitheater High School

Linda Lewis, Special Education Instructional Assistant, Coronado K-8

Robert Wacker, Journeyman Electrician

AEA Facilitator for both teams: A.J. Benavidez, Special Education Instructional Assistant, Rillito Center

The District Meet and Confer Teams

The Superintendent has selected the following representatives for the District team:

District Professional Staff Team

Matthew Munger, Associate Superintendent for Secondary Education

Chris Trimble, Wilson K-8 School Principal

Angela Wichers, Amphitheater Middle School Principal

Facilitator: Tassi Call, Associate Superintendent for Elementary Education

District Support Staff Team

John Hastings, Director of Human Resources

Richard La Nasa, Executive Manager of Operational Support

J.J. Letts, Coronado K-8 School Principal

Facilitator: Chris Gutierrez, Cross Middle School Principal

Meet and Confer Schedule

The Meet and Confer teams begin the year working collaboratively to develop a joint survey for employees to provide input before the policy portion of meet and confer starts. Meeting dates and team communications about Meet and Confer are posted on the District website under the “Employees” tab.

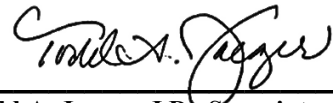
RECOMMENDATION:

No action is required of the Governing Board currently. This item is presented to introduce the Governing Board to the meet and confer teams and to provide the Governing Board the opportunity to review the meet and confer process and comment as needed.

INITIATED BY:

Tassi Call, Associate Superintendent for Elementary Education K-5

Date: September 26, 2025



Todd A. Jaeger, J.D., Superintendent