

## JOINT RECOMMENDATION OF THE MEET AND CONFER TEAMS FOR COMPENSATION MATTERS

We, the undersigned members of the Certificated/Professional and Support Staff Meet and Confer Teams have met and conferred as a unified group concerning a compensation package for the remaining funds from the 20 by 2020 plan (approximately \$1.12 million) pursuant to the Governing Board's direction at the June 11, 2019 Board meeting. At that meeting, the Board approved a compensation package for employees which provided as follows:

A. Increase the salary of all employees by 2.25%.

B. Increase the salary of classified/hourly employees earning above \$12.00 per hour by an additional one percent (1%) to address the minimum wage compression created by the mandatory minimum wage increase.\*

\*This additional 1% raise does not apply to any classified employee who earns below \$12.00 an hour after the increase identified in paragraph A above (recommended 2.25% for all employees) is included, as these employees will receive a mandatory minimum wage increase to \$12.00 per hour in January 2020 pursuant to the Arizona Fair Wages and Healthy Families Act ("Act") (ARS 23-363).

C. Set aside the remaining funds received through the increase to the Maintenance and Operations budget (which encompasses funds received for teachers through the 20 by 2020 plan) and direct that the joint meet and confer teams continue to develop and recommend criteria (which may for example include longevity in Amphitheater Public Schools or persons who were not previously adjusted in earlier years) for a one-time adjustment to base pay for qualified teachers.

Following that June 11, 2019 Board meeting, the joint meet and confer teams met again specifically to address the remaining funds set forth in paragraph C above to determine a recommendation to the Board to disburse those remaining funds.


The teams recommend the following criteria be used to disburse the remaining funds from the 20 by 2020 plan for returning employees who are in the following classifications: Teachers, Counselors, Librarians, and Certified Non-Teaching (SPED Facilitators, ISA, and CISS):

1. A one-time longevity stipend for the 2019-2020 school year only, as detailed below, based upon years of service with Amphitheater Public Schools, that will then roll into the base salary for the 2020-2021 school year, to be paid to qualified persons in the above-listed certificated classifications, except that teachers who are paid on a ASRS Retiree Returning to Work Teacher Contract do not qualify for this stipend:
  - a. \$500 stipend for persons with 6-14 years of service as a certificated employee with Amphitheater Public Schools;
  - b. \$1,000 stipend for persons with 15+ years of service as a certificated employee with Amphitheater Public Schools.


2. All remaining funds of the approximate \$1.12 million provided through 20 by 2020 plan should be distributed as an equal percentage increase to all persons in the above certificated classifications (including teachers who are paid on an ASRS Retiree Returning to Work Teacher Contract).

DATED this 24th day of June, 2019.

**For the Amphitheater Education Association: Professional Staff Team**


  
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Lisa Millerd


No Longer with the District  
Michelle Barcanic

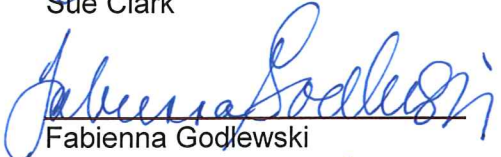
  
\_\_\_\_\_  
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Shannon Langley  
Facilitator

**For the Amphitheater Education Association: Support Staff Team**

  
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Robert Wacker

  
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Sue Clark

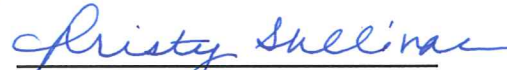
  
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Fabienna Godlewski

  
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Brianne Ronnie  
Facilitator

**For the Amphitheater School District: Professional Staff Team**

  
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Christy Sullivan

  
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**For the Amphitheater School District: Support Staff Team**

  
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No longer with the District  
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Jon Lansa  
Facilitator