



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

DATE OF MEETING: **May 7, 2019**

TITLE: **Approval of Recommendation of the Joint Meet and Confer Agreement Teams Regarding Terms for Payment of Unused Sick Leave to Qualified Employees Who Retire or Separate from the District before July 1, 2019.**

BACKGROUND:

The joint District and Amphitheater Education Association Meet and Confer teams continue to meet and confer about a comprehensive pay and benefit compensation package for the 2019-2020 fiscal year. As of the date of this Board Agenda Item, the state legislature has not presented a budget bill for vote by either legislative house. The teams are working together to develop alternatives so that they can be ready with a recommendation to the Board when a budget bill is presented with a hopeful eye to be able to present a joint recommendation for a 2019-2020 compensation package to the Governing Board in June 2019.

Recognizing that some employees have indicated a plan to retire or separate from the District when the current school year ends in May 2019, the teams reached an agreement concerning payment for unused sick leave for any qualified employee who retires or separates from the District before July 1, 2019. The District currently permits employees who began working for the District on or after July 1, 1998, to receive payment for up to 100 days of unused sick leave at retirement or separation as long as the employee has completed at least seven (7) consecutive years of work for the District by the separation date. For this group of employees, unused sick leave is paid at the daily substitute rate, which, when this fiscal year began, for salaried personnel was \$85 per day and for hourly personnel was \$84 per day (\$10.50 per hour).

In January 2019, the daily substitute rate increased for hourly employees by an additional 50 cents per hour to be consistent with the Arizona minimum wage law. Similarly, the daily rate for classroom teacher substitutes increased by an additional \$15 per day to enable the District to remain competitive in the market for teacher substitutes. Prior to that, the daily rate for classroom teacher substitutes had not increased for several years.

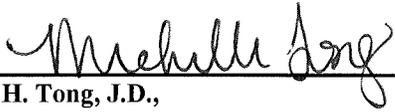
The joint meet and confer teams acknowledge that the qualified personnel who plan to separate or retire from the District prior to July 1, 2019, began this year believing that they would be paid a daily rate of the \$85 per day for salaried personnel and \$84 per day for hourly personnel. These were the amounts in effect until recently.

Therefore, the teams recommend that the Governing Board adopt a standard payment rate of \$85 per day for any employee hired on or after July 1, 1998 who voluntarily separates from the District, after completing seven (7) consecutive years of work for the District, before July 1, 2019. This allows the District to provide unused sick leave payout information to qualified persons who plan to retire or separate from the District before the meet and confer process completes so that they can plan accordingly.

RECOMMENDATION:

The Superintendent recommends approval of the Recommendation.

INITIATED BY:



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

Date: April 29, 2019



Todd A. Jaeger, J.D., Superintendent

**JOINT RECOMMENDATION OF THE
MEET AND CONFER TEAM FOR
PERSONNEL POLICY MATTERS**

We, the undersigned members of the Certificated/Professional and Support Staff Policy Meet and Confer Teams for the 2019-2020 fiscal year, have met and conferred and now jointly recommend the following revisions to the policy on payment for unused sick leave upon separation:

Certified Employees

1. Certified employees hired on or after July 1, 1998, and who have completed at least seven years of employment with the District and who are retiring prior to July 1, 2019 (including participation in the Amphitheater School District Early Retirement Program) will be reimbursed for unused sick leave at the rate of eighty-five dollars (\$85.00) for each unused sick day up to a maximum of 100 days.
2. Certified employees hired on or after July 1, 1998, and who have completed at least seven years of employment with the District and who terminate their employment with the District prior to July 1, 2019 will be reimbursed for unused sick leave at the rate of forty-two dollars and fifty cents (\$42.50) for each unused sick day up to a maximum of 100 days.
3. Certified employees hired on or after July 1, 1998, who terminate their employment with the District and who have not completed at least seven years of employment with the District prior to July 1, 2019 will not be reimbursed for unused sick leave.

Classified Employees

1. Classified employees hired on or after July 1, 1998, and who have completed at least seven years of employment with the District and who are retiring prior to July 1, 2019 (including participation in the Amphitheater School District Early Retirement Program) will be reimbursed for unused sick leave at the rate of eighty-five dollars (\$85.00) for each unused sick day up to a maximum of 100 days.
2. Classified employees hired on or after July 1, 1998, and who have completed at least seven years of employment with the District and who terminate their employment with the District prior to July 1, 2019 will be reimbursed for unused sick leave at the rate of forty-two dollars and fifty cents (\$42.50) for each unused sick day up to a maximum of 100 days.
3. Classified employees hired on or after July 1, 1998, who terminate their employment with the District and who have not completed at least seven years of employment with the District prior to July 1, 2019 will not be reimbursed for unused sick leave.

DATED this 17th day of April, 2019.

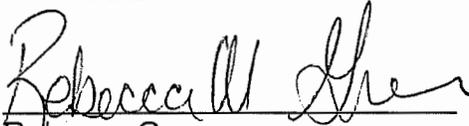
**For the Amphitheater Education
Association: Professional Staff Team**



Lisa Millerd



Michelle Barcanic

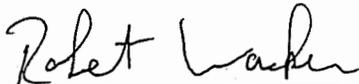


Rebecca Green

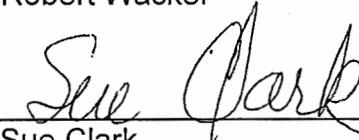


Shannon Langley
Facilitator

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



Robert Wacker



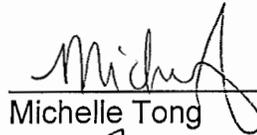
Sue Clark



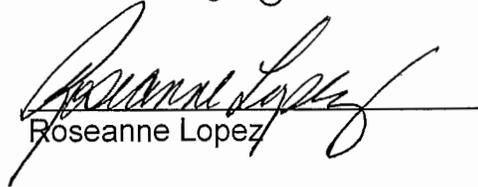
Fabienna Godlewski

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**For the Amphitheater School
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Michelle Tong



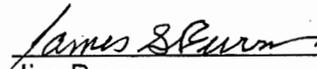
Roseanne Lopez

Christy Sullivan

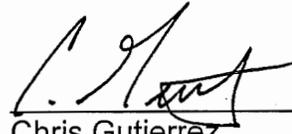


Tassi Call
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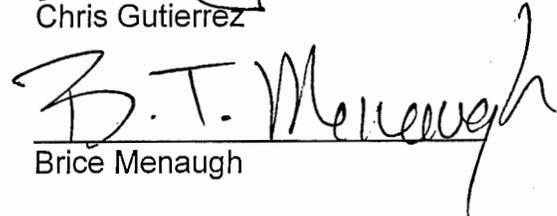
**For the Amphitheater School
District: Support Staff Team**



Jim Burns



Chris Gutierrez



Brice Menaugh



Jon Lansa
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