



GOVERNING BOARD AGENDA ITEM AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10

DATE OF MEETING: April 26, 2022

TITLE: Approval of Joint Recommendation from Meet and Confer Committee for Initial Changes to Employee Compensation for Fiscal Year 2022-2023

BACKGROUND:

Representatives of the Amphitheater Education Association (AEA) and the District Administration have begun meeting and conferring regarding a compensation package recommendation for Fiscal Year (FY) 2022-2023. The teams began with a joint survey of employees to gather input on matters to be discussed during the compensation portion of meet and confer. They used this data to focus their discussions for a recommendation for the use of new and unencumbered funds to be received from the State of Arizona that are available for employee compensation and fringe benefits in FY 22-23. A summary of the results of the survey is on the meet and confer page on the District website.

The meet and confer committee developed this recommendation without the benefit of a final projection of what new funding will be provided to school districts for FY 22-23. To date, the Arizona legislature has not adopted a state budget for next year. Fortunately, the voters in Arizona put a mandatory minimum annual inflationary increase in place for school districts through Prop 123 to ensure that public school districts do receive some form of an inflationary increase each year. The maximum amount that Prop 123 guarantees school districts annually is two percent (2%).

The meet and confer committee provided a unanimous but partial joint recommendation for FY 22-23 that passes through the full two percent (2%) increase in state funding guaranteed by Prop 123, to employees, ensuring each employee will receive a minimum 2 % pay increase (based on 1.0 FTE) for FY 22-23. The committee provided this partial recommendation for employees to have the benefit of knowing that they will receive, at a minimum, a 2% wage increase when they open enroll for employee fringe benefits in May. Recognizing that inflation is high, the meet and confer committee further recommends that the District increase its annual contribution to employee fringe benefits coverage by \$264 to ensure that there are health care options for employees that do not increase the amount paid by the employee.

The meet and confer committee is continuing to meet to be able to provide the Governing Board with a complete recommendation for a FY 22-23 employee compensation and fringe benefit package at a future meeting. The committee will meet in May, and both teams have agreed they will make additional recommendations for compensation if more state funding beyond the 2% Prop 123 guarantees becomes available.

This partial recommendation is in addition to the 4% retention stipend that the Governing Board approved for all returning employees in January 2022. The 4% retention will still be applied on top of the 2% pay increase recommended by the Meet and Confer Committee -- resulting in 6% higher earnings for employees in FY 22-23.

Through the meet and confer process, the committee developed the joint recommendation that is submitted with this agenda item. It makes the following recommendations:

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 District employees for the 2022-2023 fiscal year. Because open enrollment

for benefits begins soon, the teams are providing this initial recommendation for employees to be able to make a decision during open enrollment for insurance benefits. This is a partial recommendation. The teams are continuing to meet with our next meeting scheduled in May 2022. As of the date of this recommendation, there is no state budget. Therefore, we recommend that the Superintendent present the following partial compensation package to the Governing Board on April 26, 2022 for District employees:

- 1. Add the anticipated two percent (2%) from the Prop 123 inflationary increase to the base wage for all returning employees.*
- 2. To help offset the impact of inflation and health insurance increases, the District will increase the annual contribution for employee medical benefits by \$264.*
- 3. The salary increases described above are based upon a 1.0 FTE.*

Employee Input on Recommendations

Following the conclusion of the meet and confer policy process, the meet and confer committee presented its recommendation to District personnel for approval and comment using Survey Monkey. Because this is the last Board meeting scheduled for the Board to be able to consider the joint recommendation before open enrollment for employee fringe benefits begins in May 2022, the survey was sent to all District employees on Friday, April 22, 2022. Employees will be able to provide input through Monday, April 25, 2022, and the survey results will be shared during the Board meeting.

RECOMMENDATION:

Administration recommends that the Governing Board approve the joint recommendation as presented and, because this is only an initial joint recommendation, reserve the right to approve additional recommended changes to employee compensation and fringe benefits for FY 22-23 as may be provided through the meet and confer process.

Approval of this item as presented permits the following minimum changes to the employee wage and fringe benefits changes for qualified returning employees for FY 22-23:

1. Increase base wages for qualified returning employees by two percent (2%) (based on a 1.0 FTE), and
2. Increase the annual District contribution for employee fringe benefits by \$264.

Finally, appreciation is expressed to the members of the meet and confer teams who spent many hours researching and developing the proposed joint recommendation. Those team members are:

Amphitheater Education Association Professional Staff Team

Michelle Bulisache
Patricia Hebert
Amanda Hay (replaced Lisa Millerd)
Robert Young - Facilitator

District Professional Staff Team

Matt Munger
Michelle Tong
Chris Trimble
Tassi Call - Facilitator

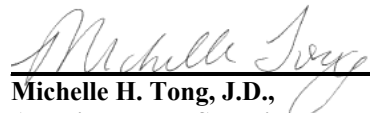
**Amphitheater Education Association
Support Staff Team**

Jimmy Harper
Lisa Millerd (replaced Victor Ortiz)
Robert Wacker
Vanessa Harding - Facilitator

District Support Staff Team

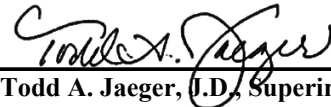
Richard La Nasa
JJ Letts
Angela Wichers
Chris Gutierrez – Facilitator

INITIATED BY:



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

Date: April 22, 2022



Todd A. Jaeger, J.D., Superintendent