



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

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**DATE OF MEETING: December 10, 2024**

**TITLE: Study of Proposed Recommendations Developed through the Meet and Confer Process for:**

- 1. Revisions to Governing Board Policy GCK-R (Professional Staff Assignments and Transfers)**
- 2. Revisions to Governing Board Policy GCQA (Professional Staff Reduction in Force)**
- 3. Revisions to Governing Board Policy GCQA-E (Professional Staff Reduction in Force Profile Form)**
- 4. Revisions to Governing Board Policy GCQA-R (Professional Staff Reduction in Force)**

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**BACKGROUND:**

The Meet and Confer committee teams met and conferred regarding policies and employee working conditions in accordance with Policy HD. The teams began with a joint survey of employees to gather input on matters to be discussed during the policy portion of meet and confer. The data was used to identify the specific employment policies and working conditions discussed by the Meet and Confer committee.

The Professional/Certificated Committee recommendations are as follows:

*The Professional/Certificated Committee met on policies specific to professional and certificated employees. This committee developed the following recommendations:*

- 1. Revisions to Governing Board Policy GCK-R (Professional Staff Assignments and Transfers)*
- 2. Revisions to Governing Board Policy GCQA (Professional Staff Reduction in Force)*
- 3. Revisions to Governing Board Policy GCQA-E (Professional Staff Reduction in Force Profile Form)*
- 4. Revisions to Governing Board Policy GCQ-R (Professional Staff Reduction in Force)*

Their recommendations include:

- Revising Policy GCK-R to remove one of the types of teachers that is considered ineligible for involuntary transfer. The following teacher group has been removed and now is considered eligible for involuntary transfer. “A teacher has been employed by the District for less than two (2) years prior to the effective date of the involuntary transfer” statement was removed.
- Revising Policy GCQA under Guidelines for Implementation that removes the following items that determine a teacher’s body of work, “Professional Development and Leadership”. All teachers in Amphitheater participate in Professional Development and are considered teacher leaders.
- Revising the Professional Staff Reduction in Force Profile Form for clarity. Updates were made to the previous form dated (2017-2018) due to changes in our Teacher Evaluation Tool and Student Achievement metrics.
- Revising Policy GCQA-R under Personnel Study Based upon Staff Profiles that removes the following items that determine a teacher’s criteria, “Professional Development and Leadership”. These changes were made for consistency with GCQA.

Copies of these recommendations are attached to this agenda item.

Employee Input on Recommendations

Consistent with Regulation HD-R (Meet and Confer Procedures), the Meet and Confer Committee presented its recommendation to District personnel for approval and comment on Thursday, November 21, 2024. The survey results will be shared during the Board meeting.

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**RECOMMENDATION:**

These recommendations are presented for the Board’s initial study. The policy revisions will be presented at a later meeting for adoption.

Finally, appreciation is expressed to Meet and Confer Committee members for their continued work to complete the policy recommendation through the meet and confer process. Those team members are:

**Amphi Education Association  
Professional Staff Team**

Colin Cordell  
Rebecca Green  
Brie Ronnie

**District Professional Staff Team**

Matt Munger  
Chris Trimble  
Angela Wichers

**Amphi Education Association  
Staff Team**

Linda Lewis  
Vanessa Harding  
Robert Wacker

**District Support Staff Team Support**

John Hastings  
Richard La Nasa  
J.J. Letts

**Facilitators**

Tassi Call  
A.J. Benevidez  
Chris Gutierrez

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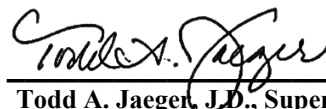
**INITIATED BY:**



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Tassi Call, Associate Superintendent for Elementary Education K-5

Date: December 4, 2024



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Todd A. Jaeger, J.D., Superintendent