



GOVERNING BOARD AGENDA ITEM AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10

DATE OF MEETING: April 14, 2020

TITLE: Approval of Contract Forms for 2020-2021 Fiscal Year and Direction to Administration to Issue Appropriate Contracts to Renewing Contracted Staff

BACKGROUND:

Amphitheater Public Schools typically issues employment contracts to returning certificated, professional and administrative personnel in April. Employees have stated their preference to have contracts issued after the meet and confer process completes and the Governing Board has approved an employee compensation package for the next fiscal year. This way, employees have a firm understanding of the salary amount to be provided through the contract when they accept the contract.

Unfortunately, that goal was not attainable during the past two years due to the lateness of the state legislature in approving a state budget in 2018 and in 2019. Recognizing this as a possibility in 2018, in the midst of the Red for Ed movement, the Board approved a contract form on March 26, 2018, for certificated, professional and administrative staff that includes a contingency provision in it. This contingency provision confirms a mutual intent that the contracted employee receive the benefit of the fiscal year compensation package subsequently approved by the Governing Board.

On January 15, 2019, the Board reaffirmed using that same form of contract for certificated, professional and administrative staff, which was beneficial since the state legislature again waited until the end of May to approve the state budget that year. The Board also approved adding that same contingency language to the Certificated ASRS Retiree Returning to Work Teacher's Contract that day. Neighboring school districts have likewise added similar contingency provisions to their employment contracts.

Notably, the proposed employment contracts also contain other contingency provisions of which the Board should be aware. For example, the employment contracts include language to address the possibility of a legislative budget cut for the following fiscal year. The contract links any contract term changes to legislative reductions and limits pay reductions, however remote, to no more than four percent (4%). In addition, the contracts include a contingency provision that permits a potential increase in compensation under each contract if the Arizona legislature or federal government provides designated funding increases that may be used to increase staff compensation. Finally, the teacher employment contract also contains a contingency provision related to the State's payment of Prop 301 Classroom Site Funds. The District's employment contracts have included these provisions for several years now without the need having ever arisen to exercise them.

This year, we have the benefit of having Arizona having already finalized its state budget. In addition, the meet and confer teams reached consensus on April 6, 2020, for a joint recommendation for a FY 2020-2021 compensation package. Their "Joint Recommendation of the Meet and Confer Teams for Compensation Matters" is being presented to the Governing Board for consideration at this same meeting.

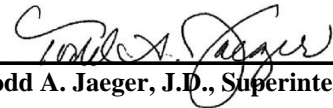
RECOMMENDATION:

Administration recommends that the Governing Board approve using the same forms of contract previously approved, with applicable dates changed as needed for FY 2020-2021, for all certificated, ASRS Retiree Return to Work teachers, professional and administrative staff. Administration further recommends that the Board direct that the appropriate form of contract, together with any compensation package approved for Fiscal Year 2020-2021, be issued to renewing members of certificated, ASRS Retiree Returning to Work Teachers, professional, and administrative staff for Fiscal Year 2020-2021.

INITIATED BY:

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

Date: April 7, 2020



Todd A. Jaeger, J.D., Superintendent