



GOVERNING BOARD AGENDA ITEM AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10

DATE OF MEETING: January 15, 2019

TITLE: Approval of Contract Forms for the 2019-2020 Fiscal Year for Contracted Staff

BACKGROUND: Historically, the District has issued employment contracts in late spring after the meet and confer process completes and the Governing Board approves the negotiated employee compensation package. However, with the national teacher shortage, neighboring school districts have begun to offer teacher contracts earlier. The majority of local school districts report plans to offer contracts for the 2019-2020 fiscal year as early as February 2019.

In an effort to remain competitive, the District recommends offering employment contracts early again this year. The proposed teacher, administrator, and professional non-teaching employment contracts are virtually identical to those approved last year. They all include a contingency provision that permits employees to accept their contracts early -- before meet and confer ends and before the Governing Board approves the 2019-2020 employee compensation package -- and still receive the benefit of any salary increase subsequently approved by the Governing Board after meet and confer completes. This can occur because the contingency provision confirms a mutual intent that the contracted employee receive the benefit of the 2019-2020 fiscal year compensation package subsequently approved by the Governing Board.

The District first included this contingency provision in contracts last year. Following that, employees received contracts in early spring that listed each employee's current salary as confirmation of the minimal salary that the employee would be paid for the following year. Then, after meet and confer ended in late May and the Governing Board approved the annual compensation package, employees received new salary computation sheets reflecting the increase approved by the Governing Board on June 12, 2018. While support staff employees are not issued employment contracts, they also received written confirmation of their pay rate and/or other change before their first date of employment for the following fiscal year.

In addition, the proposed Certificated ASRS Retiree Returning to Work Teacher's Contract has been amended for the 2019-2020 school year to likewise include this same contingency provision. This will enable all returning teachers employed directly by the school district for the 2010-2020 school year to have the same opportunity to receive any subsequent salary increase that may be permitted through the meet and confer process and approved by the Governing Board. Upon completion of the meet-and-confer process, the Administration will present the proposed employee agreements and compensation package for the 2019-2020 fiscal year for the Governing Board's review at a subsequent meeting.

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.

Having already consulted with Amphitheater Education Association on this matter, the Administration recommends that the proposed contracts be approved so that contracts can be issued to employees as appropriate and in a manner that enables the District to remain competitive with its neighboring school districts.

RECOMMENDATION:

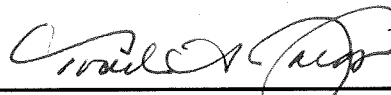
The Administration recommends approval of the proposed revisions to the attached forms of contract for non-administrative certificated staff.

INITIATED BY:



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

Date: December 28, 2018



Todd A. Jaeger, J.D., Superintendent