



GOVERNING BOARD AGENDA ITEM AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10

DATE OF MEETING: May 26, 2020

TITLE: Review and Approve Revisions to Placement Schedules for Fiscal Year 2020-2021

BACKGROUND: On July 10, 2018, the Governing Board approved a “Placement Schedule” for each employee classification. The Placement Schedule sets the “minimum” base salary or hourly rate of pay for a newly hired employee, with no work experience, into the classification. It also identifies the criteria for how applicants are credited at hire for each year of verified work experience, as well as the maximum pay rate for the classification. This agenda item is presented to permit the Governing Board to consider proposed adjustments to the Placement Schedules for Fiscal Year 2020-2021.

Proposed Adjustment to Maximum Rate of Pay on All Placement Schedules

Amphitheater has not increased the maximum rate of pay on any Placement Schedule since 2018. The purpose of the maximum amount on the Placement Schedule is to incentivize applicants to hire into the classification by identifying earning potential for the classification. Employees may exceed the “maximum” for their classification when the Board approves additional compensation for the employee through a stipend, addendum, or added duty pay. However, maximum compensation levels should be increased periodically to remain consistent with changes to starting salary and market levels.

This year, the Board approved a teacher salary increase in the amount of \$2,300 (based on a 1.0 FTE). It also approved a pay increase for all other employee classifications in the amount of two percent (2%). Administration recommends that the maximum compensation level for each employee classification similarly be increased on the Placement Schedule beginning Fiscal Year 2020-2021 to maintain an appropriate range between minimum and maximum compensation levels for each classification.

For this reason, it is recommended that the maximum pay identified for teachers on the Placement Schedule be increased by \$2,300. It is further recommended that the maximum pay for all other classifications identified on the applicable Placement Schedule by two percent (2%). This change to the Placement Schedule can be done at no additional cost since the Board already approved these employee pay increases on April 14, 2020 and April 28, 2020, consistent with its approval of the Joint Recommendation of the Meet and Confer Teams for Compensation Matters.

Proposed Adjustment to Certificated Teacher Placement Schedule

To remain competitive in hiring of teachers, Administration recommends that the minimum pay on the Certificated – Teacher Placement Schedule be increased by \$2,200 (based on a 1.0 FTE) for each category of teacher salary placement: Bachelors, Bachelors+ 15, Masters, Masters+15, Education Specialist/National Board Certified and Doctorate. As explained above, Amphitheater teachers received a \$2,300 pay increase this year. As a result, the minimum starting salary for a teacher newly hired by Amphitheater can increase by \$2,200 for Fiscal Year 2020-2021 without superseding continuing teacher salaries (based on a 1.0 FTE). This would permit Amphitheater to hire a new teacher with a bachelors, but without teaching experience, at a minimum salary of \$40,273 (based on a 1.0 FTE), which would significantly benefit Amphitheater in its efforts to remain competitive to fill teacher vacancies.


Proposed Adjustment to Professional Placement Schedule

On April 28, 2020, the Board approved a market adjustment for psychologists in the amount of \$2,500. This market adjustment was permitted through the \$100,000 that the meet and confer teams recommended by utilized for critical wage adjustments. Consistent with this, Administration recommends that the starting salary for psychologists on the Professional Placement Schedule similarly be increased to assist Amphitheater to remain competitive to fill psychologist vacancies. Administration recommends the salary for a new psychologist, without experience, start at a minimum salary of \$57,014.76 if the applicant is without a doctorate and \$59,833.22 for applicants with a doctorate.

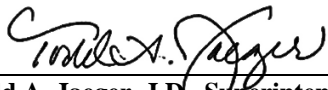
RECOMMENDATION:

It is the recommendation of Administration that the Governing Board approve the proposed revisions to the Placement Schedules currently used by the District.

INITIATED BY:


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

Date: May 19, 2020


Todd A. Jaeger, J.D., Superintendent