



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

DATE OF MEETING: **March 28, 2023**

TITLE: **Approval of Joint Partial Recommendation from Meet and Confer Committee Concerning Paid Holidays and Corresponding Necessitated Changes to the Fiscal Year 2023-2024 Calendar**

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) 23-24. 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 23-24.

The meet and confer committee has developed a partial recommendation on employee fringe benefits for FY 23-24 concerning paid holidays and teacher planning days as identified on the FY 23-24 calendar. This is only a partial recommendation. The joint meet and confer committee is continuing to meet and confer about employee compensation and fringe benefits for FY 23-24. However, the committee recommends that its partial recommendation be considered now so that the information is available as contracts are issued to new hires.

A copy of the signed partial joint recommendation 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 compensation and fringe benefits for District employees for the Fiscal Year (FY) 23-24. This is a partial recommendation. The teams are continuing to meet and confer with our next meeting scheduled on March 23, 2023, but we recommend that the Superintendent present the following partial recommendation to the Governing Board at the next available Governing Board meeting for consistent information concerning paid holidays and teacher planning days to be considered before any FY 23-24 contract is issued.

The meet and confer committee recommends that the Governing Board approve the following revisions for employees:

1. *Increase the number of “All/Returning Teacher Planning Days” (identified on the District calendar) before school starts to four (4) days, which shall include one (1) day set aside for teacher prep (this was already in place) and the new/additional planning day shall be set aside only for teacher prep or District-wide initiatives. The remaining two (2) planning days will continue to be scheduled by site administration.*

2. *Increase the number of paid holidays by one (1) additional paid holiday for all qualified employees (certificated, classified, professional, and administrative) to occur on the Wednesday before Thanksgiving. This will keep the number of work days for certificated staff consistent based on a 1.0 FTE.*

In addition, the meet and confer committee further recommends that the additional teacher planning day for the FY 23-24 school year be used specifically for the District-wide initiative of training on Infinite Campus. Given the late notice of this recommendation, the committee further recommends that administration create alternative dates for Infinite Campus training in lieu of the fourth training day for FY 23-24 only.

Employee Input on Recommendations

The meet and confer committee presented this partial recommendation to District personnel for approval and comment using Survey Monkey. The survey was sent to all District employees on Thursday, March 23, 2023. Employees will be able to provide input through Monday, March 27, 2023, 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 23-24 as may be provided through the meet and confer process.

Approval of this item as presented permits the following minimum changes: (1) amendment to the fringe benefits for qualified employees for FY 23-24 and (2) amendment to the FY 23-24 calendar:

1. Increase the number of “All/Returning Teacher Planning Days” before school starts to four (4) days, which shall include one (1) day set aside for teacher prep (this was already in place) and the new/additional planning day shall be set aside only for teacher prep or District-wide initiatives. The remaining two (2) planning days will continue to be scheduled by site administration.
2. Increase the number of paid holidays by one (1) additional paid holiday for all qualified employees (certificated, classified, professional, and administrative) to occur on the Wednesday before Thanksgiving.
3. Approve the updated FY 23-24 calendar presented with this agenda item in order to account for the changes identified in numbers 1 and 2 above.

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

Amphitheater Education Association Professional Staff Team

Rebecca Green
Patricia Hebert
Robert Young

District Professional Staff Team

Matt Munger
Michelle Tong
Chris Trimble

Amphitheater Education Association Support Staff Team

Chad Guymon
Vanessa Harding
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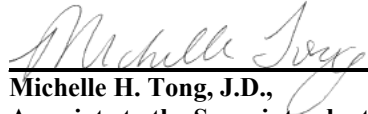
District Support Staff Team

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Meet and Confer Facilitators

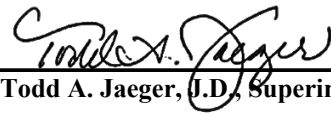
Tassi Call
Chris Gutierrez

INITIATED BY:



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

Date: March 23, 2022



Todd A. Jaeger, J.D., Superintendent