



GOVERNING BOARD AGENDA ITEM AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10

DATE OF MEETING: May 10, 2022

TITLE: Approval of Joint Recommendation from Meet and Confer Committee for Final Changes to Employee Compensation for Fiscal Year 2022-2023

BACKGROUND:

On April 26, 2022, the Governing Board approved the initial compensation recommendation from the meet and confer committee. During the presentation of that agenda item, Administration explained that the meet and confer committee was providing its initial recommendation before open enrollment for employee benefits started to provide employees information necessary to be able to make informed decisions during open enrollment. The meet and confer committee reported plans to continue to meeting in May to complete its FY 22-23 compensation package recommendation.

The meet and confer committee met again on May 2, 2022, and developed the joint recommendation submitted with this agenda item. The timeline for this recommendation is based on a joint agreement by the Amphitheater Education Association (AEA) team and the District team that providing information to employees by May 19, 2022 was important. May 19, 2022 is the last day of school, and multiple classifications of academic year employees end their work schedules on May 19, 2022 with the students. Both teams agreed that it was important for employees to know the complete compensation recommendation before their work schedule ends.

Therefore, even though the Arizona legislature continues to deliberate and has not adopted a state budget for next year, the meet and confer committee has signed a joint recommendation that the District pass any additional budget increase for salaries provided by the state (in excess of the 2% already approved by the Governing Board) along to qualified employees as an equal percentage wage increase. The joint recommendation states:

We, the undersigned members of the Certificated/Professional and Support Staff Meet and Confer Teams have met and conferred as a unified group concerning a compensation package for District employees for the 2022-2023 fiscal year. In addition to the initial compensation changes approved by the Governing Board on April 26, 2022, the meet and confer committee also recommends that the Superintendent present the Governing Board with the following revision to the compensation package for District employees:

- 1. If the state budget includes a percentage increase to the base support level for public school funding in excess of the 2% already approved by the Governing Board, add that same percentage increase to the base pay for qualified employees. For example, if the state increases the base support level by 5%, employee wages overall would increase by 5% comprised of the 2% already approved by the Governing Board plus the additional 3%.*
- 2. The salary increases described above are based upon a 1.0 FTE.*
- 3. In the event that the District receives new and undesignated funding in the current fiscal year that can be used for salaries, the meet and confer committee recommends that the Governing Board prioritize using those funds to address wage compression that continues to be caused by the state's annual mandatory minimum wage increases.*

This recommendation is in addition to the 2% increase to base wages approved by the Governing Board on April 26, 2022 and the 4% retention stipend approved by the Governing Board in January 2022. While there is no guarantee that more funding (beyond the 2% already approved by the Governing Board) will be forthcoming, the hope is that the legislature will treat school district employees the same as state employees and provide school districts with a budget increase that appropriately responds to current high inflation rates that all public employees experience equally.

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 Tuesday, May 3, 2022. The survey will remain open until the evening of Monday, May 9, 2022, and the survey results shared during the Board meeting.

RECOMMENDATION:

Administration recommends that the Governing Board approve the joint recommendation as presented. Approval of this item ultimately permits qualified returning employees to receive a total percentage increase (inclusive of the 2% approved on April 26, 2022) to base pay equal to the total percentage increase to base support level that the state ultimately approves for public school districts for FY 22-23. For example, if the state FY 22-23 education budget increases the base support level for school districts by 6%, then that budget increase passes through to qualified employees to increase their base pay by 6% as well, which would be comprised of the 2% increase approved by the Governing Board on April 26, 2022 and 4% approved through this agenda item.

Finally, appreciation is again expressed to meet and confer committee members for their continued work to complete the compensation recommendation through the meet and confer process. Those team members are:

AEA Professional Staff Team

Michelle Bulisache
Patricia Hebert
Amanda Hay
Robert Young - Facilitator

District Professional Staff Team

Matt Munger
Michelle Tong
Chris Trimble
Tassi Call - Facilitator

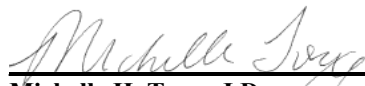
AEA Support Staff Team

Jimmy Harper
Lisa Millerd
Robert Wacker
Vanessa Harding - Facilitator

District Support Staff Team

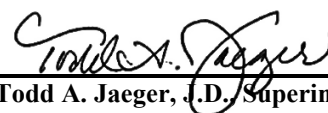
Richard La Nasa
JJ Letts
Angela Wichers
Chris Gutierrez - Facilitator

INITIATED BY:



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

Date: May 4, 2022



Todd A. Jaeger, J.D., Superintendent

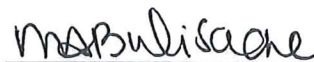
**JOINT RECOMMENDATION OF THE
MEET AND CONFER TEAMS FOR
COMPENSATION MATTERS**

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2. The salary increases described above are based upon a 1.0 FTE.
3. In the event that the District receives new and undesignated funding in the current fiscal year that can be used for salaries, the meet and confer committee recommends that the Governing Board prioritize using those funds to address wage compression that continues to be caused by the state's annual mandatory minimum wage increases.

DATED this 2nd day of May, 2022.

**For the Amphitheater Education
Association: Professional Staff Team
Team**



Michelle Bulisache


Patricia Hebert


Amanda Hay

Robert Young
Facilitator

**For the Amphitheater School
District: Professional Staff**


Matt Munger


Michelle Tong


Chris Trimble


Tassi Call
Facilitator

**For the Amphitheater Education
Association: Support Staff Team**

(not in attendance)

Jimmy Harper

(abstain)

Lisa Millerd

Robert Wacker

Robert Wacker

Vanessa Harding

Vanessa Harding
Facilitator

**For the Amphitheater School
District: Support Staff Team**

Richard LaNasa

Richard LaNasa

Angela Wichers

Angela Wichers

JJ Letts

JJ Letts

Chris Gutierrez
Chris Gutierrez
Facilitator