



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

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**DATE OF MEETING:**      **April 21, 2015**

**TITLE:**            **Approval of Contract Forms for the 2015-2016 Fiscal Year for Administrative, Administrative Exempt, Certificated, and Professional Non-Teaching Employee Groups; Authorization to Issue Contracts to Renewing Staff Members for Fiscal Year 2015-2016.**

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**BACKGROUND:**

On this evening's agenda is approval of an employee compensation package for next fiscal year. This item is an additional step required to implement the package, through the issuance of contracts to those employees who are receiving contracts. The timely resolution of the Meet and Confer process and issuance of contracts as early as possible helps assure employees of their status, and should therefore proceed as quickly as possible.

The ongoing uncertainty associated with federal and Arizona legislative budget matters this year again suggest the need for contract forms that contain contingency clauses to allow for circumstances beyond the Governing Board's control, such as unexpected budget cuts imposed by the legislature after the Board's approval of this item which must necessarily assume the legislature will provide the funding it has currently committed to provide through adoption of next fiscal year's budget.

Current indications are that there will be no new legislative cuts to the Arizona K-12 budget for next fiscal year, but legislative action is never "final" -- as experience in recent legislative sessions has taught us. Thus, the contingency language is necessary and links any contract term changes to legislative reductions and limits pay reductions, however remote, to no more than 4%. Notably, contracts over the last few years have included similar provisions -- none of which had to be exercised. We are again also proposing the inclusion of contingency language to allow for 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, as provided for in the package approved by the Governing Board -- which could be a factor if the Prop 301 litigation is further resolved.

New language in each form of contract also implements the cost-of-living increase provided for in next year's compensation package. And, the Senior Staff members' contract forms include reference to a three-day unpaid furlough that those staff members have volunteered to take as a budget reduction measure for next fiscal year.

Please note that support staff employees are not issued contracts, but will be issued written verification of their pay rates and other information consistent with the Board's approval of the Meet and Confer package terms.


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**RECOMMENDATION:**

The Administration recommends approval of contract forms for the groups listed above and recommends that the Board direct their issuance to renewing members of the respective employee groups in accordance with the recommended package, as approved by the Board on this same meeting agenda. The specific contract forms are attached.

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**INITIATED BY:**

  
Todd A. Jaeger, Associate to the Superintendent

Date: April 15, 2015

  
Patrick Nelson, Superintendent

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