



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

DATE OF MEETING: **February 9, 2021**

TITLE: **Study of Proposed Recommendations Developed through the Meet and Confer Process for:**

- 1. Employee Working Conditions Related to Policy GBB (Staff Involvement in Decision Making), and**
- 2. Revisions to Governing Board Policy GCQA (Reduction in Force)**

BACKGROUND:

Representatives of the Amphitheater Education Association and the District Administration have met and conferred regarding policies and employee working conditions in accordance with the timelines set forth in Policy HD. The teams began with a joint survey of employees to gather input on matters to be discussed during the policy portion of meet and confer. They used this data to identify the specific employment policies and working conditions that were discussed by the joint meet and confer teams.

Professional Committee Recommendations

The Professional Committee met on policies specific to professional and certificated employees. This committee developed the attached “Joint Recommendation of the Certificated/Professional Meet and Confer Team for Personnel Policy Matters,” which recommends revisions to the following personnel policies and regulations:

1. Revision of Policy GCQA (Professional Staff Reduction in Force).
2. Revision of Regulation GCQA-R (Professional Staff Reduction in Force).
3. Revision of Exhibit GCQA-E (Reduction in Force Staff Profile Form).

Their recommended changes include:

- Eliminating attendance as an evaluative measure for determining a reduction in force.
- Utilizing student achievement data as it is currently embedded in the current Danielson ATPES evaluation model.
- Revising the Staff Profile Form used to develop a composite score under Policy GCQA.

Joint Meet and Confer Recommendations

In addition, the Professional Committee and the Support Staff Committee met jointly to discuss employee input regarding Policy GBB (Staff Involvement in Decision Making). This joint meet and confer team determined that the policy is appropriate, but practices may need to be refined. They prepare the attached “Joint Recommendation of the Meet and Confer Teams for Personnel Policy Matters,” which does not propose any changes to Policy GBB and, instead, recommends:

“Administration take steps to ensure that staff input is valued and staff are made aware of opportunities for their involvement in decision making throughout the year, including, but not limited to providing a memorandum to all staff (through site supervisors) at the beginning of each school year that informs them about opportunities for involvement.”

Employee Input on Recommendations

Following the conclusion of the meet and confer policy process, the joint teams presented both recommendations to District personnel for approval and comment using Survey Monkey. The survey was sent to all District employees on Monday, February 1, 2021. Employees may provide input throughout this week, and the survey results will be shared during the Board meeting.

RECOMMENDATION:

These policy revisions are presented for the Board’s initial study and will be presented at a later meeting for adoption.

Finally, appreciation is expressed to the members of the meet and confer teams who spent many hours together pursuing the resolution of issues of concern through a positive, interest-based approach. Those team members are:

**Amphitheater Education Association
Professional Staff Team**

Ann Bonar
Fabienna Godlewski
Emily Irwin-Stazenski
Brianne Ronnie - Facilitator

District Professional Staff Team

Michael Bejarano
Carol Tracy
Michelle Tong
Tassi Call - Facilitator

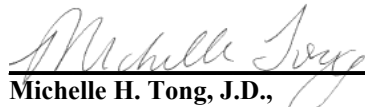
**Amphitheater Education Association
Support Staff Team**

Jimmy Harper
Michael Meridieth
Robert Wacker
Lisa Millerd - Facilitator

District Support Staff Team

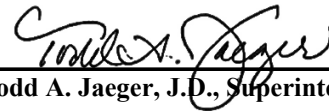
Jim Burns
Chris Trimble
Angela Wichers
Chris Gutierrez - Facilitator

INITIATED BY:



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

Date: February 2, 2021



Todd A. Jaeger, J.D., Superintendent