



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

DATE OF MEETING: April 11, 2023

TITLE: Approval of Joint Recommendation from Meet and Confer Committee for an Employee Compensation and Fringe Benefits Package for Fiscal Year 2023-2024

BACKGROUND:

The meet and confer committee developed a second recommendation on an employee compensation and fringe benefit package for Fiscal Year (FY) 2023-2024. This is in addition to the partial recommendation concerning employee paid holidays and teacher planning days approved by the Governing Board on March 28, 2023.

The second 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 compensation and fringe benefits for District employees for the Fiscal Year (FY) 23-24. In addition to the initial recommendation signed on March 20, 2023, 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. *To help offset the impact of inflation and health insurance increases, the District will increase its annual contribution for medical benefits by \$157.20 per participating employee.*
2. *Increase base pay by 2% for eligible employees, and if the state budget increase for salaries exceeds that 2%, then the additional funding above 2% will also be passed through to eligible employees as an equal percentage increase.*
3. *In the event that the District receives new and undesignated funding in the current year that can be used for salaries, the meet and confer committee recommends that the Governing Board prioritize using those funds in the following ways:*
 - a. *First, to address wage compression.*
 - b. *Second, to address increasing addendums as appropriate.*

In addition, the meet and confer committee recommends that the Superintendent reconvene the addendum committee to review the addendum schedule and make appropriate recommendations.

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 would pass any additional budget increase that the District may receive from the State of Arizona that can be used for salaries along to qualified employees as an equal percentage wage increase. The minimum anticipated increase that the District will receive from the State of Arizona for FY 2023-2024 is the 2% inflationary increase authorized by Prop 123. However, the hope is that the state will provide school districts with a budget increase that exceeds the 2% mandated by Prop 123 and appropriately responds to current high inflation rates that all public employees experience equally.

If the Governing Board approves the meet and confer recommendation as presented, then FY 2023-2024 employee contracts and/or computation sheets for qualified returning employees will be issued with the 2% increase mandated by Prop 123. Then, if the state approves a higher budget increase for salaries that exceeds that 2% inflationary increase, employees will be issued amended computation sheets to provide the final percentage wage increase, which will include the 2% from the initial contract/computation sheet issued to employees plus the additional percentage increase (in excess of that 2%) once the final state budget is known.

Similar to last year, this information will be presented in a future Governing Board meeting after the state budget is approved.

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 Monday, April 3, 2023. The survey will remain open until close of business on Monday, April 10, 2023. The survey results will be 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 to base pay equal to the total percentage increase to base support level that the state ultimately approves for public school districts for FY 2023-2024. For example, if the state FY 2023-2024 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 anticipated from the Prop 123 inflationary increase that will be included on the returning employee contracts and/or computation sheets to be issued before the current school year ends, and
- another 4% added to the amended computation sheet issued after the state budget is approved.

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:

**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
Robert Wacker

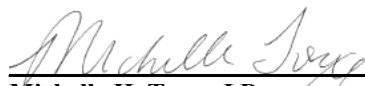
District Support Staff Team

Richard La Nasa
JJ Letts
Angela Wichers

Meet and Confer Facilitators

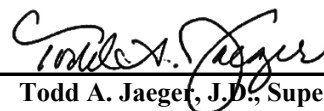
Tassi Call
Chris Gutierrez

INITIATED BY:



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

Date: April 4, 2023



Todd A. Jaeger, J.D., Superintendent