



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

DATE OF MEETING: April 18, 2017

TITLE: Approval of Meet and Confer Agreement and Compensation Terms for the 2017-2018 Fiscal Year for Certificated, Classified Exempt, Professional Non-Teaching, Administrative, and Administrative Exempt Employee Groups

BACKGROUND:

The joint District and Amphitheater Education Association Meet and Confer team recently met to develop a recommendation for an employee compensation package for the 2017-2018 fiscal year. A number of considerations regarding the current budget realities were discussed including the increase in minimum wage, rate increases from Tucson Electric Power, increases to costs of retaining employees, and more. As a result of the team discussions, and the reality of the current budget issues, the Meet and Confer team recommends the following compensation terms for the 2017-2018 fiscal year:

1. Increase the base salary of all employees by 1.37%. This percentage represents the predicted inflation rate.
2. The State is estimating an increase in revenues (\$54 per weighted student count) to the Classroom Site Fund for Fiscal Year 2017-2018. A portion of this increase (\$19 per weighted student count) is "one-time money". The increased funding in the identified category of the Classroom Site Fund will be used to increase the base pay for all Full-Time Proposition 301 Performance Pay eligible employees by \$390 and to provide a one-time payment (at the end of the 2017-2018 school year) of \$210 for all Full-Time Proposition 301 Performance Pay eligible employees employed as of the last day of the 2017-2018 school year. These amounts are to be pro-rated for employees working less than full-time.
3. Increase the district contribution rate for medical/health benefits by \$1.11 per month for all eligible employees (i.e., \$372.55 to \$373.66 per month).

Note: Meritain Health Insurance has proposed no increase for the 2017-2018 fiscal year. The proposed \$1.11 increase will cover the total monthly increase of .85 per month for "Teladoc", cover the .26 per month increase for Employers Dental Services benefits, and will subsequently give Meritain Dental subscribers an additional .26 per month toward their dental coverage.

4. We are always hopeful that additional funds will become available. To that end, if other funds, including additional Proposition 123 settlement funds, become available for salary and benefits for the 2017-2018 fiscal year, the Meet and Confer teams will reconvene to discuss options and make recommendations for use of the new funds.

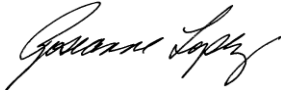
This year it is important to note that #2 on the agreement only applies to classroom teachers who qualify to participate in the 301 Performance Pay Plan and does not apply to any other employee group. In recent years, all of the components of the agreement have applied to all employee groups.

RECOMMENDATION:

The Superintendent recommends approval and adoption of the recommendations of the Joint Meet and Confer Committees for the compensation package terms for certificated, support, and professional non-teaching employee groups for the 2017-2018 fiscal year. The final agreement signed by members of the Meet and Confer teams is attached for review.

The Superintendent also recommends consistent application of the recommended package terms for the classified exempt, administrative, and administrative exempt employees.

INITIATED BY:



Roseanne Loney, Ed.D., Chief Academic Officer Elementary Education K-5 Date: April 14, 2017



Monica Nelson, Associate Superintendent



Patrick Nelson, Superintendent