

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

DATE OF MEETING: **April 13, 2010**

TITLE: **Review and Approval of Compensation and Fringe Benefits Package for the 2010-2011 Fiscal Year for Administrative, Administrative Exempt, Certificated, Support, Support Exempt, and Professional Non-Teaching Employee Groups.**

BACKGROUND: The Joint Meet-and-Confer Committee, composed of District administrators/managers representing the Governing Board and members of the Amphitheater Education Association representing affected employees, met last month to discuss employee compensation and benefit terms for next (2010-2011) fiscal year. Quite obviously, the current state budget crisis loomed large during this process.

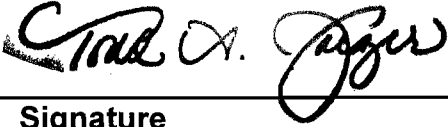
In previous years, the Committee has submitted a package recommendation to the Governing Board which was premised on new or increased funding to be received from the state. Typically, the new funding consisted solely of increases provided by Proposition 301 which guarantees increases simply to cover inflation. For many years, the District has not received any increases from the state in the base revenue control limit beyond the 301 inflation factor.

The proposed packages of previous years presented to the Board consequently listed, item by item, the amount of new or increased state funding which was required to implement each element of the proposed package.

Two years ago (for 2008-2009), for example, last year, the Committee recommended a "step" increase for all employee groups, and the proposed package listed an related cost (to be paid through new Prop 301 funding) of approximately \$1,412,000.00. Similarly, a new group of participants was proposed that year for the District's Early Retirement Phase-Out Program (ERPOP), with an attendant cost of approximately \$160,000 for that new group, to also be covered through new state funding.

This year's package will presumably look very different from that typically seen by the Board, given the state (and District) budget situation. The package for this current (2009-2010) fiscal year, of course, was also very different - for the very simple reason that no new or increased state funding was received this year. For employees, this meant no increases in compensation for the current year. The packages for next year have yet to be recommended but it is hoped a package can be recommended prior to April 13. If a recommendation is not forthcoming by that date, Board action will nonetheless be required.

RECOMMENDATION: The Administration recommends that the Governing Board approve the Compensation and Fringe Benefits Package for the 2010-2011 Fiscal Year which will be attached at a future time by addendum.

INITIATOR:		Todd A. Jaeger	4/5/2010
	Signature	Associate to the Supt.	
		Name/Title	Date

**ASSOCIATE SUPERINTENDENT
SIGNATURE:**

**SUPERINTENDENT
SIGNATURE:**

