



GOVERNING BOARD AGENDA ITEM AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10

DATE OF MEETING: February 8, 2022

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

- 1. Revisions to Governing Board Policy HD (Meet and Confer Procedures), and**
- 2. New District Regulation HD-R (Meet and Confer Procedures)**

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.

Through the meet and confer process, the committee developed the attached “Joint Recommendation of the Meet and Confer Team for Personnel Policy Matters,” which makes the following recommendations:

We the undersigned members of the Certificated/Professional and Support Staff Policy Meet and Confer Teams, have met and conferred and now jointly recommend the revisions to Policy HD, as well as the implementation of the proposed Regulation HD-R, which are identified in the attached pages.

The data received from the joint pre-policy survey included general topics such as teacher caseload, bell schedules, coverage of employee absences, and grading policies. We agreed that many of these concerns are best addressed at the site level. District Administration will work with school and department sites to address these concerns. Other topics from the pre-policy survey were determined to be more appropriate for the compensation portion of meet and confer.

The revisions to current Policy HD and the new Regulation HD-R are recommended to clarify that Amphitheater Public Schools’ meet and confer process is not subject to Arizona’s Open Meeting Laws.

In addition, recommended additions include:

- AEA and/or the District may send employees other surveys as needed in addition to the joint survey.
- The joint meet and confer committees may ask questions or get feedback through the Superintendent’s certificated/teacher advisory council and/or classified advisory council.
- The meet and confer committees will post a briefing following any joint survey.

Employee Input on Recommendations

Following the conclusion of the meet and confer policy process, the meet and confer committee presented its recommendation to District personnel for approval and comment using Survey Monkey. The survey was sent to all District employees on Thursday, January 20, 2022. Employees may provide input throughout the date of this agenda item. 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**

Michelle Bulisache
Patricia Hebert
Lisa Millerd
Robert Young - Facilitator

District Professional Staff Team

Matt Munger
Michelle Tong
Chris Trimble
Tassi Call - Facilitator

**Amphitheater Education Association
Support Staff Team**

Jimmy Harper
Victor Ortiz
Robert Wacker
Vanessa Harding - Facilitator

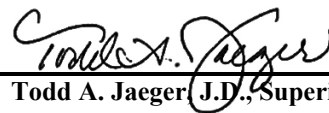
District Support Staff Team

Richard La Nasa
JJ Letts
Angela Wichers
Chris Gutierrez - Facilitator

INITIATED BY:

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

Date: January 31, 2022



Todd A. Jaeger, J.D., Superintendent