

**Negotiated Agreement for 2012-2013 Fiscal Year  
Certificated, Classified and Professional Non-Teaching Groups**

**Subject to Governing Board Approval**

<b>Negotiated Term or Provision</b>	<b>Approximate Value/Cost for 2012-2013</b>
<b><u>Wages</u></b>	
1. For all employee groups, those eligible for step movement will receive one step movement.	<b>\$1,700,000</b>
2. The district will continue to restore employee pay cuts (2%) and furlough days (3) caused by Arizona Legislature budget cuts. (For the last two fiscal years the federal EduJobs Bill funding has paid to restore these cuts but that funding has ended.)	<b>\$2,035,000</b>
3. The district will require all ASRS retirees who return to work while drawing ASRS benefits to do so only through a third party contractor. ASRS contribution rates for the retiree will be offset against the contracted amount.	<b>(Avoids new costs to the district of \$250,000)</b>
4. The district will continue to study and utilize, as appropriate, the Essential Recruitment Stipend compensation system, while ensuring an explanation of the rationale for the stipends is provided to employee groups.	
5. The district and AmphiEA will collaborate with other districts and local associations to develop "white papers" that chronicle the vital role that school district employees play, and the failure of State funding to keep pace with inflation and increased work load demands.	
6. The district will align the wait period for health, dental and life insurance benefits with common ASBAIT and other districts' standards. The benefits eligibility threshold will be raised to thirty hours per week for new hires. All savings will be applied to a cost of living increase.	<b>(TBD)</b>
7. Utilization of accrued leave benefits for new hires will commence upon completion of the probationary period/ first four months. Accrued savings from this change will be applied to employee compensation in future years.	<b>(TBD)</b>

8. The wait period for an employee eligible for short-term disability will increase from thirty to forty five days and the benefit level will decrease from 66% to 60%.	Minimizes short-term disability cost increase from carrier to \$54,000 <b>\$500,000</b>
9. The district will maintain a pay increase equal to the ASRS contribution rate shift in place for the 2011/2012 fiscal year that was ruled to be unconstitutional. This increase will be applied to the salary schedules.	
10. To the extent possible, the district will pay the difference between \$1.7 million and the actual cost of one step movement over the 2012/2013 fiscal year in a lump sum cost of living payment in June of 2013, or, as soon as possible thereafter. This is dependent upon the district receiving more than \$600,000 in capital funding from the State during the 2012/2013 fiscal year. Thereafter, if the capital funding continues, the cost of living increase will be applied to the salary schedule.	<b>(TBD)</b>
11. If the district receives promised federal health care funding, those funds received will be applied to reduce the employee portion of health insurance costs.	<b>\$450,000 (TBD)</b>
Total New Compensation	
	<b>\$4,289,000</b>

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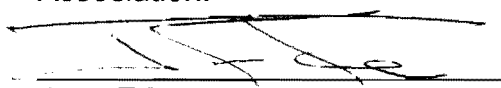
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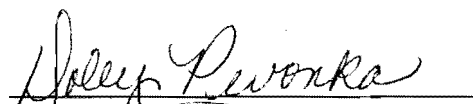
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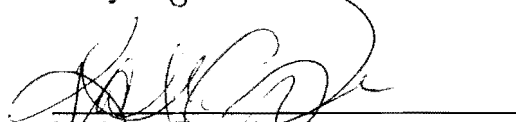
We, the members of the combined Meet and Confer Team for the 2012/2013 fiscal year, have met and conferred and recommend the foregoing package for certificated, classified and professional non-teaching employees of the Amphitheater Unified School District.

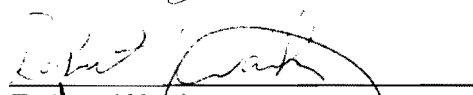
Dated this 14th day of March 2012.

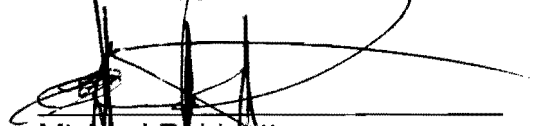
For the Amphitheater Education  
Association:

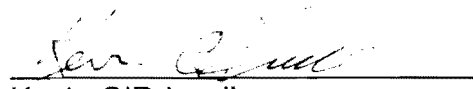
  
John Fife

  
Dolly Pivonka

  
Kathryn Pivonka

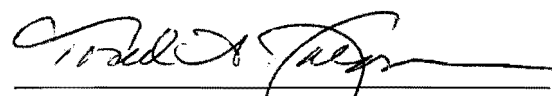
  
Robert Wacker

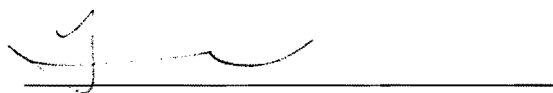
  
Michael Robinette


  
Kevin O'Driscoll

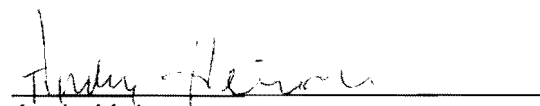
Facilitator:  
  
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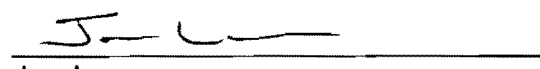
For the Amphitheater School District:


  
Todd Jaeger

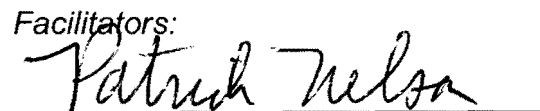
  
Tom Gill

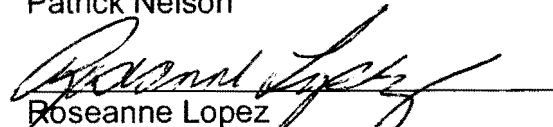
  
Monica Nelson

  
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