

JOINT RECOMMENDATION OF THE MEET AND CONFER TEAMS FOR COMPENSATION MATTERS

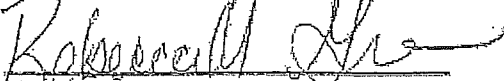
We, the undersigned members of the Certificated/Professional and Support Staff Meet and Confer Teams, have met and conferred to reach consensus concerning employee compensation for the 2020-2021 fiscal year.

We submit this "Joint Recommendation of the Meet and Confer Teams for Compensation Matters" to the Superintendent and Governing Board on this 6th day of April, 2020, and recommend that it be considered at the April Board meeting to reassure employees about compensation changes for next fiscal year. COVID-19 has created disruption and uncertainty, therefore offering employees clarity now is in everyone's best interest.


We recommend the following revisions to the employee compensation package for qualified District employees for fiscal year 2020-2021:

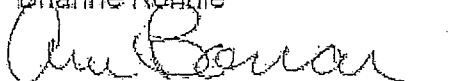
1. Increase the base salary of all teachers by \$2,300 (approximately 5% of the average Amphitheater teacher salary).
2. Provide a 2% compensation increase for all other eligible District employees.
3. The salary increases described above are based upon a 1.0 FTE.
4. District contribution to employee benefit plan shall remain the same.
5. Develop and offer a cost neutral sick-leave buy-back program to allow teachers with a minimum of six (6) years of continuous service with the Amphitheater District and other qualifying criteria to sell back unused sick leave.
6. Utilize \$100,000 to address critical classification wage adjustments necessary to remain competitive in hiring, such as lead support staff positions that now earn the same starting wage as the employees they supervise due to the state-mandated minimum wage increases that have occurred over the past few years.
7. Subsidize the cost of the test fee for the state-mandated paraprofessional examination for qualified employees currently working in a classification requiring the examination.
8. In the event that the District receives new and undesignated funding in the current fiscal year that can be used for salaries, it is recommended that additional consideration be given to further critical classification wage adjustments needed to address wage compression.

For the Amphitheater Education
Association: Professional Staff Team


Rebecca Green


Lisa Millerd

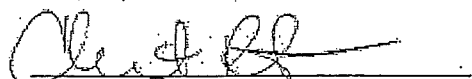

Brianne Ronnie

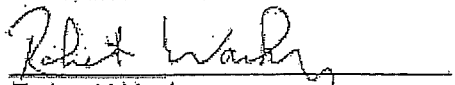

Ann Bonar
Facilitator

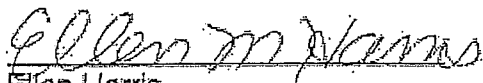
For the Amphitheater Education
Association: Support Staff Team

*Ms. Godlewski gave her written consent for this
Joint Resolution, but could not be present to sign


Fabienna Godlewski

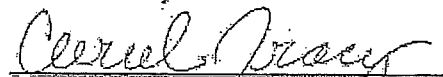

Christine Petersen


Robert Wacker

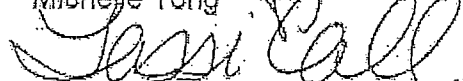

Ellen Harris
Facilitator

For the Amphitheater School
District: Professional Staff Team



Michael Bejarano



Carol Tracy

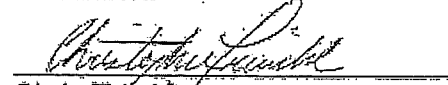

Michelle Tong

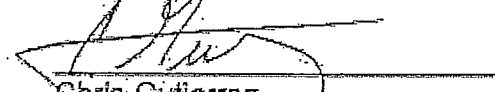

Tassi Call
Facilitator

For the Amphitheater School
District: Support Staff Team


Jim Burns


Jon Lansa


Chris Trimble


Chris Gutierrez
Facilitator