



GOVERNING BOARD AGENDA ITEM
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10

DATE OF MEETING: June 11, 2019

TITLE: Study of Proposed Revisions to Governing Board Policies Developed through the Meet and Confer Process:

Policy GCCH (Professional Staff Bereavement Leave);
Regulation GCCH-R (Professional Staff Bereavement Leave);
Policy GCQFA (Discipline Professional - Reprimand);
Policy GDCH (Support Staff Bereavement Leave); and
Regulation GDCH-R (Support Staff Bereavement Leave).
Proposed Policy GB__ (Bereavement Leave); and
Proposed Regulation GB__-R (Bereavement Leave).

BACKGROUND:

Representatives of the Amphitheater Education Association (“Amphi EA”) and the District Administration have met and conferred regarding policies affecting working conditions for employees. This is an annual process which gives employees an opportunity to present concerns about issues affecting the workplace environment. As a result of these conferences, the teams prepared the attached Joint Recommendation of the Meet and Confer Teams for Personnel Policy Matters (“Joint Recommendation”) for presentation to the Governing Board.

Proposed Revisions to Bereavement Leave Policies and Regulations

The Joint Recommendation proposes that the bereavement leave policy and regulation for professional staff, and its virtually identical counterpart for support staff, be combined into a single bereavement leave policy and regulation categorized under the “GB” series. The ASBA policy lettering system uses “GB” at the beginning of policies or regulations that apply to all employees. Re-categorizing the bereavement leave policy and regulation as a single policy under “GB” clarifies that same bereavement leave policy and regulation apply to all employees.

To accomplish this, the joint recommendation proposes deleting the following policies and regulations:

Policy GCCH (Professional Staff Bereavement Leave)
Regulation GCCH-R (Professional Staff Bereavement Leave)
Policy GDCH (Support Staff Bereavement Leave)
Regulation GDCH-R (Support Staff Bereavement Leave)

In addition, the joint recommendation proposes that the Board adopt the following new bereavement leave policy and regulation:

Proposed Policy GB__ (Bereavement Leave)
Proposed Regulation GB__-R (Bereavement Leave)

The proposed “GB” bereavement leave policy and regulation contain the same text as their above counterparts with the sole exception of adding the term *domestic partner* to the definition of “immediate family”. If approved, the full “letter” title for the proposed “GB” bereavement leave policy and regulation would thereafter be assigned by ASBA Policy Services.

Policy GCQFA (Discipline Professional - Reprimand)

The representatives further recommend that Policy GCQFA be revised to delete the phrase, “*Decisions on appeals shall be issued within a reasonable period of time*”, to provide consistency in the timelines identified for professional staff discipline.

Policy HD Feedback Process

Policy HD requires the final meet-and-confer recommendations of the committees be communicated to District employees for feedback. Following the conclusion of the meet and confer process, the joint Amphi EA and District teams presented the Joint Recommendation to District personnel for feedback. Employees were able to provide feedback between May 24-29, 2019. No feedback was received concerning either above the above policy recommendations. Amphi EA has indicated that no further ratification is required from its membership.

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 were:

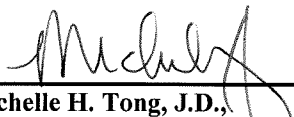
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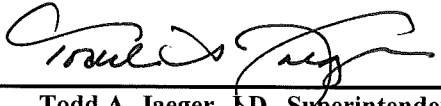
For the District:

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Chris Gutierrez
Brice Menaugh
Tassi Call
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INITIATED BY:


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

Date: June 5, 2019


Todd A. Jaeger, J.D., Superintendent