



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

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**DATE OF MEETING:**      **October 5, 2021**

**TITLE:**      **Introduction of Meet and Confer Teams for the 2021-2022 Fiscal Year,  
Addressing Working Condition Policies and Compensation Terms for  
Certificated, Support, and Professional/Non-Teaching Employee Groups**

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**BACKGROUND:**

Each year, a team of District representatives meet and confer with a team of employee representatives on matters affecting employee working condition policies, wages, and other compensation. The persons who represent the employees during this meet and confer process are selected annually by the Amphitheater Education Association (AEA). The Governing Board has recognized AEA as the exclusive meet and confer agent for all employees except administrators.

Governing Board Policy HD defines the meet and confer process. This annual process begins with teams meeting in the fall to discuss issues and concerns relating to personnel policies which are the policies identified in the “G” series of the District’s Policy Manual. Policy HD requires that the discussions relating to personnel policies conclude by the end of January.

After that, the teams then meet and confer on compensation matters. Policy HD requires that this process conclude by the end of March.

**Meet and Confer Process**

Policy HD also identifies the meet and confer procedures that the teams are to follow each year by stating as follows:

- *Two committees of six (6) to eight (8) people will be established to work on personnel policy matters - one committee responsible for professional staff policy recommendations and one committee responsible for support staff policy recommendations. These two committees will each consist of three (3) or four (4) members selected by the Superintendent or the Superintendent’s designee and representing the administration (“the District Team”) and three (3) or four (4) members selected by the Association representing the Association and district employees (“the AEA Team”).*
- *The Administration and the Association will agree upon two (2) facilitators/coordinators for each committee - one (1) from among each of their respective teams forming each committee. It will be the responsibility of the facilitators/coordinators to provide the direction and leadership for the committee.*
- *The Administration and the Association team will agree upon a facilitator/coordinator. It will be the responsibility of the facilitators/coordinators to provide the direction and leadership for the committee.*

In other words, the District team members and the AEA team members assigned to the “Professional Staff Policy Committee” are responsible for meeting and conferring, and making recommendations to the Governing Board, about the District’s personnel policies related to professional staff. For purposes of meet and confer, “professional staff” is defined as persons working in classifications paid on the “certificated” or “professional non-teaching” placement schedules.

Similarly, the District team members and the AEA team members assigned to the “Support Staff Policy Committee” are responsible for meeting and conferring, and making recommendations to the Governing Board, regarding the District’s personnel policies related to employees working in all other non-administrative, represented classifications.

### **The AEA Meet and Confer Teams**

AEA President Lisa Millerd has informed the Superintendent that the AEA’s designated representatives in this year’s meet and confer process will be:

#### AEA Professional Staff Team

Amanda Hay, Fifth Grade Teacher, Prince Elementary School  
Michelle Bulischem, Special Education Resource Teacher, Coronado K-8 School  
Patricia Hebert, Mathematics Teacher, Canyon Del Oro High School

Facilitator: Brianne Ronnie, Fifth Grade Teacher, Painted Sky Elementary

#### AEA Support Staff Team

Jimmy Harper, Campus Monitor, Amphitheater High School  
Victor Ortiz, Refrigeration Mechanic III  
Robert Wacker, Journeyman Electrician, AEA Classified Vice-President

Facilitator: Lisa Millerd, Amphitheater High School English Teacher, AEA President

### **The District Meet and Confer Teams**

The Superintendent has selected the following representatives for the District team:

#### District Professional Staff Team

Matthew Munger, Associate Superintendent for Secondary Education  
Michelle Tong, Associate to the Superintendent and General Counsel  
Chris Trimble, Walker Elementary School Principal

Facilitator: Tassi Call, Associate Superintendent for Elementary Education

#### District Support Staff Team

Richard La Nasa, Executive Manager of Operational Support  
J.J. Letts, Donaldson Elementary School Principal  
Angela Wichers, Amphitheater Middle School Principal

Facilitator: Chris Gutierrez, Cross Middle School Principal

**Meet and Confer Schedule**

The Meet and Confer teams will begin the year with a training on Interest Based Bargaining (the process designated by Policy HD) in October provided through the Federal Mediation and Conciliation Service. Consistent with Policy HD, they will also work together to develop a joint survey for employees to provide input before the policy portion of meet and confer starts. Meeting dates and team communications about Meet and Confer are posted on the District website under the “Employees” tab.

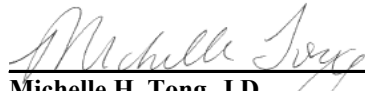
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**RECOMMENDATION:**

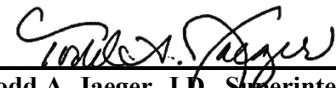
No action is required of the Governing Board at this time. This item is presented to introduce the Governing Board to the meet and confer teams and to provide the Governing Board the opportunity to review the meet and confer process and comment as needed.

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**INITIATED BY:**

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

Date: September 29, 2021

  
Todd A. Jaeger, J.D., Superintendent