

Recommendations of the Meet and Confer Committee



Tassi Call, Associate Superintendent for Elementary Education

April 14, 2026



Committee

Amphi Education Association Professional Staff Team

Colin Cordell
Rebecca Green
Brie Ronnie

Amphi Education Association Support Staff Team

Linda Lewis
Vanessa Harding
Robert Wacker

Facilitators

Tassi Call
Chris Gutierrez

District Professional Staff Team

Matt Munger
Chris Trimble
Angela Wichers

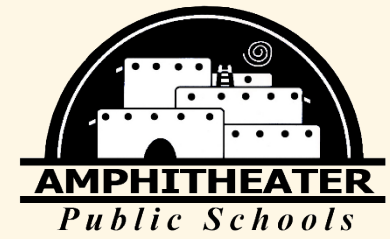
District Support Staff Team

John Hastings
Richard La Nasa
J.J. Letts





Committee Process



- February 13- a survey went out to all employees regarding compensation and benefits
- March 2- team leaders met with facilitators to review the staff survey and develop committee work
- March 23- began compensation and benefits work
- March 25-continued work
- March 30-continued work
- April 6- Finalized 2026-2027 Compensation, but will continue to work on benefits



**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 as a unified group concerning compensation and fringe benefits for District employees for the Fiscal Year (FY) 26-27. The meet and confer committee recommend that the Superintendent present the Governing Board with the following compensation package for District employees:

1. Classroom teachers and professional non-teaching staff will receive a \$1,200 increase. Hourly staff will receive a \$0.30 per hour increase. These increases are based on the anticipated 2% rise in state funding guaranteed by Proposition 123 and will be provided to all eligible employees.
2. All certified employees eligible for Performance Pay will have \$3,000 added to their base salary. At the end of the year, they will receive any remaining Performance Pay funds for which they qualify.
3. If the District receives additional, undesignated funding during the current year that may be used for salaries, the Meet and Confer committee will reconvene to discuss allocation.

DATED this 7th day of April, 2026.

For the Amphitheater Education Association:

For the District:

Colin Cordell

Matt Munger

Rebecca Green

Chris Trimble

Brie Ronnie

Angela Wichers

Vanessa Harding

John Hastings

Linda Lewis

Richard La Nasa

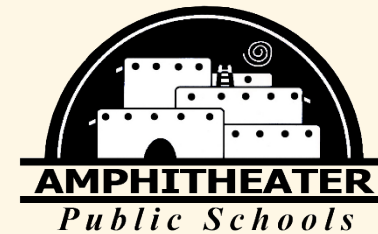
Robert Wacker

JJ Letts

Certification of Accuracy by Professional/Certificated Facilitators

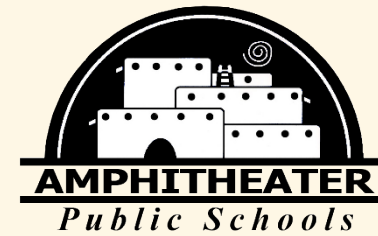
Tassi Call

Chris Gutierrez





Joint Recommendation for Compensation

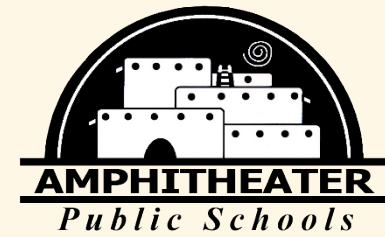


The Meet and Confer committee recommends that the Governing Board approve the following recommendation for employees:

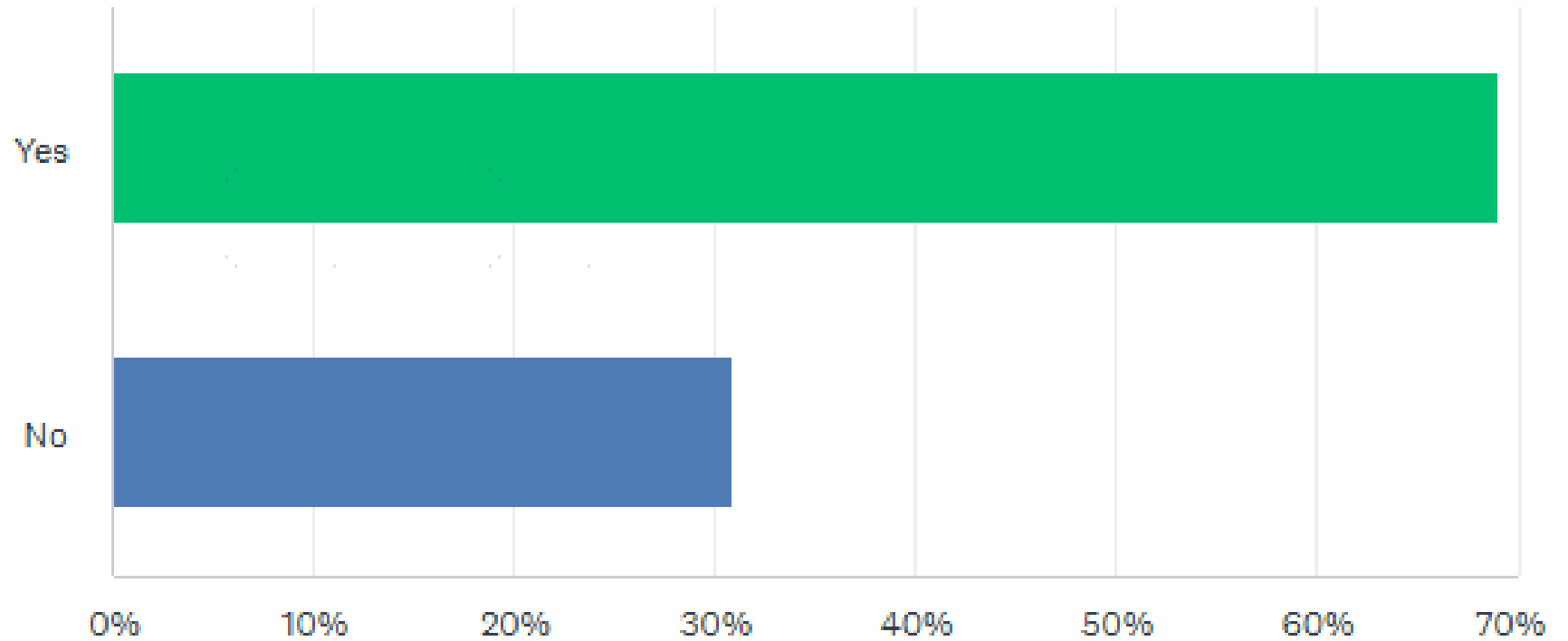
1. Classroom teachers and professional non-teaching staff will receive a \$1,200 increase. Hourly staff will receive a \$0.30 per hour increase. These increases are based on the anticipated 2% rise in state funding guaranteed by Proposition 123 and will be provided to all eligible employees.
2. All certified employees eligible for Performance Pay will have \$3,000 added to their base salary. At the end of the year, they will receive any remaining Performance Pay funds for which they qualify.
3. If the District receives additional, undesignated funding during the current year that may be used for salaries, the Meet and Confer committee will reconvene to discuss allocation.

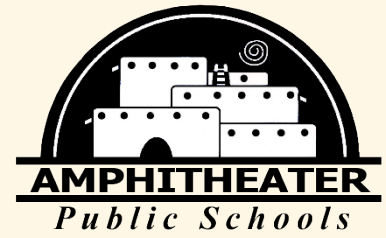


Joint Survey of Employees



Answered: 525 Skipped: 0



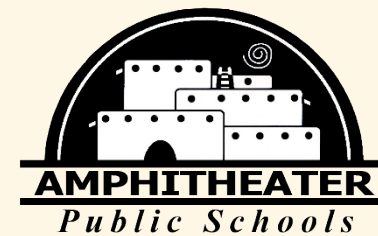


Survey Results

525 employees answered questions about the recommendation.

The results were as follows:

- 363 (69.14%) agree with the recommendations
- 162 (30.86%) disagree with the recommendations



Employee Feedback

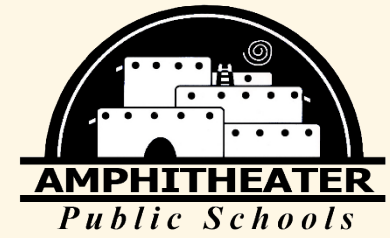
196 employees provided feedback on the recommendations.

The common themes in the feedback were:

1. Concerns that a \$1,200 flat rate for certificated and \$.30 per hour for classified increase is insufficient to combat inflation
2. Employees worried about the continued cost of health care
3. Do not want Performance Pay added to base, want a “bonus” at end of the year
4. Not giving a 2% to all employees does not value longevity in the district
5. Need more incentives to keep our employees



Conclusion



1. Approval will allow classroom teachers and professional non-teaching staff to receive a \$1,200 increase. Hourly staff will receive a \$0.30 per hour increase.
2. Approval will allow all certified employees eligible for Performance Pay to have \$3,000 added to their base salary. At the end of the year, they will receive any remaining Performance Pay funds for which they qualify.
3. Approval that if the District receives new and undesignated funding in the current year that can be used for salaries, the Meet and Confer committee will reconvene.

Questions?

