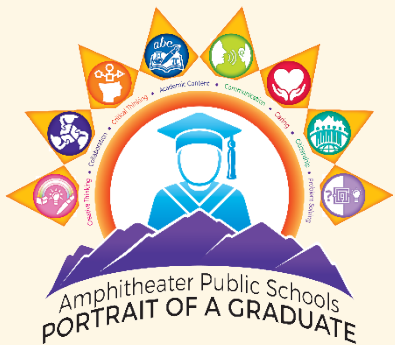


Recommendations of the Meet and Confer Committee



Meet and Confer Committee

Professional/Certificated Team

Tassi Call, Facilitator

Amphitheater Education Association

Rebecca Green
Patricia Hebert
Robert Young

Amphitheater School District

Matt Munger
Chris Trimble
Michelle Tong

Support Staff Team

Chris Gutierrez, Facilitator

Amphitheater Education Association

Chad Guymon
Vanessa Harding
Robert Wacker

Amphitheater School District

Richard LaNasa
JJ Letts
Angela Wichers



Committee Process



March 23 Meet and confer committee met and developed a recommendation concerning compensation and benefits for FY 23-24

April 3 Survey emailed to employees to gather input on the recommendation

April 10 Survey closed





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) 23-24. In addition to the initial recommendation signed on March 20, 2023, the meet and confer committee also recommends that the Superintendent present the Governing Board with the following revision to the compensation package for District employees:

1. To help offset the impact of inflation and health insurance increases, the District will increase its annual contribution for medical benefits by \$157.20 per participating employee.
2. Increase base pay by 2% for eligible employees, and if the state budget increase for salaries exceeds that 2%, then the additional funding above 2% will also be passed through to eligible employees as an equal percentage increase.
3. In the event that the District receives new and undesignated funding in the current year that can be used for salaries, the meet and confer committee recommends that the Governing Board prioritize using those funds in the following ways:
 - a. First, to address wage compression.
 - b. Second, to address increasing addendums as appropriate.


In addition, the meet and confer committee recommends that the Superintendent reconvene the addendum committee to review the addendum schedule and make appropriate recommendations.

DATED this 23rd day of March, 2023.

For the Amphitheater Education Association



Rebecca Green



Patricia Hebert


Robert Young


Vanessa Harding


Chad Guymon


Robert Wacker

Facilitators:

Tassi Call

For the District:


Matt Munger


Michelle Tong


Chris Trimble


Richard LaNasa


JJ Letts


Angela Wichers


Chris Gutierrez

Joint Recommendation for Compensation and Benefits

The meet and confer committee recommends that the Governing Board approve the following revisions for employees:

1. To help offset the impact of inflation and health insurance increases, the District will increase its annual contribution for medical benefits by \$157.20 per participating employee.
2. Increase base pay by 2% for eligible employees, and if the state budget increase for salaries exceeds that 2%, then the additional funding above 2% will also be passed through to eligible employees as an equal percentage increase.
3. In the event that the District receives new and undesignated funding in the current year that can be used for salaries, the meet and confer committee recommends that the Governing Board prioritize using those funds in the following ways:
 - a. First, to address wage compression.
 - b. Second, to address increasing addendums as appropriate.

In addition, the meet and confer committee recommends that the Superintendent reconvene the addendum committee to review the addendum schedule and make appropriate recommendations.

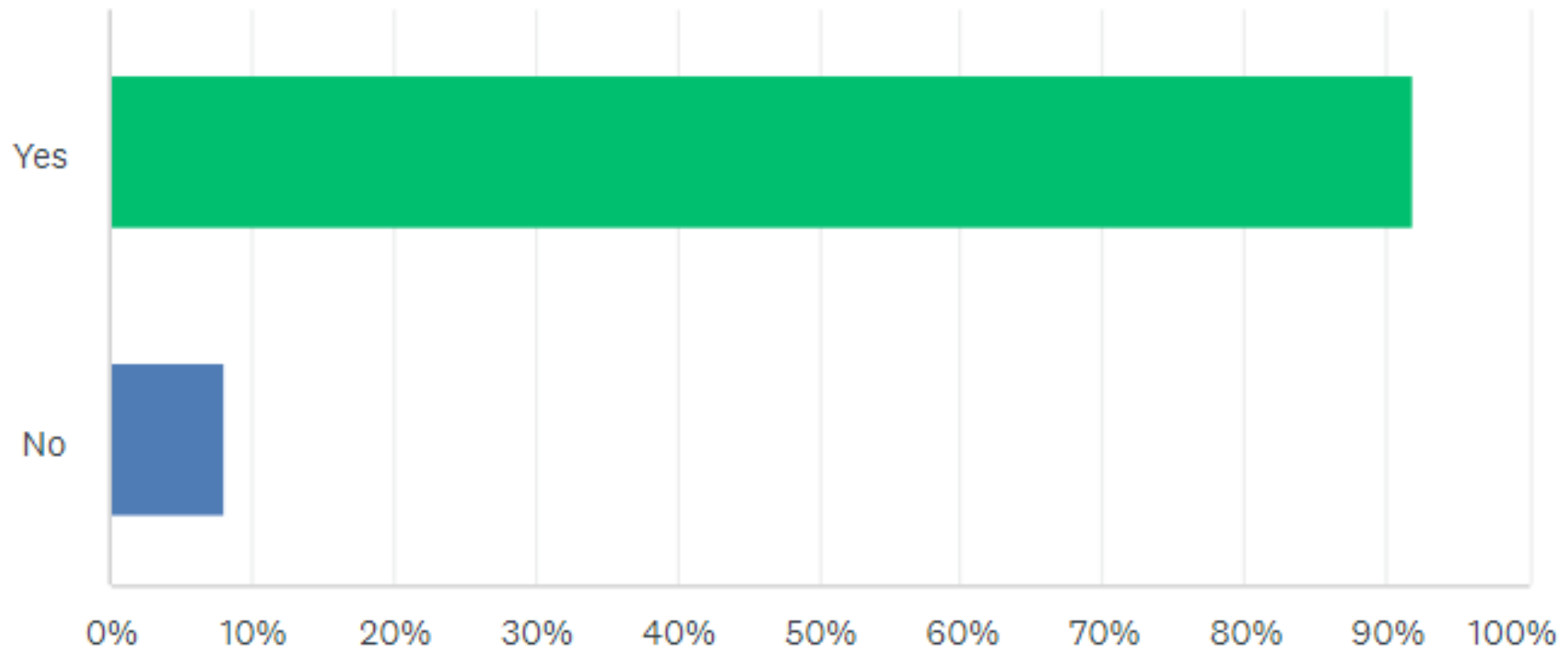
Joint Survey of Employees



Q1

Do you agree to the recommendation?

Answered: 530 Skipped: 3



Survey Results

530 employees answered questions about the partial recommendation

The results were as follows:

- 487 (91.89%) agree with the recommendations, and
- 43 (8.11%) disagree with the recommendations



Employee Comments in Survey

95 employees commented about the recommendation – all comments provided to Board

The common themes in these comments were:

1. Concerns that a 2% increase is insufficient to combat current cost of living increases
2. Worries that the increased contribution toward benefits will be too small to make a difference
3. Appreciation that addendums will be reviewed



Conclusion

1. Approval will permit qualified returning employees to receive a total percentage increase to base pay equal to the total percentage increase to base support level that the state ultimately approves for public school districts for FY 23-24.

For example, if the state FY 23-24 education budget increases the base support level for school districts by 6%, then that budget increase passes through to qualified employees to increase their base pay by 6% as well, which would be comprised of:

- the 2% increase anticipated from the Prop 123 inflationary increase that will be included on the returning employee contracts and/or computation sheets to be issued before the current school year ends, and
 - another 4% added to the amended computation sheet issued after the state budget is approved.
2. Approval will increase the District contribution for employee benefits to equal \$400 per month for a total contribution of \$4,800 per enrolled employee per year
 3. Approval will set priorities for use of additional funds that become available for compensation to be used to prioritize addressing compression and then addendum pay as permitted

