



GOVERNING BOARD AGENDA ITEM AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10

DATE OF MEETING: **October 13, 2020**

TITLE: **Introduction of Meet and Confer Teams for the 2020-2021 Fiscal Year,
Addressing Working Condition Policies and Compensation Terms for
Certificated, Support, and Professional/Non-Teaching Employee Groups**

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

Ann Bonar, Canyon del Oro High School English Teacher
Fabienna “Nina” Godlewski, Canyon del Oro High School Math Teacher
Emily Irwin-Stazenski, Copper Creek Elementary 5th Grade Teacher

Facilitator: Brianne Ronnie, Painted Sky Elementary 5th Grade Teacher

AEA Support Staff Team

Jimmy Harper, Amphitheater High School Campus Monitor
Michael Meridieth, Amphitheater High School Security Officer
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

Michael Bejarano, Associate Superintendent for Secondary Education
Michelle Tong, Associate to the Superintendent and General Counsel
Carol Tracy, Mesa Verde Elementary School Principal

Facilitator: Tassi Call, Director of 21st Century Education

District Support Staff Team

Jim Burns, Executive Manager of Operational Support
Chris Trimble, Walker Elementary School Principal
Angela Wichers, Amphitheater Middle School Principal

Facilitator: Chris Gutierrez, Cross Middle School Principal

Meet and Confer Schedule

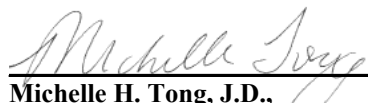
The Meet and Confer teams began the year with a training on Interest Based Bargaining (the process designated by Policy HD) provided by Federal Mediation and Conciliation Service trainer. The training occurred on September 24, 2020.

Consistent with Policy HD, the teams are currently working together to develop a joint survey for employees to provide input before the policy portion of meet and confer starts. Once the survey results are obtained, the teams will meet during the last week of October. Meeting dates and team communications about Meet and Confer are posted on the District website under the "Meet and Confer" tab in the "Programs and Services" section.

RECOMMENDATION:

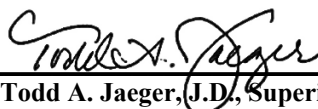
No action is required of the Governing Board at this time. This item is presented to introduce the Governing Board to the meet and confer teams and to provide the Governing Board the opportunity to review the meet and confer process and comment as needed.

INITIATED BY:



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

Date: October 5, 2020



Todd A. Jaeger, J.D., Superintendent