



GOVERNING BOARD AGENDA ITEM AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10

DATE OF MEETING: November 18, 2025

TITLE: Study and Approval of Proposed Recommendations Developed through the Meet and Confer Process for: Revisions to Governing Board Policy 4-402.B (Employee Grievances- Support Staff Formal Grievance Procedure)

BACKGROUND:

The Meet and Confer committee teams met and conferred regarding policies and employee working conditions in accordance with Policy 1-109. The teams began with a joint survey of employees to gather input on matters to be discussed during the policy portion of meet and confer. The data was used to identify the specific employment policies and working conditions discussed by the Meet and Confer committee.

The Support Staff Committee recommendations are as follows:

The Support Staff Committee met on policies specific to Support Staff employees. This committee developed the following recommendation: Revisions to Governing Board Policy 4-402.B (Employee Grievances- Support Staff Formal Grievance Procedure)

Their recommendation includes:

- Revising Policy 4-402.B to remove “and neither party shall be represented” to ensure consistency within the policy.

Copies of this recommendation are attached to this agenda item.

Employee Input on Recommendations

Consistent with Regulation 1-109.A (Meet and Confer Procedures), the Meet and Confer Committee presented its recommendation to District personnel for approval and comment on Thursday, October 30, 2025. The survey results will be shared during the Board meeting.

RECOMMENDATION:

The Administration recommends that the Governing Board approve the joint recommendation as presented.

Approval of this item removes the statement, “and neither party shall be represented” to ensure consistency within Policy 4-402.B.

Finally, appreciation is expressed to Meet and Confer Committee members for their continued work to complete the policy recommendation through the meet and confer process. Those team members are:

**Amphi Education Association
Professional Staff Team**

Colin Cordell
Rebecca Green
Brie Ronnie

District Professional Staff Team

Matt Munger
Chris Trimble
Angela Wichers

**Amphi Education Association
Staff Team**

Linda Lewis
Vanessa Harding
Robert Wacker

Facilitators

Tassi Call
A.J. Benevidez
Chris Gutierrez

District Support Staff Team Support


John Hastings
Richard La Nasa
J.J. Letts

INITIATED BY:



Tassi Call, Associate Superintendent for Elementary Education K-5

Date: November 10, 2025



Todd A. Jaeger, J.D., Superintendent