



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

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**DATE OF MEETING:**        April 4, 2017

**TITLE: Approval of Contract Forms for the 2017-2018 Fiscal Year for Administrative, Administrative Exempt, Certificated, and Professional Non-Teaching Employee Groups; Authorization to Issue Contracts to Renewing Staff Members for Fiscal Year 2017-2018.**

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**BACKGROUND:**

As the Board is aware, discussions continue through the meet and confer process to draft an agreement regarding an employee compensation package for next fiscal year. While the resolution of those discussions is pending, the issuance of employment contracts helps assure employees of their status and therefore should be accomplished as early as possible.

Despite voter-approved increase in compensation to Arizona's schools, the legislature has yet to determine education funding for the next fiscal year. Accordingly, uncertainties suggest the need for contract forms that contain contingency clauses to allow for circumstances beyond the Governing Board's control, such as unexpected budget cuts imposed by the legislature after the Board's approval of this item.

Contingency language links any contract term changes to legislative reductions and limits pay reductions, however remote, to no more than 4%. Notably, contracts over the last few years have included similar provisions – none of which had to be exercised.

We are again proposing the inclusion of contingency language to allow for a potential increase in compensation under each contract if the Arizona legislature or federal government provides designated funding increases that may be used to increase staff compensation, should this provision be in a package approved by the Governing Board.

Finally, we are also proposing contingency language in the addendum contracts to provide for a cessation of addendum pay should outside funding for the addendum-supported activity cease.

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**RECOMMENDATION:**

The Administration recommends approval of contract forms for the groups listed above and recommends that the Board direct their issuance to renewing members of the respective employee groups. The specific contract forms are attached.

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**INITIATED BY:**

Date: March 27, 2017



Patrick Nelson, Superintendent