



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

DATE OF MEETING: **May 24, 2022**

TITLE: **Approval of Changes to Placement Schedules**

BACKGROUND:

On July 10, 2018, the Governing Board approved salary placement schedules to identify starting pay for new hires (internal or external) into District positions. Subsequent approvals have occurred periodically since then to increase starting pay on different placement schedules, but the schedules themselves have remained the same since the initial approval.

Currently, there is a salary placement schedule entitled “Certificated Non-Teaching” for use to place new hires into the following three positions: (1) Instructional Support Assistant (ISA), (2) Curriculum and Instruction Support Specialist (CISS), and (3) Special Education Facilitator. Each of these positions is considered a promotional opportunity for a teacher. CISS are teachers on assignment who step temporarily into mentorship roles to help train new to the District teachers. An ISA is a teacher leader designed to mentor all teachers at a school, as well as an administrative training opportunity. A Special Education Facilitator works with all special education teachers and students to ensure that qualified students are properly served and supported. The intent behind these positions is that teachers temporarily take on a mentorship roles and then move freely back into the classroom in the future when their temporary assignment ends.

When the salary placement schedules were created in FY 2019, the employees in the ISA, CISS and full-time Special Education Facilitator positions had not received the benefit of the additional salary disbursements that Arizona issued to classroom teachers who were paid on a specific budget code in FY 2017. Because those positions did not provide direct classroom instruction, they were likewise not identified through the meet and confer process in May 2018 as recipients of the teacher salary increases provided through Arizona Governor Ducey’s 20 by 2020 plan provided to end the Red for Ed movement. That year, the meet and confer recommendation approved wage increases for classroom teachers who were paid on the same budget code as the FY 2017 salary disbursements that were \$2,100 higher than other employees.

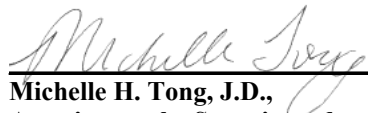
As a result, the Certificated Non-Teaching Placement Schedule was created to confirm that non-classroom teachers were being treated differently than classroom teachers. Unfortunately, the \$2,100 disparity between the Teacher and the Certificated Non-Teaching placement schedules has made it difficult to hire candidates for the ISA, CISS and Special Education Facilitator positions since then. Although each position qualifies for an essential recruitment stipend, the fact that individuals hired into a position on the Certificated Non-Teaching Salary Placement Schedule must lose \$2,100 from their base pay to step temporarily into a teacher mentor or administrative trainee role discourages qualified teachers from wanting such mentorship positions.

ISA, CISS and Special Education Facilitators are teachers on assignment. As such, they should be paid as teachers and receive the benefit of their teacher salary with the additional incentive of the essential recruitment stipend to take on the mentorship role temporarily. The goal is to encourage top teachers to want these positions so that the Amphitheater District can use mentorship opportunities as a recruitment tool to attract new teachers to our District. Therefore, Administration recommends that the Certificated Non-Teaching Placement Schedule be eliminated and the ISA, CISS and Special Education Facilitator positions be included on the Teacher Placement Schedule for candidates hired into the position for FY 22-23.

RECOMMENDATION:

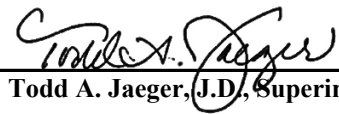
Administration recommends that the Board approve including the positions of ISA, CISS, and Special Education Facilitator on the Teacher Salary Placement Schedule, and eliminating the Certificated Non-Teaching Placement Schedule entirely, effective FY 22-23.

INITIATED BY:



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

Date: May 18, 2022



Todd A. Jaeger, J.D., Superintendent