



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

DATE OF MEETING: **November 19, 2019**

TITLE: **Policy HD: Meet and Confer**

BACKGROUND:

The Governing Board studied Policy HD on October 22, 2019. Policy HD governs Amphitheater’s annual meet and confer process. During the October 22 meeting, Administration presented the results of an employee survey about the meet and confer process. In addition, the Amphitheater Education Association (AEA) president spoke about Policy HD and answered questions from Board members about its representation of employees during the meet and confer process. Following the presentation, the Governing Board indicated that it would like to see improved communication to employees during the meet and confer process as well as more opportunity for employee input during the process. There were no changes to Policy HD at that meeting.

This agenda item is being presented to provide the Governing Board further detail about the meet and confer process and to introduce the meet and confer teams for this year. 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 AEA since 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 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

Lisa Millerd, AEA President and Amphitheater High School English Teacher
Rebecca Green, Coronado K-8 School 6th-8th Grade Reading Intervention Teacher
Brienne Ronnie, Painted Sky Elementary 4th Grade Teacher

Facilitator: AEA has indicated that it will not be designating a facilitator for its Professional Staff Team this year.

AEA Support Staff Team

Robert Wacker, AEA Vice President – ESP and Facilities Support Department Electrician
Dr. Fabienna Godlewski, Canyon del Oro High School Mathematics Department Chair
Christine Petersen, Behavior Intervention Monitor, Harelson Elementary

Facilitator: AEA has indicted that it will not be designating a facilitator for its Support Staff Team this year.

The District Meet and Confer Teams

The Superintendent has selected the following representatives for the District team:

District Professional Staff Team

Michelle Tong, Associate to the Superintendent and General Counsel
Michael Bejarano, Associate Superintendent for Secondary Education
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

Jon Lansa, Amphitheater High School Principal

Chris Trimble, Walker Elementary School Principal

Facilitator: Chris Gutierrez, Cross Middle School Principal

Meet and Confer Schedule

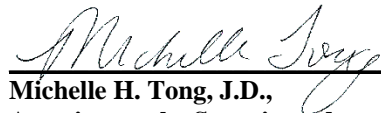
The meet and confer teams will begin the year with a training on Interest Based Bargaining (the process designated by Policy HD) to be provided by Federal Mediation and Conciliation Service trainer. Although that training was initially scheduled for early October, the teams rescheduled the training to permit the Governing Board to study Policy HD on October 22, 2019. The training is currently scheduled to occur on November 19, 2019.

The teams are also working to determine their meeting dates with a goal of presenting those meeting dates to the Governing Board as part of the presentation for this agenda item.

RECOMMENDATION:

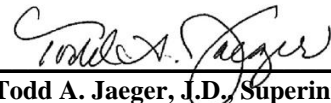
This item is presented to introduce the Governing Board to the meet and confer teams and to provide further opportunity for the Governing Board to review Policy HD as needed.

INITIATED BY:



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

Date: November 13, 2019



Todd A. Jaeger, J.D., Superintendent