

Recommendations of the Meet and Confer Committee



Tassi Call, Associate Superintendent for Elementary Education



Committee

Amphi Education Association Professional Staff Team

Collin Cordell
Rebecca Green
Brie Ronnie

Amphi Education Association Support Staff Team

Linda Lewis
Vanessa Harding
Robert Wacker

Facilitators

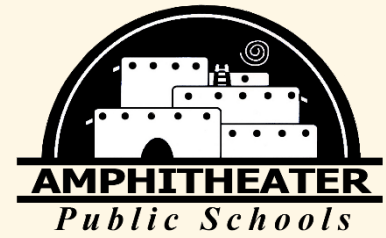
Tassi Call
A.J. Benevidez
Chris Gutierrez

District Professional Staff Team

Matt Munger
Chris Trimble
Angela Wichers

District Support Staff Team

John Hastings
Richard La Nasa
J.J. Letts

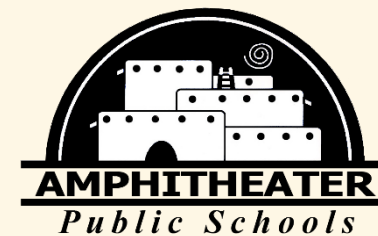




Committee Process



- Survey went out to all employees regarding workplace and policy issues
- October 13- team leaders met with facilitators to review the staff survey and developed committee work
- November 22- reviewed IBB process, began policy work and Support Staff concluded policy work
- November 23- Professional Staff Committee concluded policy work



Committee Recommendation

Proposed revisions to Policy 4-402.B Employee Grievances – Support Staff Formal Grievance Procedure

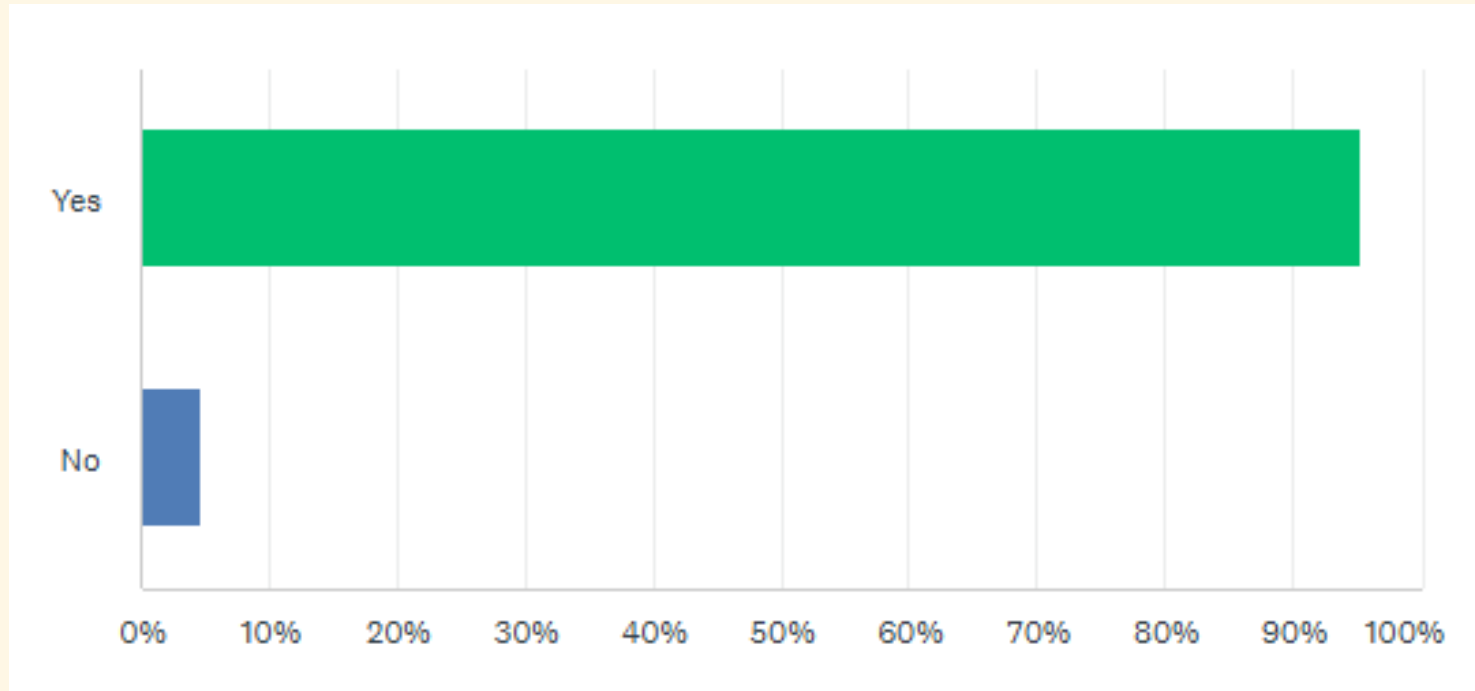
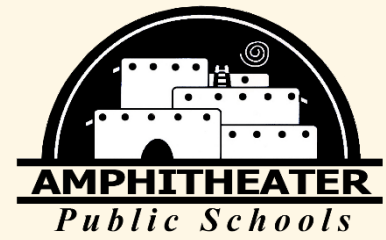
Step One - The Immediate Supervisor

Part 1 - Informal:

- A. A staff member who has a perceived grievance shall first discuss it with the immediate supervisor in an effort to resolve the problem informally. The informal grievance shall not be in writing. ~~and neither party shall be represented.~~
- B. The immediate supervisor shall consider the facts and shall grant, deny, or negotiate a modification of the request within two (2) working days. If the requested relief is not within the immediate supervisor's authority, the supervisor shall inform the aggrieved and deny the grievance on that ground.

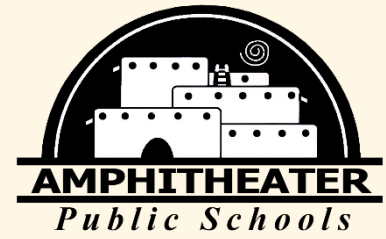


Joint Survey of Employees





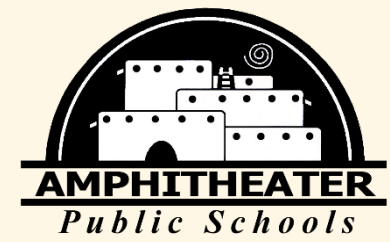
Survey Results



256 employees answered questions about the recommendation

The results were as follows:

- 244 (95.31%) agree with the recommendation
- 12 (4.69%) disagree with the recommendations



Employee Comments

18 employees commented about the recommendation

The comments were very short:

1. Majority stated “thank you to the teams” or “none”
2. Continue to educate employees on the grievance policies as necessary
3. Need to educate employees on “redline” documents and how to read them

Questions?

