



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

DATE OF MEETING: June 12, 2018

TITLE: Study of Proposed Revisions to Governing Board Policies Developed through the Meet and Confer Process, to Include:

- GBGC - Employee Assistance;**
- GBGC-E - Employee Assistance: Bloodborne Pathogen Requirements / Exposure Control Plan;**
- GCH - Professional /Support Staff Orientation and Training;**
- GCMC - Professional Staff Meetings;**
- GDLB - Support Staff Meetings;**
- GCCB-R – Professional Staff Personal/Emergency/Religious Leave;**
- GCD – Professional Staff Vacations and Holidays; and**
- GCO-R – Evaluation of Professional Staff Members.**

BACKGROUND:

Representatives of the Amphitheater Education Association and the District Administration have met and conferred regarding policies affecting working conditions for employees. This is an annual process which gives employees an opportunity to present concerns about issues affecting the workplace environment.

As a result of these conferences, several proposed changes are presented:

- GBGC - Employee Assistance**
- GCH - Professional /Support Staff Orientation and Training**
- GCMC - Professional Staff Meetings**
- GDLB - Support Staff Meetings**

The policies have been grouped together because the proposed changes are all similar. Changes are recommended to these policies to increase employee knowledge about the risks of potential exposure to bloodborne pathogens. Bloodborne pathogens are microorganisms that are present in human blood and can cause disease in humans. The proposed changes provide a broader list of diseases that can qualify as a bloodborne pathogen, including Human Immunodeficiency Virus (HIV), Hepatitis B Virus (HBV), Hepatitis C Virus (HCV) and other pathogens.

GBGC-E - Employee Assistance: Bloodborne Pathogen Requirements/Exposure Control Plan

It is recommended that Policy Exhibit GBGC-E be renamed as *Regulation* GBGC-RB because it contains information more consistent with that of a regulation and not an exhibit. In addition, it is recommended that the list of items that qualify as a bloodborne pathogen be broadened to be consistent with the changes proposed to the above group of policies so that a bloodborne pathogen would also include Human Immunodeficiency Virus (HIV), Hepatitis B Virus (HBV), Hepatitis C Virus (HCV) and other pathogens.

GCCB-R – Professional Staff Personal/Emergency/Religious Leave

This Regulation currently grants a personal/emergency/religious leave to professional staff in an increment of “days”. Whereas, sick leave for this same classification of employees is tracked in an increment of “hours”. The proposed changes are recommended to provide consistency in the manner in which all leave is tracked for

professional employees. It does not increase or decrease the amount of leave permitted to professional staff. It merely converts existing leave granted to professional employees from “days” to “hours” increments.

GCD – Professional Staff Vacations and Holidays

Similar to the changes recommended for GCCB-R, it is also recommended that the vacation leave be tracked in an increment of “hours” rather than “days” for purposes of consistency. The proposed changes do not increase or decrease the amount of vacation permitted to professional staff. They merely convert existing vacation leave from “days” to “hours” increments.

GCO-R – Evaluation of Professional Staff Members

GCO-R provides that any teacher who is dissatisfied with a performance evaluation (that is not used as a criterion for establishing compensation) may submit a written statement requesting an additional evaluation by a different evaluator. The recommended revisions to this Policy propose that:

1. An administrator from School Operations, in addition to the teacher’s principal, should receive a copy of the written request.
2. An administrator from School Operations, instead of the principal or Director of Human Resources, will appoint the second observer.
3. The observer will view the teacher actively teaching a lesson.
4. If the rating being disputed by the teacher is in an area which cannot be observed in the classroom, the observer will gather and evaluate available data and determine the rating based upon that information.
5. The opinion of the observer will be included as additional information in the teacher’s personnel file. It will not replace or supersede the disputed evaluation.

Amphitheater Education Association Ratification Process

Following the conclusion of the meet and confer process, the Amphitheater Education Association (“AEA”) conducted a vote of eligible District personnel to ratify the proposals for revision to each of the above policies. AEA representatives have since advised Administration that the proposed changes have ratified and are before the Governing Board for consideration.

RECOMMENDATION:

These policy revisions are presented for the Board’s initial study and will be presented at a later meeting for adoption.

Finally, appreciation is expressed to the members of the meet and confer teams who spent many hours together pursuing the resolution of issues of concern through a positive, interest-based approach. Those team members were:


For the Amphitheater Education Association:

- Kathryn Pivonka
- Robert Wacker
- Liz Bruggeman
- Brande Golden
- Shannon Langley
- Lisa Millerd
- Kathy Spencer
- Ellen Harris

For the District:

- Michelle Tong
- Monica Nelson
- James Burns
- Jon Lansa
- Christy Sullivan
- Chris Gutierrez
- Roseanne Lopez
- Tassi Call

INITIATED BY:


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

Date: June 4, 2018


Todd A. Jaeger, J.D., Superintendent