



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

DATE OF MEETING: **March 6, 2018**

TITLE: **Approval of Contract Form for the 2018-2019 Fiscal Year for Non-Administrative Certificated Staff**

BACKGROUND:

Historically, the District has issued teacher contracts after the completion of the meet and confer process and the Governing Board's approval of the negotiated employee compensation package. However, with the national teacher shortage and with neighboring school districts offering teacher contracts earlier this year, it is imperative that the District be able to remain competitive by offering teacher employment contracts as soon as possible. Accordingly, Administration recommends including a contingency clause in the teacher's employment contract that confirms a mutual intent that the teacher receive the benefit of any compensation package approved by the Governing Board for the 2018-2019 school year that may become available after the date of the teacher's signature.

Approval of this contingency provision will enable the District to issue teacher contracts for the next fiscal year before the conclusion of the meet and confer process while still allowing the option of additional, not yet known, compensation for the teacher. Upon completion of the meet-and-confer process, the Administration will present the proposed employee agreements and compensation package for the 2018-2019 fiscal year for the Governing Board's review at a subsequent meeting.

Notably, the teacher employment contract already contains other contingency provisions related to the State's payment of Prop 301 Classroom Site Funds as well as language to address the possibility of a legislative budget cut for the following fiscal year. Prop 301 litigation continues to cause uncertainty in the state legislature about the future of Prop 301.


Having already consulted with Amphitheater Education Association on this matter, the Administration recommends that the teacher contract continue to include the current contingency provisions addressing circumstances beyond the Governing Board's control, such as the possibility of unexpected budget cuts imposed by the Arizona state legislature after the Governing Board approves a compensation package for the 2018-2019 fiscal year. The contract's current contingency language links any contract term changes to legislative reductions and limits pay reductions, however remote, to no more than four percent (4%). Contracts have included similar provisions for several years now without the need having ever arisen to exercise them. We are also again proposing the inclusion of a contingency provision that permits 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.

Support staff employees are not issued employment contracts. They do, however, receive written confirmation of any pay rate and/or other change prior to their first date of employment in the 2018-2019 fiscal year.

RECOMMENDATION:

The Administration recommends approval of the proposed revisions to the attached forms of contract for non-administrative certificated staff.

INITIATED BY:



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

Date: March 5, 2018



Todd A. Jaeger, J.D., Superintendent