

# Recommendations of the Meet and Confer Committee



Tassi Call, Associate Superintendent for Elementary Education

April 8, 2025



# Committee

## **Amphi Education Association Professional Staff Team**

Colin Cordell  
Rebecca Green  
Brie Ronnie

## **Amphi Education Association Support Staff Team**

Linda Lewis  
Vanessa Harding  
Robert Wacker

## **Facilitators**

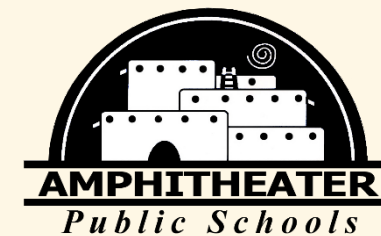
Tassi Call  
A.J. Benevidez  
Chris Gutierrez

## **District Professional Staff Team**

Matt Munger  
Chris Trimble  
Angela Wichers

## **District Support Staff Team**

John Hastings  
Richard La Nasa  
J.J. Letts





# Committee Process



- January 7- a survey went out to all employees regarding compensation and benefits
- March 11- team leaders met with facilitators to review the staff survey and developed committee work
- March 24- began and completed compensation and benefits work



## JOINT RECOMMENDATION OF THE MEET AND CONFER TEAMS FOR COMPENSATION MATTERS

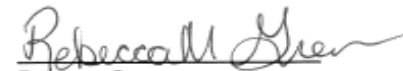
We, the undersigned members of the Certificated/Professional and Support Staff Meet and Confer Teams have met and conferred as a unified group concerning compensation and fringe benefits for District employees for the Fiscal Year (FY) 25-26. The meet and confer committee recommend that the Superintendent present the Governing Board with the following compensation package for District employees:

1. Pass through the anticipated two percent (2%) increase in funding guaranteed by the state under Prop 123 to all eligible employees.
2. Provision that if the District receives new and undesignated funding in the current year that can be used for salaries, the Meet and Confer committee will reconvene.

DATED this 24<sup>th</sup> day of March 2025.

### For the Amphitheater Education Association:

  
Colin Cordell

  
Rebecca Green


  
Brie Ronnie

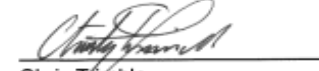
  
Vanessa Harding

  
Linda Lewis

  
Robert Wacker


### For the District:

  
Matt Munger

  
Chris Trimble

  
Angela Wichers

  
John Hastings

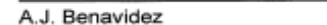
  
Richard LaNasa

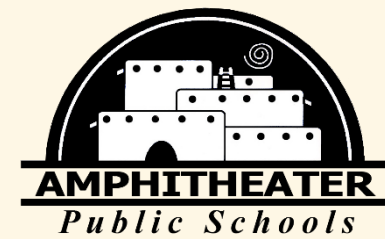
  
JJ Letts

### Certification of Accuracy by Professional/Certificated Facilitators

  
Tassi Call

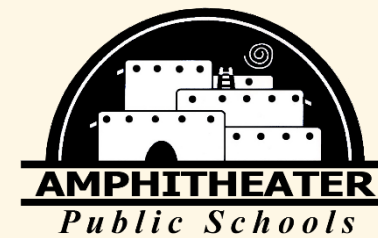
  
Chris Gutierrez

  
A.J. Benavidez





# Joint Recommendation for Compensation and Benefits

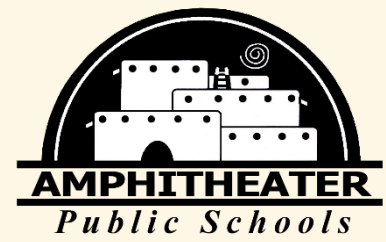


The Meet and Confer committee recommends that the Governing Board approve the following recommendation for employees:

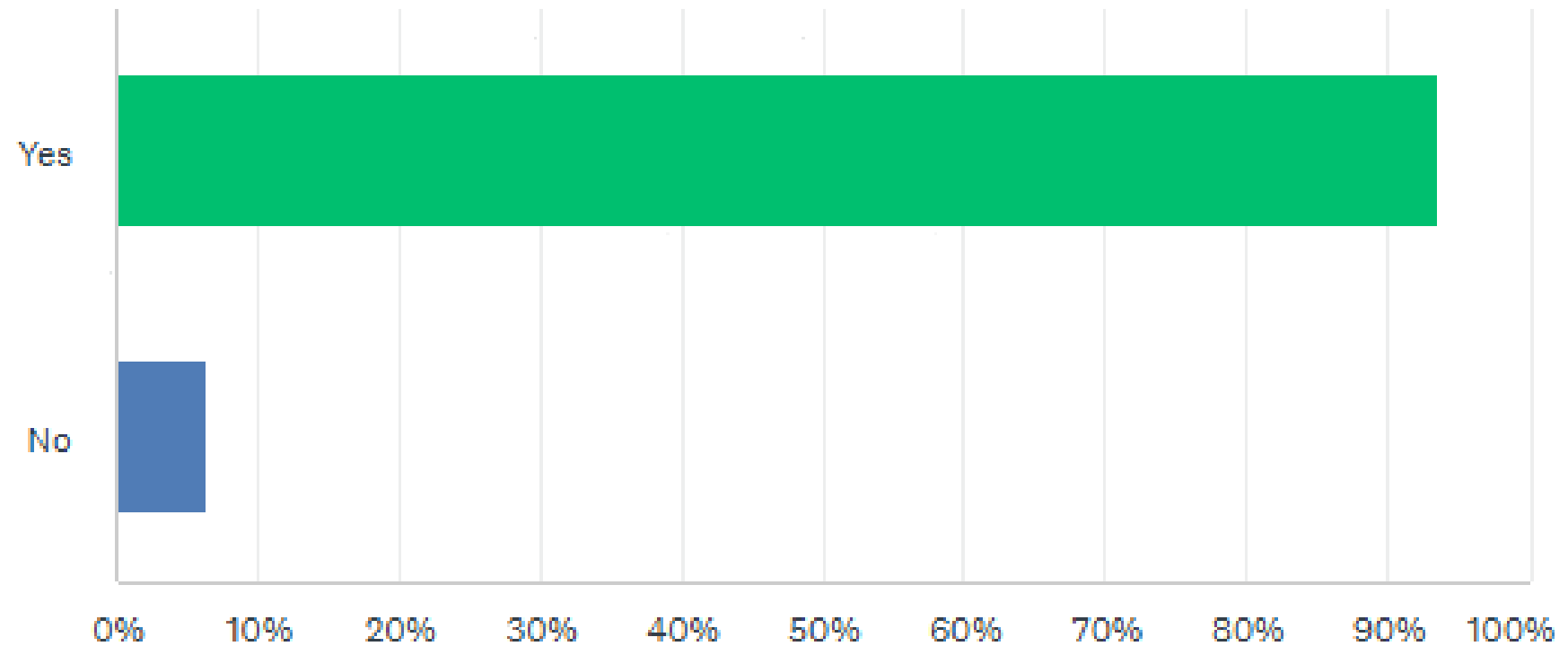
1. Pass through of the anticipated two percent (2%) increase in funding guaranteed by the state under Prop 123 to all eligible employees.
2. Provision that if the District receives new and undesignated funding in the current year that can be used for salaries, the Meet and Confer committee will reconvene.



# Joint Survey of Employees

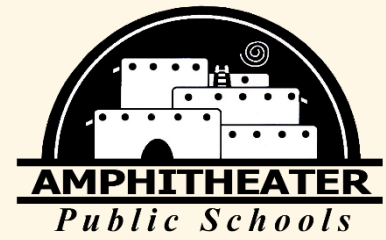


Answered: 499   Skipped: 1





# Survey Results



499 employees answered questions about the recommendation.

The results were as follows:

- 467 (93.56%) agree with the recommendations
- 32 (6.41%) disagree with the recommendations



# Employee Comments

97 employees commented about the recommendations.

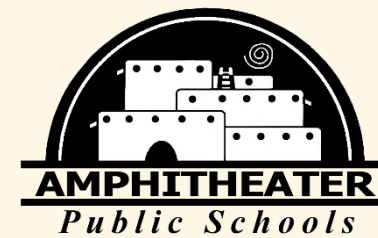
The common themes in these comments were:

1. Concerns that a 2% increase is insufficient to combat inflation
2. Employees worried about the continued cost of health care
3. Many comments thanking the teams for working hard for all employee groups
4. Low employee pay at all levels





# Conclusion



1. Approval will allow a pass through of the anticipated two percent (2%) increase in funding guaranteed by the state under Prop 123 to all eligible employees.
2. Approval that if the District receives new and undesignated funding in the current year that can be used for salaries, the Meet and Confer committee will reconvene.

# Questions?

