



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

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**DATE OF MEETING:** April 14, 2026

**TITLE:** Study and Approval of Joint Recommendation from Meet and Confer Committee for an Employee Compensation for Fiscal Year 2026-2027

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**BACKGROUND:**

The Meet and Confer committee developed a recommendation on an employee compensation package for Fiscal Year (FY) 2026-2027.

The recommendation states:

*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) 26-27. The meet and confer committee recommends that the Superintendent present the Governing Board with the following compensation package for District employees:*

- 1. Classroom teachers and professional non-teaching staff will receive a \$1,200 increase. Hourly staff will receive a \$0.30 per hour increase. These increases are based on the anticipated 2% rise in state funding guaranteed by Proposition 123 and will be provided to all eligible employees.*
- 2. All certified employees eligible for Performance Pay will have \$3,000 added to their base salary. At the end of the year, they will receive any remaining Performance Pay funds for which they qualify.*
- 3. If the District receives additional, undesignated funding during the current year that may be used for salaries, the Meet and Confer committee will reconvene to discuss allocation.*

Both teams did not sign off on this presented agreement because fringe benefit terms remain unresolved for next year. The Meet and Confer Teams will continue to meet to discuss the fringe benefits package and will come forward with a Joint Recommendation once these benefit terms are finalized. However, it was important to both teams that employees receive contracts on time; so only the compensation package is brought forward at this time.

The Arizona legislature continues to deliberate and has not adopted a state budget for next year. The minimum anticipated increase that the District will receive from the State of Arizona for FY 2026-2027 is the 2% inflationary increase authorized by Prop 123. If the Arizona legislature gives schools additional monies, the teams will reconvene to discuss salary implications of the same.

Employee Input on Recommendations

Consistent with Procedure 1-109. A (Meet and Confer Procedures), the Meet and Confer committee will present its recommendation to District personnel for approval and comment on Thursday, April 9, 2026. The survey closes on April 13, 2026, and the PowerPoint presentation for the Board will be uploaded on Monday, April 13, 2026, with the survey results.

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**RECOMMENDATION:**

The Administration recommends that the Governing Board approve the joint recommendation as presented.

Additionally, appreciation is expressed to Meet and Confer committee members for their continued work to complete the compensation recommendation through the meet and confer process. Those team members are:

**Amphi Education Association  
Professional Staff Team**

Colin Cordell  
Rebecca Green  
Brie Ronnie

**District Professional Staff Team**

Matt Munger  
Chris Trimble  
Angela Wichers

**Amphi Education Association  
Staff Team**

Linda Lewis  
Vanessa Harding  
Robert Wacker

**District Support Staff Team Support**

John Hastings  
Richard La Nasa  
J.J. Letts

**Facilitators**

Tassi Call  
Chris Gutierrez

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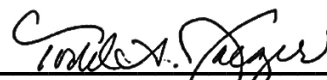
**INITIATED BY:**

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Tassi Call, Associate Superintendent for Elementary Education K-5

Date: April 8, 2026

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Todd A. Jaeger, J.D., Superintendent