



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

DATE OF MEETING: **March 7, 2017**

TITLE: **Facilities Trades Apprenticeship Program - Groundskeeper I**

BACKGROUND:

Operational Support struggles to maintain staffing within the Facilities and Grounds departments. There has been a distinct lack of qualified applications being received for open positions. The lack of skilled construction and facility maintenance trades personnel in the Tucson area has also been identified as an issue by the construction contractors hired to complete renovations and equipment repairs for the District. Another developing issue is the aging of the District's skilled craftsmen, with approximately 46% eligible to retire within the next 5 years. The turnover percentage in the Grounds Department within the past 2 years has been very high. Several reasons for departure have been retirement, abandonment and dismissal. In an effort to control turnover in the Grounds Department, and prepare skilled craftsmen for the facility maintenance positions, we would like to propose a skilled Trades Apprenticeship Program for the District.

The Trades Apprenticeship Program is an effort to improve staffing and decrease turnover, while providing opportunities to our graduating students interested in the following Trade Programs offered by Pima Community College (PCC) in the Building & Construction Technologies Degree program with concentrations offered in the following applicable areas:

- HVAC
- Electrician
- Plumbing
- Carpentry
- Building Management
- Construction Management

These concentrations align with difficult to fill trade positions within our Facilities Department and the sought after trades identified by the contractors hired by the District to complete construction and renovation projects.

PROGRAM OUTLINE

The program would convert eight Groundskeeper I positions over the next 4 years (two per year), to Trades Apprenticeship positions in the Grounds Department. The positions would be directly advertised to upcoming graduates of Amphitheater Public Schools who are expected to graduate with a minimum 2.5 GPA. Applications will be accepted January – February each year and interviews conducted each April. The selected candidates' employment would begin on July 1 of each year.

Application requirements

- High School Transcript reflecting a GPA of at least 2.5
- Amphitheater Public Schools High School Diploma (minimum 2.5 GPA upon graduation)
- 2 Teacher Recommendations
- 1 Site Administrator Recommendation
- Acceptance and Enrollment in the Building & Construction Technologies Program at PCC with a focus on one of the listed concentrations above
- Ability to perform Groundskeeper duties reflected on the job description
- Completion of standard fingerprinting and background checks

Program Continuation

- Continuous enrollment and completion of a minimum of 15 credit hours per year
- Maintain a 2.5 GPA at PCC (proof required at conclusion of each semester)
- Program completion must be completed in four consecutive years
- A satisfactory or above rating on the District’s annual employee evaluation

Accepted participants would become a Groundskeeper I in the Grounds Department during the first 2 years of their education plan at PCC. They would reap the same benefits as a full-time classified employee of the district. The third and fourth years will be dependent upon their chosen trade concentration, but benefits will remain the same as a full-time classified employee while assigned to a Journeyman in our Facilities department, gaining on-the-job training in their chosen trade field while continuing to complete their Associates degree plan at PCC in Building & Construction Technologies. Program participants would also qualify for the District’s credit reimbursement program and receive \$31.26 per credit earned annually, up to a maximum of \$1,875.60, to offset the cost of tuition or books for the duration of their employment with the District.

At the conclusion of the Trades Apprenticeship Program, participants are encouraged to apply for permanent positions available within the District in their chosen trade, or as a fully qualified Groundskeeper in a permanent position. A 2-year commitment to the District will be required with the acceptance of a permanent position. If there are no positions available at that time, or the Apprentice is not selected for a permanent position, the Apprentice will receive a recommendation from Operational Support’s Facilities Department. The Apprentice will take 4 years of on-the-job training experience and be dismissed by June 1 of the year they graduate with their Associates Degree. They will also have received full benefits from the district including the credit reimbursement program assisting them with the ability to graduate with as little educational debt as possible.

RECOMMENDATION:

For information and discussion only.

INITIATED BY:



James Burns, Executive Manager, Operational Support

Date: March 2, 2017



Patrick Nelson, Superintendent