



GOVERNING BOARD AGENDA ITEM
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10

DATE OF MEETING: July 9, 2019

TITLE: Review and Approve Revisions to Placement Schedules for Fiscal Year 2019-2020

BACKGROUND: On July 10, 2018, the Governing Board approved a "Placement Schedule" for each employee classification to identify the minimum and maximum compensation range and criteria. The Placement Schedule also sets the base salary or hourly rate of pay for a newly hired employee, with no work experience, into the classification. In addition, it establishes how newly hired employee will be credited at hire for each year of verified work experience. The maximum range identifies the maximum amount that employees may earn in a classification with an eye toward incentivizing employees to seek promotional opportunities within the District.

Proposed Revision to the Cabinet Placement Schedule

The Director of Communications, Director of 21st Century Learning and Director of Curriculum and Assessment serve on the Superintendent's Cabinet. Their positions were inadvertently included on the Administrative Placement Schedule last fiscal year because they share the same minimums and maximums as administrative positions on that schedule. However, they are Cabinet-level Director positions and are properly placed on the Cabinet Placement Schedule. Therefore, Administration recommends that the positions of Director of Communications, Director of 21st Century Learning and Director of Curriculum and Assessment be included on the Cabinet Placement Schedule with no changes to the compensation ranges.

Proposed Revision to the Classified Placement Schedule

Administration recommends that the minimum range for bus drivers be increased from Level I (\$13.68 per hour) to Level J (\$14.12 per hour) on the Classified Placement Schedule. Last year, the District consistently had more than 20 bus driver vacancies. A market study for the driver position was conducted. Administration recommends the proposed change to the Placement Schedule. If approved, any bus driver earning below Level J will be increased to that level. Drivers earning at or above \$14.12 per hour after the raises approved by the Board on June 9, 2019 are applied will not receive any additional increase.

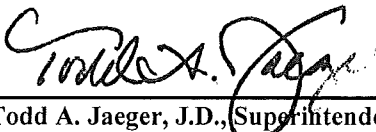
RECOMMENDATION:

It is the recommendation of Administration that the Governing Board approve the proposed revisions to the Placement Schedules currently used by the District.

INITIATED BY:


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

Date: July 8, 2019


Todd A. Jaeger, J.D., Superintendent