



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

DATE OF MEETING: July 9, 2019

TITLE: Review and Approval of the Joint Recommendation of the Meet and Confer Teams for Use of the Remaining Funds Provided by the 20 by 2020 Plan for Compensation of Certificated Employees for Fiscal Year 2019-2020

BACKGROUND: On June 11, 2019, the Governing Board approved a compensation package for fiscal year 2019-2020 which provided as follows:

A. Increase the salary of all employees by 2.25%.

B. Increase the salary of classified/hourly employees earning above \$12.00 per hour by an additional one percent (1%) to address the minimum wage compression created by the mandatory minimum wage increase.*

*This additional 1% raise does not apply to any classified employee who earns below \$12.00 an hour after the increase identified in paragraph A above (recommended 2.25% for all employees) is included, as those employees will receive a mandatory minimum wage increase to \$12.00 per hour in January 2020 pursuant to the Arizona Fair Wages and Healthy Families Act (ARS 23-363).

C. Set aside the remaining funds received through the increase to the Maintenance and Operations budget (which encompasses funds received for teachers through the 20 by 2020 plan) and direct that the joint meet and confer teams continue to develop and recommend criteria (which may for example include longevity in Amphitheater Public Schools or persons who were not previously adjusted in earlier years) for a one-time adjustment to base pay for qualified teachers.

Following that June 11, 2019 Board meeting, the joint meet and confer teams met again specifically to address the remaining funds set forth in paragraph C above to determine a recommendation to the Board to disburse those remaining funds.

I. The Interest-Based Approach Used by the Reconvened Teams

The teams used an interest-based approach to develop a recommendation for distribution of the remaining funds provided through the 20 by 2020 Plan for teacher raises. In an interest-based approach, each team starts by sharing and educating the other team about its interests, rather than simply putting forward a proposal as typical in a standard contract negotiation. The teams review the other's interests to determine if there are shared interests. Teams then work together to develop agreements that satisfy the shared interests and balance the opposing interests.

II. The Shared Interests Used by the Reconvened Teams to Guide their Recommendation

The meet and confer teams were guided by the below list of shared interests in developing their joint recommendation:

1. Fiscal responsibility
2. Value and recognize all employees for their work
3. Attracting, hiring, and retaining quality staff

4. Having classrooms filled with appropriately certified teachers to benefit students
5. Retention of veteran employees through improved compensation

III. Other Factors Considered by the Reconvened Meet and Confer Teams

The teams were also guided by the following fundamental facts concerning pay for certificated personnel:

1. Arizona’s Governor has promoted a “20 by 2020” plan for the past two years which promises to raise *teacher pay* by 20% by the year 2020. While the Governor continues to use the words “teacher pay” when discussing his plan, the budget adopted by the Legislature and signed by the Governor does not restrict the use of the additional funding solely to teachers. Instead, the additional funding was added to the District’s maintenance and operations budget as an overall percentage increase in the amount of 2.8% to the Base Support Level.
2. The salary increases approved for FY 2018-2019 used all funding provided that year through the budgetary increases connected with the 20 by 2020 Plan to provide raises for classroom teachers in a flat amount of \$3,600 per teacher based upon a 1.0 FTE.
3. Because last year’s \$3,600 raise was limited to classroom teachers, there is now a disparity in pay for the certificated personnel hired as teachers, and who have historically been paid as teachers, during the time that they step away from the classroom to fulfill a SPED Facilitator, Librarian, ISA, or CISS role on a short-term basis.
4. The 20 by 2020 Plan, as expressed in this year’s budget, also recognized the significant role played by counselors by virtue of the fact that it included funding to provide grants to districts to add new counselor positions.
5. Historical compensation structures used in the past by school districts, by necessity or design, have become largely obsolete as evidenced by the fact that the District has been able to provide substantial raises in some years while having to freeze salaries in other years. Looking back, an employee who has worked for the District since 2004 may recall a salary history that looks like this:

2018-19	Classroom Teachers: \$3,600 increase; Support (classified) Staff: Increase of 55 cents per hour for support staff currently earning at least \$11.00 per hour. Support staff earning less than \$11.00 per hour will receive an increase in January 2019 to be compliant with the minimum wage increase required by Arizona state law; Professional Non-teaching: \$1,500 increase (This includes employee classifications formerly known as “professional non-teaching” as well as the other non-administrative salaried employees who did not qualify for the 1.06% salary increase authorized by the State of Arizona for the 2017-2018 school year.); Admin: \$1,500 increase
2017-18	No Step Movement; Salary Schedule Increase (1.37%); CT staff (teachers) also received \$390 Classroom Site Fund stipend
2016-17	Step Movement (2%), Salary Schedule Increase (1.6%)
2015-16	One time COLA 1.59% given at the end of each semester
2014-15	Step Movement (1.4%)
2013-14	Step Movement (2%), Salary Schedule Increase (1%)
2012-13	Step Movement (2%), Salary Schedule Increase (1%)
2011-12	No Step Movement/No Salary Increase – Salary Schedule increased to cover increase in contributions to AZ State Retirement so no loss in pay to employee
2010-11	No Step Movement, 2% Reduction to Salary Schedule, later reversed resulting in no decrease/increase

2009-10	No Step Movement/No Increase to Salary Schedule
2008-09	Step Movement (2%)
2007-08	Step Movement (2%), Classified Schedule Increase (4%), Certified Schedule Increase (3.5% steps 1-10, 3.0% steps 11-20, 2.5% steps 21-30)
2006-07	Step Movement (2%), Salary Schedule Increase (2%)
2005-06	Step Movement (2%)
2004-05	Step Movement (2%), Salary Schedule Increase (5%)

6. The District receives funding from the State of Arizona based upon its average teacher experience compared to that of other school districts in Arizona. The maximum credit in teacher experience index funding given for a teacher is 15 years of experience even if the teacher has more experience than that.
7. The District continues to receive less teacher experience index funding as its average teacher experience decreases. More than 50% of the District’s teachers have worked for Amphitheater for five years or less.
8. Retired teachers who worked for the District as a leased employee in SY 2017-2018 received a pay increase in excess of 9% that year when retiree pay was increased to 80% and the salary schedule increase that year was also applied them.
9. During Call to the Audience at the Governing Board meeting on June 11, 2019, a teacher expressed frustration that no one had asked her opinion about what she wants before the meet and confer process began. This teacher asked that in the future, teachers be surveyed about what they want before meet and confer begins, suggesting to the Governing Board and the Superintendent that a “family meeting” be held to find out what the “family” wants before going into meet and confer again. Since the Governing Board also directed at that June 11 meeting that the meet and confer teams reconvene to address the remaining funds provided for teacher raises through the 20 by 2020 Plan, the District sent a survey to all classroom teachers on the following day to find out what they wanted before going into the reconvened meet and confer. The survey gave teachers a week to respond, and the respond deadline expired on the evening before the meet and confer teams reconvened.
10. The questions asked and the results of the survey are as follows:

Survey Question

There are several ways the additional teacher salary funds could be distributed. Please select the method of distribution which you prefer.

Answer Choices	Responses	Percentage
Provide an additional percentage pay increase (e.g. an additional approximate 2.25%, on top of the already approved 2.25%, for a total of 4.5%) for all teachers	149	60.82%
Provide an additional pay increase in the form of one flat amount for all teachers (e.g. approximately \$1,000 on top of the already approved 2.25%) per teacher based on 1.0 FTE.	28	11.43%
Provide a differentiated percentage pay increase based upon longevity with the District (e.g. 1% increase for teachers with less than -- years experience, 1.5% increase for teachers with -- to -- years experience, etc., on top of the already approved 2.25%,)	54	22.04%
Provide a differentiated flat amount pay increase based upon longevity with the District (e.g. \$500 increase for teachers with less than -- years experience, \$750 increase for teachers with -- to -- years experience, etc., on top of the already approved 2.25%,)	14	5.71%

11. The total number of teachers who responded to the survey was 245. It is important to note that the some teachers elected not to participate in the survey despite having time to do so. A few veteran teachers posted messages on the Amphi Education Association’s website discouraging teachers from participating in the survey because they felt that the survey should have been conducted by the Amphi Education Association and/or as a joint survey from both meet and confer teams. Notwithstanding this, the survey responses reached critical mass.

IV. Joint Recommendation from the Reconvened Meet and Confer Teams

With this understanding, the reconvened meet and confer teams developed the attached Joint Recommendation for distribution of the remaining funds (approximately \$1.12 million) provided for teacher raises through the 20 by 2020 plan.

a. One-Time Longevity Stipend for Qualified Certificated Personnel

The Joint Recommendation provides for a one-time longevity stipend, for the 2019-2020 school year only, for teachers, counselors, librarians, or employees who work in certificated non-teaching positions (CISS, ISA, and SPED Facilitators) that will then roll into the base salary for the 2020-2021 school year. Teachers who are paid on an ASRS Retiree Returning to Work Teacher Contract do not qualify for this stipend.

The longevity stipend is based upon years of service with Amphitheater Public Schools. It is recommended that it be paid to qualified persons, as identified above, in the below amounts:

- \$500 stipend for persons with 6-14 years of service as a certificated employee with Amphitheater Public Schools;
- \$1,000 stipend for persons with 15+ years of service as a certificated employee with Amphitheater Public Schools.

A list of the employees who qualify and will be paid the respective longevity stipend, if approved by the Governing Board, is included with this agenda item. The estimated cost to the District, including employee related expenses, is approximately \$323,000.

b. Distribution of Funds Remaining after the Stipend to All Certificated Personnel

Recognizing that the funds remaining from the 20 by 2020 Plan after the above longevity stipend has been budgeted are about \$800,000, the teams recommended that those funds be distributed by an equal percentage increase for all certificated personnel. This enables a resolution that meets all of the shared interests of the meet and confer teams while also acknowledging the majority opinion of those teachers who participated in the survey. The teams recommend that the funds be distributed to all certificated personnel which includes all teachers (including those paid on the ASRS Retiree Returning to Work Teacher Contract), counselors, librarians, certificated non-teaching personnel (CISS, ISA and SPED Facilitators). If the Governing Board approves the Joint Recommendation, this will equate to an increase of an additional 1.23% for those personnel.

V. Effect of the Joint Recommendation on Salaries

The Joint Recommendation will add an additional 1.23% for certificated personnel to the 2.25% raises approved by the Governing Board on June 11, 2019. The means all certificated personnel will receive a total increase in the amount of 3.45%.

This will raise the salary of a teacher who started with Amphi in SY 2018-2019 with no prior teaching experience by 3.45% which increases that teacher's salary, exclusive of the teacher's 301 performance pay, to approximately \$39,386. This is an overall increase of \$1,313.

A teacher who has between 6-14 years of teaching experience with Amphi will receive the 3.45% plus a \$500 stipend. This means that a teacher who started working for the District perhaps in SY 2007-2008 may receive an increase of approximately \$2,241 which is a 3.54% increase.

Similarly, a teacher who has more than 15 years of teaching experience with Amphi will receive the 3.45% plus the \$1,000 stipend. This means that a teacher who started working for the District perhaps in SY 1996-1997 may receive an increase of approximately \$2,783 which is a 5.23% increase.

RECOMMENDATION: The Superintendent recommends approval of the Joint Recommendation for distribution of the remaining funds available through the 20 by 2020 Plan which, for easier viewing, provides for the following salary increases for certificated personnel in the classifications of teacher, counselor, librarian and certified non-teaching (includes CISS, ISA and SPED Facilitators):

1. Increase salaries for persons in the above-classifications by an additional 1.23%.
2. Approve a one-time longevity stipend, to be paid in the 2019-2020 school year only, based upon years of service with Amphitheater, that will then roll into the base salary for the 2020-2021 school year for the qualified recipients (list attached):
 - a. \$500 stipend for persons with 6-14 years of service as certificated employee with Amphitheater Public Schools;
 - b. \$1,000 stipend for persons with 15+ years of service as a certificated employee with Amphitheater Public Schools.

- c. Teachers paid on an ASRS Retiree Returning to Work Teacher Contract do not qualify for this stipend:

3. Salary increases are based upon a 1.0 FTE.

Finally, appreciation is again expressed to the members of the meet and confer teams who reconvened during the summer to provide the Governing Board with a recommendation for distribution of the remaining funds provided for teacher compensation through the 20 by 2020 plan. Those team members were:

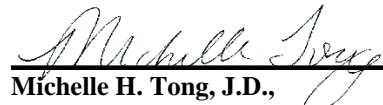
For the Amphitheater Education Association:

Lisa Millerd
Rebecca Green
Robert Wacker
Sue Clark
Fabienna Godlewski
Shannon Langley
Brianne Ronnie

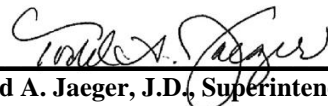
For the District:

Michelle Tong
Roseanne Lopez
Christy Sullivan
Jim Burns
Chris Gutierrez
Tassi Call
Jon Lansa

INITIATED BY:


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

Date: July 3, 2019


Todd A. Jaeger, J.D., Superintendent