



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

DATE OF MEETING: **March 10, 2020**

TITLE: **Study of Proposed Revisions to Governing Board Policy Developed through the Meet and Confer Process: Policy HD (Meet and Confer Procedures)**

BACKGROUND:

Representatives of the Amphitheater Education Association and the District Administration have met and conferred regarding policies in accordance with the timelines set forth in Policy HD. As a result of these conferences, the teams have prepared the attached “Joint Recommendation of the Meet and Confer Teams for Personnel Policy Matters”.

This joint recommendation proposes the following additions to Policy HD (Meet and Confer Procedures):

Employee Input:

- *Before the policy portion of meet and confer begins, employees will be given a chance to provide input through a joint survey developed by the committees.*
- *Before the compensation portion of meet and confer begins, employees will be given a chance to provide input through a joint survey developed by the committees.*
- *The final meet and confer recommendations (policy and compensation) of the committees will jointly be presented to employees for evaluation and comment before presentation to the Governing Board for consideration.*
- *Following the joint employee feedback process, the Governing Board reserves its discretion to reconvene the committees for additional feedback, or the Governing Board may take action on the original recommendations.*

The last bullet item is an edit of an item previously included under the title “Communication” in Policy HD.

The representatives recommend that Policy HD be revised as proposed.

Following the conclusion of the meet and confer policy process, the joint teams presented the proposed revisions of Policy HD to District personnel for approval and comment using Survey Monkey. Surveys were sent to all District employees. Of those, 573 surveys were completed. The results were as follows:

- 555 (96.86 percent) agree with the recommendation, and
- 18 (3.14 percent) disagree with the recommendation.

Comments provided by employees as part of the survey will be shared during the Board meeting.

RECOMMENDATION:

These policy revisions are presented for the Board’s initial study and will be presented at a later meeting for adoption.

Finally, appreciation is expressed to the members of the meet and confer teams who spent many hours together pursuing the resolution of issues of concern through a positive, interest-based approach. Those team members are:

**Amphitheater Education Association
Professional Staff Team**

Rebecca Green
Lisa Millerd
Brianna Ronnie
Ann Bonar - Facilitator

District Professional Staff Team

Michael Bejarano
Carol Tracy
Michelle Tong
Tassi Call - Facilitator


**Amphitheater Education Association
Support Staff Team**

Fabienna Godlewski
Christine Petersen
Robert Wacker
Ellen Harris - Facilitator

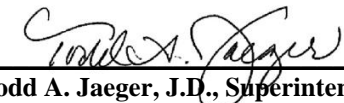
District Support Staff Team

Jim Burns
Jon Lansa
Chris Trimble
Chris Gutierrez - Facilitator

INITIATED BY:


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

Date: March 3, 2020


Todd A. Jaeger, J.D., Superintendent