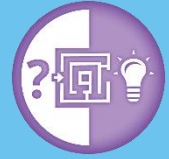


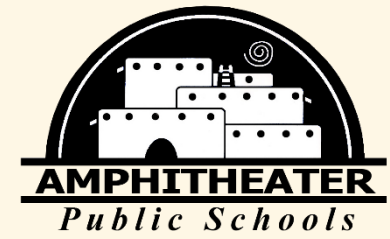
Recommendations of the Meet and Confer Committee



Tassi Call, Associate Superintendent for Elementary Education



Committee



Amphi Education Association Professional Staff Team

Colin Cordell
Rebecca Green
Trish Hebert

Amphi Education Association Support Staff Team

Linda Lewis
Vanessa Harding
Robert Wacker

Facilitators

Tassi Call
Chris Gutierrez
Brie Ronnie

District Professional Staff Team

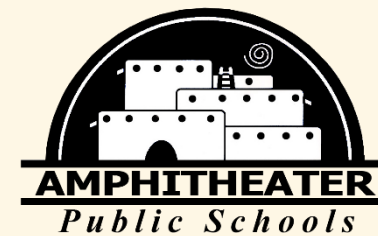
Matt Munger
Chris Trimble
Angela Wichers

District Support Staff Team

John Hastings
Richard La Nasa
J.J. Letts



Committee Process



- Survey went out to all employees regarding workplace and policy issues
- January 8- team leaders met with facilitators to review the staff survey and developed committee work
- February 1, 7, 8 began compensation and benefits work
- February 26- concluded compensation and benefits



**JOINT RECOMMENDATION OF THE MEET AND CONFER TEAMS FOR
COMPENSATION MATTERS**

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) 24-25. In addition to the initial compensation changes approved by the Governing Board on February 13, 2024, the meet and confer committee also recommends that the Superintendent present the Governing Board with the following revision to the compensation package for District employees:

1. Increase base pay by 2% for eligible employees.
2. Market adjustment for all certified, professional non-teaching, and classified employees.
3. Retention stipend for the 2024-2025 school year of at least 3%.
4. Monies be set aside for increases to addendums. Specific recommendations will be made by the addendum committee.
5. Provision that if the District receives new and undesignated funding in the current year that can be used for salaries, the Meet and Confer committee will reconvene.

DATED this 26th day of February 2024.

For the Amphitheater Education Association: For the District:

Rebecca Green
Rebecca Green

Colin Cordell
Colin Cordell

Trish Hebert
Trish Hebert

Vanessa Harding
Vanessa Harding

Linda Lewis
Linda Lewis

Robert Wacker
Robert Wacker

Facilitators:
Tassi Call
Tassi Call

Brie Ronnie
Brie Ronnie

Matt Munger
Matt Munger

Chris Trimble
Chris Trimble

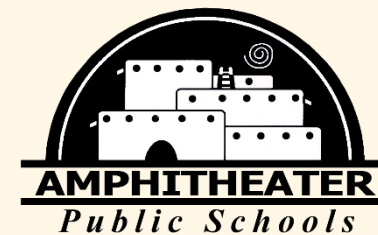
Angela Wichers
Angela Wichers

John Hastings
John Hastings

Richard La Nasa
Richard La Nasa

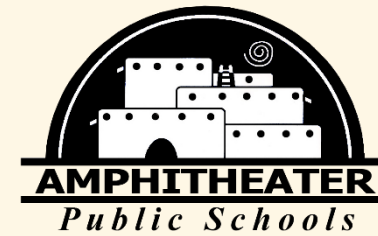
J.J. Letts
J.J. Letts

Chris Gutierrez
Chris Gutierrez





Joint Recommendation for Compensation and Benefits

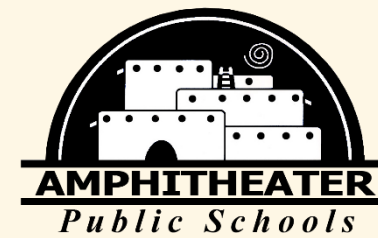


The Meet and Confer committee recommends that the Governing Board approve the following recommendation for employees:

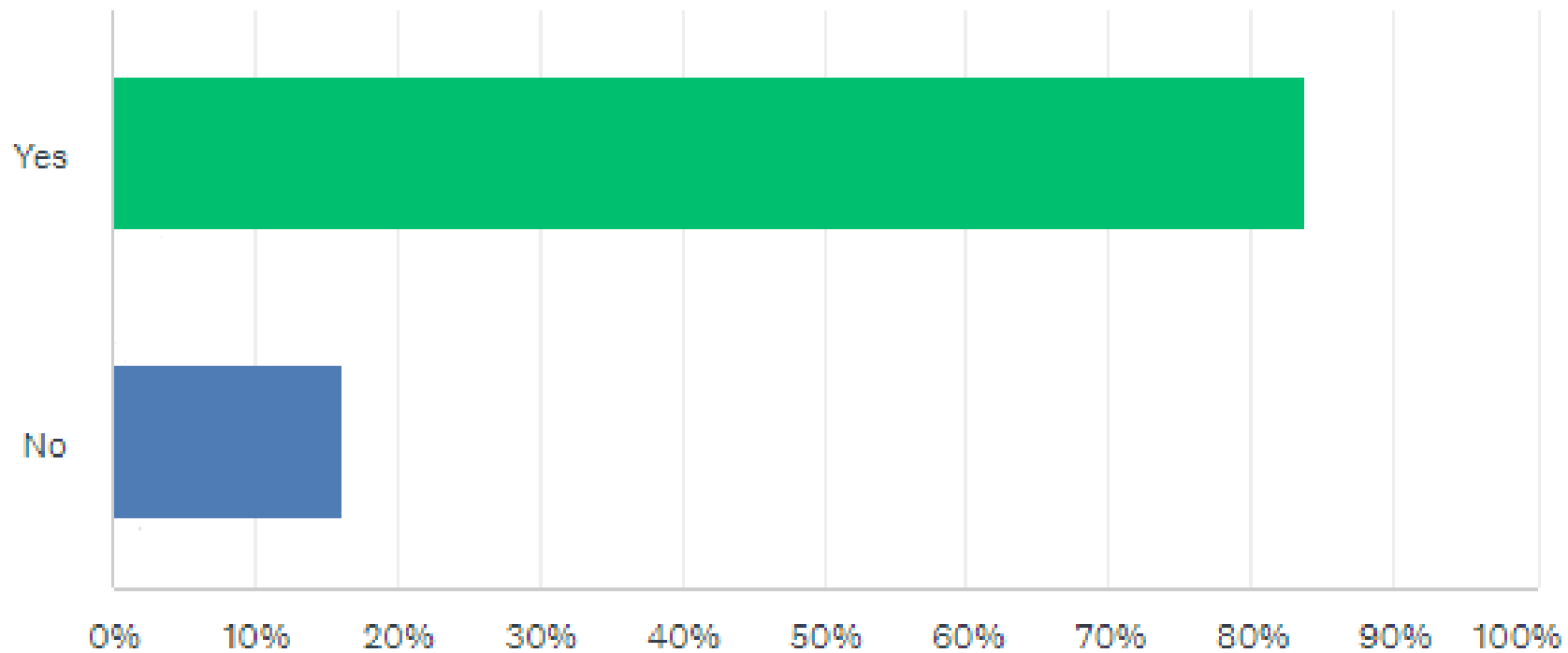
1. Increase base pay by 2% for eligible employees.
2. Market adjustment for all certified, professional non-teaching, and classified employees.
3. Retention stipend for the 2024-2025 school year of at least 3%.
4. Monies be set aside for increases to addendums. Specific recommendations will be made by the addendum committee.
5. Provision that if the District receives new and undesignated funding in the current year that can be used for salaries, the Meet and Confer committee will reconvene.



Joint Survey of Employees

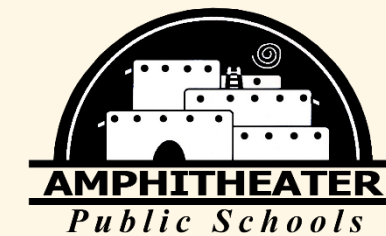


Answered: 494 Skipped: 2





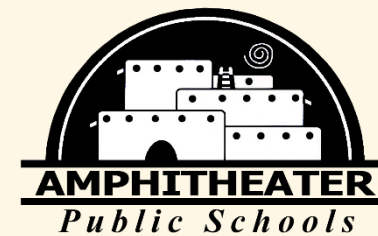
Survey Results



494 employees answered questions about the recommendation.

The results were as follows:

- 414 (83.81%) agree with the recommendations
- 80 (16.19%) disagree with the recommendations



Employee Comments

173 employees commented about the recommendations.

The common themes in these comments were:

1. Concerns that a 2% increase is insufficient to combat current cost of living increases
2. Employees worried about increasing health care costs
3. Many comments thanking the teams for working hard for all employee groups, not just teachers
4. Low employee pay at all levels
5. Concern that our veteran employees are not receiving fair compensation



Salary Increase for Employees



School Year	Increase	Additional Information
2004-05	2%, 5% Salary Schedule increase	
2005-06	2%	
2006-07	2%, 2% Salary Schedule increase	
2007-08	2%, Classified Schedule Increase 4%, Certified Schedule Increase- 3.5% years 2-10, 3.0% years 11-20, 2.5% years 21-30	
2008-09	2%	
2009-10	No salary increase	*Did not receive any state funding
2010-11	No salary increase, 2% reduction to salary schedule	Later reversed resulting in no decrease/increase *Did not receive any state funding
2011-12	No % increase, Salary Schedule increased to cover increase in contributions to AZ State Retirement so no loss in pay to employees	
2012-13	2%, 1% Salary Schedule increase	
2013-14	2%, 1% Salary Schedule increase	



School Year	Increase	Additional Information
2014-15	1.4%	
2015-16	1.59% one-time given at end of each semester	
2016-17	2%, 1.6% Salary Schedule increase	
2017-18	No %, 1.37% Salary Schedule increase, classroom teachers received \$390 from classroom site fund stipend	
2018-19	<p>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 received 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.)</p>	



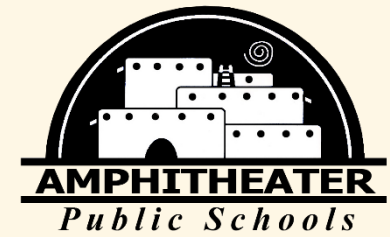
School Year	Increase	Additional Information
2019-20	<p>Classroom Teachers: 2.25% increase; and provide for a one-time longevity stipend (\$500 for persons with 6-14 years of service; \$1,000 for persons with 15+ years of service), for the 2019-2020 school year only, for teachers, counselors, librarians, or employees who work in certificated non-teaching positions as identified in the July 9 Governing Board agenda item that will 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; and for the funds remaining after applying the longevity stipend, the teams recommended that those funds be distributed by an equal percentage, 1.23%, to teachers (including those paid on ASRS Retiree Returning to Work Teacher Contract), counselors, librarians, and other eligible certificated non-teaching personnel as identified in the July 9 Governing Board agenda item; Support (classified) Staff: 2.25% increase; and eligible classified/support staff employees earning above \$12.00 per hour (after applying the 2.25% increase) by an additional one (1) percent, to address the minimum wage compression. Professional Non-teaching: 2.25% increase</p>	



School Year	Increase	Additional Information
2020-21	CTT Teachers: \$2,300 flat increase; Support Staff Classified: 2% increase; Professional Non-teaching: 2% increase	
2021-2022	1.5% increase; 301 Stipend: to eligible participants in a lump sum amount (TBD – approx. \$400) to be paid in December 2021; 3% Retention Stipend: for all returning staff approved at a prior Governing Board meeting via a Board “motion”	
2022-23	4.2% Retention Stipend for all returning staff from FY22; 7.42% to <u>all</u> employees (including ESI) who worked in FY22 and continued into FY23; ESI and RTW employees receive the 20% difference back to their base salary/rate of pay that they lost at time of retirement; CTNT schedule removed (CISS and SpEd Facilitators), collapsed into CTT. If on CTNT, received \$2,100 pro-rated by FTE back to base salary; Counselors and Counselor placement schedule received \$5,000 flat; Teacher placement schedule increased by 5%	
2023-24	2.92% increase; 5.6% Retention Stipend for all returning staff from FY23	



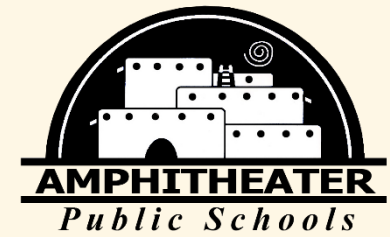
Teacher Salary Examples



Years as a teacher	Degree	Market Adjustment	2024-2025 Salary	2%	Total	At least 3% retention stipend	2024-2025 total compensation	2024-2025 Total Increase
0	BA	\$4,300	\$46,586.65	0	\$46,586.65	0	\$46,586.65	\$4,300.00
5	BA	\$3,600	\$48,792.36	\$975.85	\$49,768.21	\$1,493.05	\$51,261.26	\$6,068.90



Teacher Salary Examples



Years as a teacher	Degree	Market Adjustment	2024-2025 Salary	2%	Total	At least 3% retention stipend	2024-2025 total compensation	2024-2025 Total Increase
15	MA	\$2,000	\$50,719.35	\$1,054.39	\$53,678.25	\$1,613.21	\$55,386.95	\$4,667.60
25	MA	\$2,000	\$58,999.54	\$1,179.99	\$60,179.53	\$1,805.39	\$61,984.92	\$4,985.38



Conclusion



1. Approval will allow for a market adjustment for all certified, professional non-teaching, and classified employees for FY 24-25.
2. Approval will increase the base pay for all returning employees.
3. Approval will allow for a retention stipend of at least 3% for all returning employees for the FY 24-25.
4. Approval will allow that monies be set aside for an increase to addendums. Specific recommendations will be made by the addendum committee.
5. Approval that if the District receives new and undesignated funding in the current year that can be used for salaries, the Meet and Confer committee will reconvene.

Questions?

