



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

DATE OF MEETING: **March 25, 2014**

TITLE: **Approval of Contract Forms for the 2014-2015 Fiscal Year for Administrative, Administrative Exempt, Certificated, and Professional Non-Teaching Employee Groups; Authorization to Issue Contracts to Renewing Staff Members for Fiscal Year 2014-2015**

BACKGROUND:

On March 11, 2014, the Governing Board was presented with a proposal for approval of a 2014-2015 compensation and fringe benefits package for the District's employee groups. This item is an additional step required to implement the package, through the issuance of contracts to those employees receiving contracts.

The timely resolution of the meet and confer process and issuance of contracts as early as possible helps assure employees of their status, and should therefore proceed as quickly as possible.

The ongoing uncertainty associated with federal and Arizona legislative budget matters this year again suggest the need for contract forms that contain contingency clauses to allow for circumstances beyond the Governing Board's control. Current indications are that there will be no new legislative cuts to the Arizona K-12 budget for next fiscal year, but legislative action is never "final" -- as experience in recent legislative sessions has taught us. The federal sequestration and other national budget issues are the most significant unknown. Thus, the contingency language is necessary and links any contract term changes to legislative reductions and limits pay reductions, however remote, to no more than 4%. Notably, contracts over the last few years have included similar provisions – none of which had to be exercised.

This year, contingency language is also included to allow for a potential increase in compensation under each contract if the Arizona legislature or federal government provides designated funding increases that may be used to increase staff compensation, as provided for in the package approved by the Governing Board.

Please note that support staff employees are not issued contracts, but will be issued written verification of their pay rates and other information consistent with the Board's approval of the meet and confer package terms.

RECOMMENDATION:

The Administration recommends approval of contract forms for the groups listed above and recommends that the Board direct their issuance to renewing members of the respective employee groups in accordance with the recommended package, as approved by the Board on March 11, 2014. The specific contract forms are attached.

INITIATED BY:

A handwritten signature in cursive script, appearing to read "Todd A. Jaeger".

Todd A. Jaeger, Associate to the Superintendent

Date: March 12, 2013

A handwritten signature in cursive script, appearing to read "Patrick Nelson".

Patrick Nelson, Superintendent