

Recommendations of the Meet and Confer Committee



Tassi Call, Associate Superintendent for Elementary Education

April 28, 2026



Committee

Amphi Education Association Professional Staff Team

Colin Cordell
Rebecca Green
Brie Ronnie

Amphi Education Association Support Staff Team

Linda Lewis
Vanessa Harding
Robert Wacker

Facilitators

Tassi Call
Chris Gutierrez

District Professional Staff Team

Matt Munger
Chris Trimble
Angela Wichers

District Support Staff Team

John Hastings
Richard La Nasa
J.J. Letts





Committee Process



- February 13- a survey went out to all employees regarding compensation and benefits
- March 2- team leaders met with facilitators to review the staff survey and develop committee work
- March 23- began compensation and benefits work
- March 25-continued work
- March 30-continued work
- April 6- Finalized 2026-2027 compensation, but will continue to work on benefits
- April 21- Finalized 2026-2027 benefits and signed the final compensation and benefits package



**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) 26-27. The meet and confer committee recommends that the Superintendent present the Governing Board with the following compensation package for District employees:

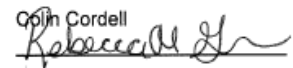
1. Classroom teachers and professional non-teaching staff will receive a \$1,200 increase. Hourly staff will receive a \$0.30 per hour increase. These increases are based on the anticipated 2% rise in state funding guaranteed by Proposition 123 and will be provided to all eligible employees.
2. All certified employees eligible for Performance Pay will have \$3,000 added to their base salary. At the end of the year, they will receive any remaining Performance Pay funds for which they qualify.
3. Increase the District's monthly contribution toward health insurance premiums by \$140 to \$340, depending on the selected plan, for all eligible employees. Additionally, increase the District's Health Savings Account (HSA) contribution to \$60.
4. If the District receives additional, undesignated funding during the current year that may be used for salaries, the Meet and Confer committee will reconvene to discuss allocation.

DATED this 21st day of April, 2026.

For the Amphitheater Education Association:

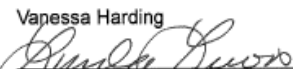
For the District:

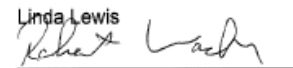


Colin Cordell


Rebecca Green

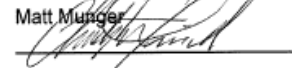

Brie Ronnie

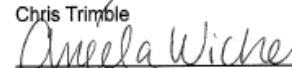
Vanessa Harding


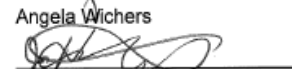
Linda Lewis


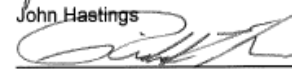
Robert Wacker

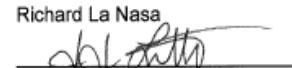


Matt Munger


Chris Trimble


Angela Wickers


John Hastings


Richard La Nasa


JJ Letts

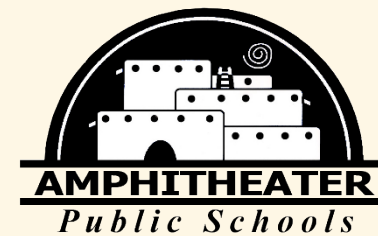
Certification of Accuracy by Professional/Certificated Facilitators



Tassi Call

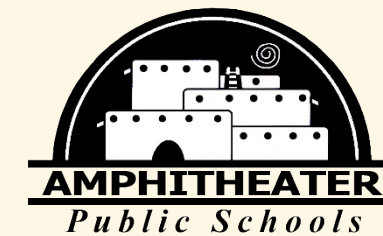


Chris Gutierrez





Joint Recommendation for Compensation

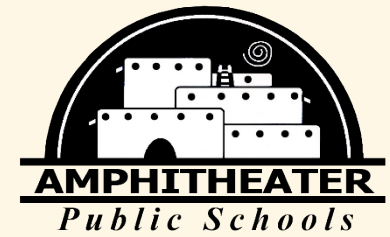


The Meet and Confer committee recommends that the Governing Board approve the following final recommendation for employees:

1. Classroom teachers and professional non-teaching staff will receive a \$1,200 increase. Hourly staff will receive a \$0.30 per hour increase. These increases are based on the anticipated 2% rise in state funding guaranteed by Proposition 123 and will be provided to all eligible employees.
2. All certified employees eligible for Performance Pay will have \$3,000 added to their base salary. At the end of the year, they will receive any remaining Performance Pay funds for which they qualify.
3. **Increase the District's monthly contribution toward health insurance premiums by \$140 to \$340, depending on the selected plan, for all eligible employees. Additionally, increase the District's Health Savings Account (HSA) contribution to \$60.**
4. If the District receives additional, undesignated funding during the current year that may be used for salaries, the Meet and Confer committee will reconvene to discuss allocation.



Conclusion



1. Approval will allow classroom teachers and professional non-teaching staff to receive a \$1,200 increase. Hourly staff will receive a \$0.30 per hour increase.
2. Approval will allow all certified employees eligible for Performance Pay to have \$3,000 added to their base salary. At the end of the year, they will receive any remaining Performance Pay funds for which they qualify.
3. **Approval will increase the District's monthly contribution toward health insurance premiums by \$140 to \$340, depending on the selected plan, for all eligible employees. Additionally, increase the District's Health Savings Account (HSA) contribution to \$60.**
4. 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?

