



**AGENDA**

- VISION:** The Washington Elementary School District is committed to achieving excellence for every child, every day, every opportunity.
- DATE:** March 1, 2017
- TIME:** Special Meeting 3:00 p.m.
- PLACE:** Administrative Center, Anasazi Room  
4650 West Sweetwater Avenue, Glendale, AZ 85304-1505

**CONSISTENT WITH THE REQUIREMENTS SET FORTH IN ARS 38-431.02,  
NOTICES OF THIS PUBLIC MEETING HAVE BEEN APPROPRIATELY POSTED.**

A copy of the completed agenda with details, including available support documents, may be obtained during regular business hours at the Washington Elementary School District Superintendent’s Office at 4650 West Sweetwater Avenue, Glendale, AZ 85304-1505.

**I. SPECIAL MEETING**

- A. Call to Order and Roll Call
- B. Adoption of the Special Meeting Agenda

It is recommended that the Governing Board adopt the Special Meeting Agenda.

Motion \_\_\_\_\_ Second \_\_\_\_\_ Vote \_\_\_\_\_

**C. Public Participation \*\***

- Members of the public may address the Governing Board during this portion of the agenda in regard to non-agenda items (not to exceed three (3) minutes at chair’s discretion. If interpretation services are used, the time shall not exceed six (6) minutes, including interpretation.)
- Additionally, or instead of, members of the public may address the Governing Board during a specific item that is on the agenda (not to exceed three (3) minutes at chair’s discretion. If interpretation services are used, the time shall not exceed six (6) minutes, including interpretation.)

**II. ACTION/DISCUSSION**

- A. Discussion, Consideration and Possible Approval of the Interest-Based Negotiations (IBN) Salary Recommendations  
(Mr. Justin Wing, Director of Human Resources)

**III. ADJOURNMENT**

Motion \_\_\_\_\_ Second \_\_\_\_\_ Vote \_\_\_\_\_

NOTES: As a matter of information to the audience, five days prior to any Governing Board Meeting, Board Members receive the agenda along with the extensive background material which they study individually before action is taken at the meeting. Routine matters will be asterisked and approved as consent agenda items. Any member of the Governing Board may remove items from the consent agenda.

Persons with a disability may request a reasonable accommodation by contacting 602-347-2802. Requests should be made at least 24 hours prior to the scheduled meeting in order to allow time to arrange for the accommodation.

(\*) Items marked with an asterisk (\*) are designated as Consent Agenda Items. This implies that the items will be considered without discussion. Consent Agenda items may be removed for discussion and debate by any member of the Governing Board by notifying the Board President or the Superintendent twenty-four (24) hours before regular Board meeting or by a majority of the Governing Board members present at the Board Meeting.

(\*\*) Members of the public who wish to address the Board during Public Participation or on an item which is on the agenda may be granted permission to do so by completing a PUBLIC PARTICIPATION SPEAKER COMMENT form and giving it to the Board's Secretary PRIOR TO THE BEGINNING OF THE MEETING. Those who have asked to speak will be called upon to address the Board at the appropriate time. If interpreter services are needed, please contact Angela Perrone at 602-896-6290 at least 24 hours prior to the scheduled Board Meeting in order to allow sufficient time to arrange for an interpreter to be available.

(\*\*) During open session, the Board shall not hear personal complaints against school personnel or any other person connected with the District. Policy KE is provided by the Board for disposition of legitimate complaints including those involving individuals.

(\*\*) The Board may listen but cannot enter into discussion on any item not on the agenda. Depending upon the number of requests to speak to the Board, time limitations may be imposed in order to facilitate accomplishing the business of the District in a timely manner.

**WASHINGTON ELEMENTARY SCHOOL DISTRICT No. 6**

TO:	Governing Board	<u>          X          </u>	Action
		<u>          X          </u>	Discussion
FROM:	Dr. Paul Stanton, Superintendent	<u>                          </u>	Information
		<u>                          </u>	1 <sup>st</sup> Reading
DATE:	March 1, 2017		
AGENDA ITEM:	Discussion, Consideration and Possible Approval of the Interest-Based Negotiations (IBN) Salary Recommendations		

INITIATED BY:	<u>Justin Wing, Director of Human Resources</u>	SUBMITTED BY:	<u>Justin Wing, Director of Human Resources</u>
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PRESENTER AT GOVERNING BOARD MEETING: Justin Wing, Director of Human Resources

GOVERNING BOARD POLICY REFERENCE OR STATUTORY CITATION: BBA

**SUPPORTING DATA**

Funding Source: All funding sources  
 Budgeted: N/A

The mission of the Interest-Based Negotiations (IBN) Team is to provide a collaborative forum for addressing District-wide terms and conditions of employment. The group is composed of certified, classified and administrative employee representatives; additionally, Superintendent Dr. Paul Stanton serves as the representative for the Governing Board. IBN members utilize interest-based strategies, including consensus-building and trust-building techniques, to reach agreement regarding compensation and working condition recommendations.

The 2016-2017 IBN Team took into consideration to following Governing Board interests when addressing each issue.

- Provide an increase in salaries, if possible, for all employee groups.
- Retain and attract a stable workforce through working conditions.
- Maintain local control in decision making.
- Promote positive community relations through the budget process.
- Maintain, and possibly enhance, the integrity of programming and instructional delivery District-wide.
- Balance the budget.
- Optimize all funding sources.
- Maintain or decrease class size.
- Encourage and promote safety for staff and students.
- Explore access to outside professional development opportunities for all staff.
- Maximize teachers' time for instruction and instructional planning.

While the IBN Team is still considering other multiple issues for the 2017-2018 school year, the IBN Team made it a priority to complete a salary recommendation to address the shared interest of retention and recruitment of staff. Specifically, the IBN Team considered multiple options with the current projected revenue to increase salaries for all employees, address the mandatory Proposition 206 minimum wage adjustment during next fiscal year, and provide one-time monies based on longevity within WESD.

## Discussion, Consideration and Possible Approval of Direction to the Interest-Based Negotiations (IBN) Salary Recommendations for 2017-2018

The following are the details of the IBN salary recommendations:

<b>TABLE 1: Providing a Standard Salary Increase to All Employees</b>	
<b>Standard Salary Increase</b>	Minimum of 1.25% to all eligible employees
<b>Eligibility</b>	All regular employees
	Hired before March 1, 2016
	Maintain consecutive years of WESD service going into 2017-2018 school year
	Does not include temporary or substitute personnel

<b>TABLE 2: Increasing the Starting Teacher Salary</b>			
<b>Pay Grade</b>	<b>Job Title</b>	<b>Starting Salary</b>	
		<b>2016-2017</b>	<b>2017-2018</b>
T1	Teacher	\$35,700	\$36,000

<b>TABLE 3: Relieving Compression by Implementing a Compression Relief System</b>	
Compression relief system ensures employees will earn no less than a determined salary based on their seniority date.	
<b>Position</b>	<b>Increment per Year (to Determine Minimum Salary for WESD Years of Service)</b>
Teacher	\$250 per year

<b>TABLE 4: Proposition 206 Implementation</b>		
Minimum wage of \$10.50 per hour on or before January 1, 2018		
<b>Previous or Collapsed Pay Grade</b>	<b>New Pay Grade</b>	<b>Starting Hourly Rate</b>
4510	4522	\$10.50 per hour
4516	4522	\$10.50 per hour
4522	4522	\$10.50 per hour
4534	4522	\$10.50 per hour
4534	4534*	\$11.00 per hour
4311	4311	\$10.50 per hour
4317	4323	\$10.73 per hour

\*Applies to CCB paraprofessionals only

<b>TABLE 5: Relieving Compression by Implementing a Compression Relief System</b>	
Compression relief system ensures employees will earn no less than a determined salary based on their seniority date. Applies to pay grades specific to Proposition 206 Implementation.	
<b>Pay Grade</b>	<b>Increment per Year (to Determine Minimum Salary for WESD Years of Service)</b>
4522	\$0.03/hour for each year
4534	\$0.03/hour for each year
4311	\$0.03/hour for each year
4323*	\$0.03/hour for each year

\*Applies to food service clerks only

Discussion, Consideration and Possible Approval of Direction to the Interest-Based Negotiations (IBN) Salary Recommendations for 2017-2018

<b>TABLE 6: Providing One-time Stipend to Employees Based on Longevity</b>	
<b>One-Time Stipend</b>	Lump sum payment of \$200.00 to each 1.0 FTE employee with a start date between 7/1/2016 and 2/28/2017.
	Employees hired prior to 7/1/2016 will receive an additional \$20.00 for every additional fiscal year of employment.
	Example: Start date between 7/1/2015 and 6/30/2016 receives \$220.00
	Example: Start date between 7/1/2014 and 6/30/2015 receives \$240.00
<b>Eligibility</b>	All regular employees
	Hired before March 1, 2016
	Prorated based on FTE not to exceed 1.0 FTE.
	Maintain consecutive years of WESD service through the pay cycle in which the one-time stipend is paid
	Does not include temporary or substitute personnel

**SUMMARY AND RECOMMENDATION**

It is recommended that all employees hired on or before March 1 receive a minimum of a 1.25% base salary increase and that the recommendations as described in Table 1, 2, 3, 4, 5, and 6 are implemented for the 2017-2018 school year.

Superintendent Paul H. Stanton