



Notes: Wall to Wall Meet & Confer Meeting

Monday, July 18, 2022 |8:30 am-9:30 am | [Zoom meeting \(refer to Outlook for link\)](#)

Purpose: Wall to Wall Informational Meet and Confer Meeting to discuss additional funds for the 22-23 SY

In Attendance:

Certified: Kinora Hernandez, Diane Hyllested, Kevin Anway, Carrie Furedy, Jo Shurman, Sarah Collins, Marie Bialorucki, Allison Williams, Susie Ostmeyer, Stephanie Leake, Nathaniel Garcia Cork, James Martin, Chris Herrmann, Lisa Gibson, Mary Alati, Scott Wilson

ESP: Holly Neil, Lisa Bultman, Mary Jane Rincon, Lorraine O'Donnell, Sandy Theobald, Marianne Lescher

KAC: Deb Spurgin, Kristin Kingsland, Kelly Guerra, Lainie Sgouros, Carl Nasuta, Ashley Schutkowski, Christie McDougall,

Ad Hoc: Allison Williams, Carla Covarrubias, Kevin Away, Delia Lyding

Item	Desired Outcome	I/D/A*	Facilitator	Time	Summary/Next Steps
Welcome		I	Lisa Gibson	8:30 am	Present: (see above)
Additional Funds for the 22-23 SY	All Meet and Confer groups will receive information on additional funds from the state department	I/D	Chris Herrmann - CFO Lisa Gibson – Executive Director of TM	8:35 am	<ul style="list-style-type: none"> CFO began meeting by reviewing the increases that were applied at the end of last school year for 2022/2023 (approximate 3% increase across the board plus a .65 cent increase for the ESP A band) An additional \$2000 retention stipend will be issued to those employed for the full year at .500 FTE or above, \$1000 for those who are employed at under .500 FTE positions Kyrene was given additional funding for schools (a total of \$8.5million) \$1.7 million of that was “inflation funding” used for compensation increases at the end of last year for 2022/2023SY (see Presentation for allocation breakdown) Number one priority for Kyrene is to retain employees, as well as attract

					<p>new hires with competitive entry level salaries</p> <ul style="list-style-type: none"> ○ Address minimum wage compression issues in the ESP salary schedules currently and for future years • Board recommendations going forward on July 19 (Emergency Board Meeting at 5:00 PM) are as follows: ESP \$2/hour increase (A-B-C schedules), Certified and Admin apply a 4% increase to each salary schedule • Recommendations utilizing \$6.5 million of the additional funding will allow ESP new starting wage (A-B-C) to increase from the current \$13.06 to \$15.06, this \$2 increase will put the District's entry level above the minimum wage for a couple of years. <ul style="list-style-type: none"> ○ Certified 4% pay increase to base pay (not including stipends or 301 money). Other Districts' currently offering a higher entry-level salary including stipends in base pay. • This increase is not at all a way to solve our problem but a way to make our entry level pay more attractive and competitive with other Districts <ul style="list-style-type: none"> ○ Proposed compensation increase will be permanent, it will be built into the salary schedules, and sustained in our budget for years to come • Half a million not allocated for proposed compensation increase will be held in reserve to offset loss of funding due to drop in enrollment, etc. <p>How will the increase be issued?</p> <ul style="list-style-type: none"> • TM will issue an Addendum to current contracts (this will be a
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					<p>change to current contract for compensation purposes) Adjustment Notices will be issued to those on a NITA</p> <ul style="list-style-type: none"> • If Governing Board approves these changes, the goal is to issue addendums and increases by the August 2nd payroll (which is the first teachers' pay) • Those who have been paid prior to August 2nd (primarily 260 calendar day employees) will receive a lump sum retroactive pay on August 16th. • 4% will be applied by lifting the entire schedule (Certified & Admin) • \$2 will be applied on each cell on the salary schedules (Support Staff) <p>Additional Information:</p> <ul style="list-style-type: none"> • Counselors are on the Certified salary schedule • Paid Student Interns (Manitas) will continue to receive the flat stipend • Teacher Intern with a Teacher Intern certificate fall under the certified salary schedule • Psychologist are on the Administrative salary schedule • Psych Interns receive a flat entry rate • Scheduled communication for "all staff" on Wednesday morning to notify of compensation increase • This increase will bring Certified & Admin to a 7.12% overall increase when including increase already received • 301 \$1700 retention stipend will be paid out in two payments, same as last year • 301 Plan is set to vote on • KEA is very grateful and is pleased with the proposal going forward at Tuesday's Emergency Board Meeting
Adjourn					Meeting Adjourned @ 9:10 am

Immediate Needs/Questions

***I = Information, D = Discussion, A = Action/Decision Point**