

**TO: BOARD OF EDUCATION**

**MEETING DATE: November 12, 2013**

**FROM:** Tracy Hogarth  
Staff Support:

**AGENDA ITEM: D-201**

**SUBJECT: REQUEST APPROVAL OF COMPENSATION FOR ASSOCIATION OF POWAY SCHOOL MANAGERS - REPRESENTED EMPLOYEES.**

- Action
- Consent Calendar
- First Reading
- Information
- Presentation
- Public Hearing
- Roll Call Vote Required

**RECOMMENDATION:**

**That the Board approve the agreement with employees represented by the Association of Poway School Managers.**

**DISCUSSION/PROGRAM:**

The Association of Poway School Managers (APSM) is composed of District Administrators, Managers, Supervisors, Counselors, Psychologists, Certificated Specialists, Program Specialists, and Confidential Employees who are represented through the meet and consult process with the District regarding compensation and other terms of employment.

Throughout the spring and fall, the APSM Executive Board has been given briefings as to the interests of the District relative to compensation. At this time, the District is recommending the following changes:

1. A 1% increase in compensation effective July 1, 2013, to all employees represented by APSM. This is consistent with the other employee groups which have settled their negotiations.
2. Should any other unit receive more than 1% compensation through negotiations for the 2013-2014 school year, APSM members would receive the same.

**LEGAL REFERENCE: California Education Code Sections 45160 and 45022**

**FISCAL IMPACT: \$234,881 from the General Fund.**

**MOVED BY: \_\_\_\_\_ SECONDED BY: \_\_\_\_\_**

**VOTE: BEATTY \_\_\_ DAVIS \_\_\_ GUTSCHOW \_\_\_ PATAPOW \_\_\_ RANFTLE \_\_\_ STUDENT PREFERENTIAL VOTE: GEIER \_\_\_**

**TO: BOARD OF EDUCATION**

**MEETING DATE:** April 23, 2014

**FROM:** Tracy Hogarth

**AGENDA ITEM:** D-202

Staff Support:

**SUBJECT: ADDITIONAL COMPENSATION ON THE SALARY SCHEDULE FOR ASSOCIATION OF POWAY SCHOOL MANAGERS (APSM) COMMENSURATE TO ALL OTHER BARGAINING UNITS**

- Action
- Consent Calendar
- First Reading
- Information
- Presentation
- Public Hearing
- Roll Call Vote Required

**RECOMMENDATION:**

**That the Board of Education approve an increase in compensation commensurate to all other bargaining units.**

**DISCUSSION/PROGRAM:**

On November 12, 2013, the Board of Education approved 1% increase in compensation for Association of Poway School Managers – Represented Employees (APSM) based upon the salary schedule, effective July 1, 2013.

**Based upon the ratification of Poway Federation of Teachers (PFT) Tentative Agreement, March 17, 2014, for compensation, APSM will receive a compensation adjustment as follows.**

- .5% retroactive to July 1, 2013
- 1% retroactive to January 1, 2014

**LEGAL REFERENCE:** California Government Code 3547 et. seq.

**FISCAL IMPACT:** \$270,650 (All Funds); \$232,830 (General Fund)

**MOVED BY:** \_\_\_\_\_ **SECONDED BY:** \_\_\_\_\_

**VOTE:** BEATTY \_\_\_ DAVIS \_\_\_ GUTSCHOW \_\_\_ PATAPOW \_\_\_ RANFTLE \_\_\_ **STUDENT PREFERENTIAL VOTE:** GEIER \_\_\_

Poway Unified School District  
 History of Salary Changes  
 February 5, 2015

	APSM	CSEA/PSEA	PFT	SEIU
2008-09	0.00%	0.00%	0.00%	0.00%
2009-10	-2.70%	-2.70%	-2.70%	0.00%
2010-11	-4.03%	0%	-4.03%	-4.03%
2011-12	-4.03%	-4.00%	-4.03%	-4.03%
2012-13	Rollbacks Reinstated			
2013-14	2.50%	2.50%	2.50%	2.50%