

**H
MEET - AND - CONFER**

(Philosophy)

The Governing Board of Camp Verde Unified School District No. 28 and its employees declare that providing a quality education for students is their mutual goal. The group recognizes that this goal is best achieved through open communications, mutual trust, understanding, and cooperative efforts of the Board and the staff. It is essential that all parties trust that District resources will be utilized in a way that will provide positive working conditions for employees while nourishing and protecting the welfare of the students.

Adopted: date of Manual adoption

CROSS

REF.:

[GCB](#) - Professional Staff Contracts and Compensation

H-R

REGULATION

MEET - AND - CONFER

**(Committee Goals, Make Up and
Procedures for the Meet and Confer Committee)**

The purpose of the Meet and Confer Committee is to provide a forum to develop joint recommendations for salaries, compensation, benefits, and budgeting for the Board's consideration. The concept of trust is the key

element for a non-adversarial approach discussion regarding the above listed items. This process is intended to foster trust and a sense of goodwill in knowing that all parties have input into the Board's decision.

Committee representatives shall be:

- Superintendent
- Director of Business Services
- Five (5) certificated employees (elected by certificated employees as follows):
 - Camp Verde Elementary School - two (2)
 - Camp Verde Middle School - one (1)
 - Camp Verde High School - one (1)
 - South Verde Middle and High School - one (1)
- One (1) principal (elected by the District's principals)
- One (1) transportation employee (elected by the District's transportation employees)
- One (1) clerical employee (elected by the District's clerical employees)
- One (1) food service employee (elected by the District's food service employees)
- One (1) custodial employee (elected by the District's custodial employees).
- One (1) technology/maintenance/grounds employee (elected by the District's technology/maintenance/grounds employees)
- One (1) teacher aide (elected by the District's teacher aide employees)
- One (1) special education employee (elected by the special education employees)

Responsibilities of participants are:

- The Superintendent and the Director of Business Services should present suggestions for changes in salaries, compensation, and benefits for District staff, openly exchanging facts and figures to support any changes.
- The certificated, transportation, clerical, food service, custodial, and teacher aide employees will discuss the suggestions with the Committee as a whole and make recommendations for unaddressed salaries, compensation, and benefits concerns.
- The principal representative should ensure that discussions also consider the possible impact upon building and program objectives.

The Committee will initially meet in the fall of each year to share issues of concern regarding salaries, compensation, benefits, and the budget. Discussions at subsequent meetings shall be limited to the agenda/priorities established at the first meeting.

The Superintendent shall report Committee recommendations to the Board at its regular meeting in February/March. If the Committee cannot reach consensus on salary, compensation, benefits, or budget recommendations, a spokesperson from the majority and minority opinions will present their positions to the Board for consideration.