

**Minutes of the Regular Governing Board Meeting  
Amphitheater Public Schools  
Tuesday, December 6, 2022**

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A Regular public meeting of the Governing Board of Amphitheater Public Schools was held on Tuesday, December 6, 2022, beginning at 5:30 p.m. at the Wetmore Center, 701 W. Wetmore Road, Tucson, AZ 85705 in the Leadership and Professional Development Center.

**Governing Board Members Present**

Ms. Vicki Cox Golder, President  
Ms. Deanna M. Day, M.Ed., Vice President  
Dr. Scott K. Baker, Member  
Ms. Susan Zibrat, Member

**Governing Board Member Absent**

Mr. Matthew A. Kopec, Member

**Superintendent's Cabinet Members Present**

Mr. Todd A. Jaeger, J.D., Superintendent  
Ms. Tassi Call, Associate Superintendent for Elementary Education  
Mr. Matthew Munger, Associate Superintendent for Secondary Education  
Ms. Michelle H. Tong, J. D., Associate to the Superintendent and Legal Counsel  
Mr. Scott Little, Chief Financial Officer  
Ms. Elizabeth Jacome, Director of Curriculum and Assessment  
Mr. Richard C. La Nasa, Executive Manager of Operational Support  
Ms. Kristin McGraw, Director of Student Services  
Ms. Julie Valenzuela, Director of 21st Century Education  
Ms. Michelle Valenzuela, Director of Communications

**1. CALL TO ORDER AND SIGNING OF THE VISITOR'S REGISTER**

President Cox Golder called the meeting to order at 5:30 p.m. and invited members of the audience to sign the guest register.

**2. EXECUTIVE SESSION**

**1. Motion to Recess Open Meeting and Hold an Executive Session for:**

**A. Consideration and Determination of Appeal of Long-term Suspension/Expulsion Hearing Officer's Decision Pursuant to A.R.S. § 15-843(A), as well as the Hearing Officer's Recommendation for Expulsion Pursuant to A.R.S. § 15-843(F)(2), Regarding:**

**a. Student # 30073215**

**B. Discussion and Consultation with Representatives of the Governing Board in Order to Consider Its Position and Instruct Its Representatives in the Meet and Confer Process Pertaining to Policy, Compensation and Benefits for Certificated, Professional Non-Teaching, Support and Administrative Staff Pursuant to A.R.S. § 38-431.03(A)(5).**

**C. Discussion Pertaining to the Employment and Evaluation of the Superintendent, Pursuant to A.R.S. § 38-431.03(A)(1).**

*President Cox Golder asked for a motion to hold Executive Session. Vice President Day moved that the Board go into an Executive Session to address the matters identified in item 2. of the Board's agenda and pursuant to the legal authorities listed on the agenda under item 2. Ms. Zibrat seconded the motion. Voice vote in favor – 4: President Cox Golder, Vice President Day, Dr. Baker, and Ms. Zibrat. Opposed–0.*

*President Cox Golder proclaimed they were in Executive Session at 5:30 p.m.*

### **3. RECONVENE PUBLIC MEETING**

President Cox Golder reconvened the meeting at 6:25 p.m.

### **4. PLEDGE OF ALLEGIANCE**

Superintendent Jaeger introduced Cross Middle School Principal, Chris Gutierrez. Mr. Gutierrez noted that the students present represent their school well. He introduced James, John, Micha, and Sadie. Mr. Gutierrez shared that not only are they diligent students, but they are involved in various extracurricular activities at school and in the community. The students led the Pledge of Allegiance.

President Cox Golder asked if any of the students wished to speak. Each of the students introduced their parents in the audience. The students were presented with a certificate of recognition from the Governing Board.

### **5. RECOGNITION OF STUDENT ART**

Mr. Gutierrez introduced Cross Middle School art teacher, Sara Wilson. Ms. Wilson thanked the Governing Board for the opportunity to showcase her students' art. She shared that the art displayed covers a range of media and techniques including black and white scratch art, open explosion books, self-portraits, line art, optical illusions, oil pastel work and 3-D plaster mask sculptures.

President Cox Golder presented Ms. Wilson with a certificate of recognition. A picture was taken with the Cross Middle School students, Ms. Wilson, Mr. Gutierrez, the Governing Board, and Superintendent Jaeger to mark the occasion.

### **6. ANNOUNCEMENT OF DATE AND TIME OF THE ORGANIZATIONAL GOVERNING BOARD MEETING**

President Cox Golder announced that the Organizational Governing Board meeting would be held on Tuesday, January 10, 2023 at 6:00 p.m. at the Wetmore Center, 701 W. Wetmore Road, Tucson AZ, 85705, in the Leadership and Professional Development Center.

### **7. RECOGNITIONS**

#### **A. Recognition of Ironwood Ridge High School 2022 Division II Boys' Cross Country State Champions**

Superintendent Jaeger commented that Amphitheater student athletes are having a great year. He asked Director of Interscholastics, Armando Soto to introduce the item. Mr. Soto stated it was with great pride that he introduce the Ironwood Ridge High School Boys Cross Country Coach, Michael Smith.

Coach Smith asked his Assistant Coaches, Emily Bartz and Bob Jones to join him. He was also joined by several members of the IRHS Boys Cross Country Team: Noah Burnet, Declan Jorgenson, Matt Garmon, John Richardson, Nathan Richardson, Joey Schied, and Mason Tengell. Coach Smith stated that there were 60 students on the Cross Country team this year and summarized the team's mission statement and foundations for the team. He shared that winning the race was difficult, but the runners fought hard and came out on top.

Ms. Zibrat and Dr. Baker presented the coaches and students with certificates of recognition. A picture was taken with the Cross Country team, Mr. Smith, Ms. Bartz, Mr. Jones, the Governing Board, and Superintendent Jaeger to mark the occasion.

#### **B. Recognition of Amphitheater High School's 75 Years of Continuous of Accreditation**

Superintendent Jaeger asked Mr. Munger to introduce this item and the representative of Cognia.

Mr. Munger stated that Cognia is a national accreditation institution that accredits schools every five years based on four key areas. He spoke about the significance of such an accreditation and the weight it carries with post-secondary institutions in particular.

Mr. Munger noted that all of the Amphitheater schools are accredited by Cognia. He introduced Krista Anderson from Cognia to present two awards.

Ms. Anderson thanked the Governing Board for allowing her to celebrate two awards for the Amphitheater district. She spoke about the accreditation cycle and the four key areas by which schools are evaluated which include: school culture, leadership, engagement, and growth. Ms. Anderson stated that Cognia (formerly AdvancedEd and North Central Accreditation) has been accrediting schools for over 125 years and that Amphitheater High School has been continuously accredited for 75 years. She extended her congratulations to Amphitheater High School and presented A.J. Malis, Principal of Amphitheater High School with a plaque.

Vice President Day noted that she is an Amphitheater High School graduate and asked other graduates in the audience to join her in presenting Mr. Malis with a certificate of recognition.

A picture was taken with the Governing Board, Superintendent Jaeger, Mr. Malis, Ms. Anderson, Ms. Julie Valenzuela, Mr. David Humphreys, and Ms. Carol Tracy to mark the occasion.

#### **C. Recognition of 2021-2022 Arizona Circle of Excellence Award Winner**

Superintendent Jaeger asked Ms. Call to introduce the item.

Ms. Call stated she was so excited to have this award given to an Amphitheater administrator.

She asked Ms. Anderson to present the award. Ms. Anderson stated that every year at Cognia, they have a few awards they allow their members to vote on. One such award is for outstanding leadership in continuous improvement. The Cognia advisory members voted Innovation Academy principal, Michael McConnell as one of the recipients of the Arizona Circle of Excellence Award. Ms. Anderson spoke about Mr. McConnell's accomplishments and presented him with his award. She noted that he was officially honored at the Arizona Administrators Association conference earlier in the month, but she was happy to recognize him again in front of the Governing Board and his peers.

Dr. Baker presented Mr. McConnell with a certificate of recognition and asked if he would like to say anything. Mr. McConnell stated that he has been blessed with many opportunities over the last 28 years of his career and has been able to work with and for some amazing people.

A picture was taken with Mr. McConnell, Ms. Anderson, Ms. Call, the Governing Board, and Superintendent Jaeger.

#### **D. Recognition of 2022 Tucson Metro Chamber Copper Cactus Social Impact Award Winner**

Superintendent Jaeger asked Director of Communications, Michelle Valenzuela, to present this item.

Ms. Valenzuela asked Amphi Foundation Board members to come forward. She stated that the Amphi Foundation was recognized by the Tucson Metro Chamber for their contributions to the Tucson and Amphitheater community. Ms. Valenzuela introduced the Amphi Foundation's new Executive Director, Tim Kromer and also thanked Julie Charters for her work as acting Executive Director for months. Mr. Kromer thanked the Governing Board for recognizing the work of the Amphi Foundation for the last year. He commented that next year marks the Foundation's 40<sup>th</sup> year. Mr. Kromer introduced the Board members who were in attendance and stated he was excited to be working together in the future.

Dr. Baker and Ms. Zibrat presented the Amphi Foundation Board members with certificates of recognition. To mark the occasion, a picture was taken with the Amphi Foundation Board members, the Governing Board, and Superintendent Jaeger.

## **E. Presentation of Distinguished Service Awards**

President Cox Golder asked Superintendent Jaeger to present the awards.

Superintendent Jaeger explained that each month during the school year, a certificated and a classified staff member are recognized with a Distinguished Service Award.

Superintendent Jaeger asked David Humphreys, Assistant Principal at Amphitheater High School, to present the December classified award recipient, John Apple, Lead Custodian at Amphitheater High School. Mr. Humphreys read the nomination.

A video presentation was shown honoring Mr. Apple for the work he has done in the District.

Dr. Baker asked Mr. Apple if he would like to share anything. Mr. Apple thanked everyone at Amphitheater High School including his coworkers and administrators.

Dr. Baker presented Mr. Apple with a certificate of recognition from the Governing Board, a Distinguished Service Award and a gift card donated by the Amphi Foundation.

Superintendent Jaeger invited Annette Orelup, Principal of Keeling Elementary School to come forward to introduce the December certificated employee, Distinguished Service Award winner, Ann McNew, ELD Teacher at Keeling Elementary School. Ms. Orelup read the nomination.

A video presentation was shown honoring Ms. McNew for the work she has done in the District.

Dr. Baker asked Ms. McNew if she would like to share anything. Ms. McNew introduced her son and her parents in the audience and shared how amazing the Keeling community is.

Dr. Baker presented Ms. Campbell with a certificate of recognition from the Governing Board, a Distinguished Service Award and a gift card donated by the Amphi Foundation.

A picture was taken with Mr. Apple, Ms. McNew, Mr. Humphreys, Ms. Orelup, the Governing Board, and Superintendent Jaeger to mark the occasion.

## **8. INFORMATION**

### **A. Superintendent's Report**

*For the Superintendent's Report PowerPoint presentation see Exhibit 1.*

Superintendent Jaeger began his report by sharing some pictures and highlighting recent events in the District.

He reported that the 2021-2022 Robotics Club at Rio Vista Elementary School won an international recognition at the GESS Education Awards in Dubai. Superintendent Jaeger congratulated the team for winning the "Best Use of STEAM Learning in the Classroom" award.

Superintendent Jaeger said "Life Beyond the Books", a non-profit organization that brings professionals to schools for life-skills education, visited Coronado K-8 School. He thanked the Amphi Foundation and the "Life Beyond Books" guests for showing Coronado eighth-graders basic life skills and some of the career opportunities they may be interested in pursuing now and in the future.

He talked about the Thanksgiving celebrations throughout the District. Photos showed a Friendsgiving lunch in the AP Stats class at Ironwood Ridge High School, the annual "Turkey Trot" at Innovation Academy, and a balloon parade for kindergarteners at Wilson K-8 School.

Superintendent Jaeger explained that Amphi, the District's favorite holiday elf, had been spotted at schools all over Amphi. Each school day, a photo of him is posted on Instagram and Facebook and followers are invited to guess his location. He stated that Amphi will make it to all of the schools before Winter Break. Photos showed him visiting Wilson K-8 School,

Amphitheater Middle School, Keeling Elementary School and Copper Creek Elementary School. Superintendent Jaeger thanked the Amphi Foundation for organizing the annual Amphi food drive. He reported that each year, high school student councils join other partners to collect food donations for the drive. The Foundation had enough donations to fill all referrals and requests that were received, and over 1,000 cans were delivered to the food pantry at Amphitheater Middle School. He said this is truly a District and community-wide effort and expressed his appreciation to everyone who participated.

## **B. Status of Construction Projects**

*For the Status of Construction Projects Report see Exhibit 2.*

Superintendent Jaeger invited Mr. LaNasa give an update on the construction projects in the District. Mr. Lasa shared some photos and highlighted some current and completed projects.

**Amphitheater High School** (AHS) Bond projects include fire alarm conduit and device relocation, public address (PA) system and football field lighting upgrades, 100/200 wing classroom lighting, west campus and fine arts building security fence, 700 wing Heating, Ventilation, Air Conditioning (HVAC) replacement and small gym electrical infrastructure and campus access control improvements. Central plant (CP) # 1 pump replacement has been ordered. Elementary and Secondary School Emergency Relief (ESSER) projects include HVAC improvements to the student center/bookstore, and classroom fan coil replacements in the 100 and 200 wing. Arizona School Facilities Oversight Board (SFOB) projects include the CP #2 and #3 hot water line replacement, building DN evaporative cooler to air conditioning (AC) conversion, and phase I east campus, and phase II west campus roof assessments. Upcoming projects include classrooms 415/416/417 floor repairs during winter break, and summer 2023 will include the 300 wing structural repairs construction project.

**Canyon del Oro High School** (CDO) Bond projects include building BN HVAC and administrative building access controls improvements, installation of drinking fountain/bottle fillers and the main central plant renovation. Additional projects include improvements to handicapped access at the varsity softball field and fine arts VFD replacement. Concrete sidewalk and seat wall replacement will be done over winter break. ESSER projects include building BN HVAC improvements. SFOB projects include phase I west campus and phase II east campus weatherization assessment, and the north gym evaporative cooler to air conditioning conversion.

**Ironwood Ridge High School** (IRHS) Bond projects include the irrigation well design, installation of drinking fountain/bottle fillers, building A access control and library lecture hall improvements. Building A walk off carpet restoration and replacement will be done over winter break. ESSER projects include the CP chiller replacement. SFOB projects include weatherization of the academic buildings and mold remediation and restoration to the lecture hall.

**Amphitheater Middle School** (AMS) Bond projects include the installation of administration office access controls. ESSER projects include building 300 HVAC improvements.

**Copper Creek Elementary School** Bond projects include the installation of drinking fountain/bottle fillers. Administration office access controls, HVAC fan coil, and exterior painting of the bus loop shade structure and building have been completed. SFOB projects include the MPR roof replacement.

**Coronado K-8 School** Bond projects include the new marquee electrical infrastructure, building F roof repairs, boys and girls locker room HVAC improvements, installation of administration office access controls, and the CP chilled water pump and activity gym

entrance canopy replacement. ESSER projects include HVAC improvements to the boys and girls locker rooms.

**Cross Middle School** Bond projects include the installation of drinking fountain/bottle fillers. The administration office access controls installation is complete. ESSER projects include building 600 HVAC improvements. SFOB projects include the roof replacement to the 100, 200, 300, 400, 500, MPR and administration buildings. The 600 and 700 buildings roof replacement has been completed.

**Donaldson Elementary School** Bond projects include the installation of drinking fountain/bottle fillers, and campus and administration office access controls.

**Harelson Elementary School** Bond projects include the installation of administration office and campus access controls. ESSER projects include building A HVAC improvements.

**Holaway Elementary School** Bond projects include the single point of entry at the front office.

**Innovation Academy** Bond projects include the installation of administration office access controls and campus HVAC evaluation.

**Keeling Elementary School** Bond projects include building A HVAC replacement, and the installation of campus HVAC controls. Installation of administration office access controls has been completed. ESSER projects include buildings D, E and F HVAC improvements.

**La Cima Middle School** Bond projects include the installation of administration office and campus access controls. ESSER projects include the central plant chiller replacement. SFOB projects include the campus weatherization assessment.

**Mesa Verde Elementary School** Bond projects include the installation of administration office access controls and drinking fountain/bottle fillers. ESSER projects include buildings C and F HVAC improvements. SFOB projects include the campus roof replacement.

**Nash Elementary School** Bond projects include exterior painting and site improvements. ESSER projects include building I HVAC improvements.

**Painted Sky Elementary School** Bond projects include the installation of drinking fountain/bottle fillers and building A painting and carpet replacement. ESSER projects include the HVAC replacement for classrooms 114, 115 and 116. SFOB projects include the fire alarm replacement.

**Prince Elementary School** Bond projects include building C ductwork, flooring and lighting. ESSER projects include building C HVAC improvements. SFOB projects include the completion of the west wing and classroom 19 HVAC replacement.

**Rillito Center** Bond projects include the installation of administration office and campus access controls and security fence improvements.

**Rio Vista Elementary School** Bond projects include the installation of administration office and campus access controls. ESSER projects include building C multizone AC replacement.

**Walker Elementary School** Bond projects include the installation of drinking fountain/bottle fillers and chilled water pump replacement. ESSER projects include buildings B, C, D and E HVAC improvements.

**Wilson K-8 School** Bond projects include campus painting, central plant hot water pump, south MPR and locker room HVAC improvements. Installation of administration office access controls has been completed. ESSER projects include the CP cooling tower

replacements, and upgrades to the campus HVAC controls. SFOB projects include the MPR stage HVAC and campus building hot water line replacement, and the MPR roof assessment.

He offered to answer any questions. There were none.

President Cox Golder thanked him for his report.

## **9. PUBLIC COMMENT**

*President Cox Golder read the Call to the Audience procedures.*

Tim Tarris is an Oro Valley resident who lives in the neighborhood adjacent to Canyon del Oro High School. He spoke about the Oro Valley Church of the Nazarene sharing a property line with CDO and their attempt to have their property rezoned for expansion of their facility. Mr. Tarris and the neighborhood group he is a part of, oppose the expansion for various reasons including congestion, noise, and traffic. He urged the Governing Board not to approve a parking agreement or a walking bridge between the church and the school district.

Arrika Barreras is a parent of three Amphi students. She spoke about the challenges faced by the educational community in the wake of the pandemic and some of the policies that were adopted during that time particularly the 50% grading policy. Ms. Barreras shared her daughter's experience with the policy and fears it causes students to lack accountability and incentive to complete all work in a timely manner. She also spoke about the possible long-term effects of this type of policy and the loss of student potential.

*President Cox Golder called for a seven-minute break. The meeting resumed at 7:39 p.m.*

## **10. CONSENT AGENDA**

*Details of agenda items, supporting documents, and presentations are available in the electronic Board Book by clicking on the hyperlink below.*

*[Amphitheater Public Schools Public View - BoardBook Premier](#)*

*President Cox Golder asked if any items needed to be removed for further discussion. There were none.*

*Vice President Day moved for Consent Agenda Items A.-R. be approved as presented. Ms. Zibrat seconded the motion. Voice vote in favor – 4. President Cox Golder, Vice President Day, Dr. Baker, and Ms. Zibrat. Opposed – 0. Consent Agenda Items A.-R. passed.*

### **A. Approval of Appointment of Administrative Personnel**

*Administrative personnel appointments were approved as listed in Exhibit 3.*

### **B. Approval of Appointment of Non-Administrative Personnel**

*Non-administrative personnel appointments were approved as listed in Exhibit 4.*

### **C. Approval of Personnel Changes**

*Certified and classified personnel changes were approved as listed in Exhibit 5.*

### **D. Approval of Leave(s) of Absence**

*Leave(s) of absence were approved as listed in Exhibit 6.*

### **E. Approval of Separation(s) and Termination(s)**

*Separations and terminations were approved as listed in Exhibit 7.*

### **F. Approval of Stipend for Coaching Volunteers**

*Stipend for Coaching Volunteers were approved as listed in Exhibit 8.*

### **G. Approval of Minutes of Previous Meeting(s)**

*The Governing Board approved minutes from the November 15, 2022 meeting as submitted in Exhibit 9.*

**H. Approval of Vouchers Totaling and Not Exceeding Approximately \$3,774,222.96**

*A copy of vouchers for goods and services received by the Amphitheater Public Schools and recommended for payment has been provided to the Governing Board. The following vouchers were approved as presented and payment authorized as submitted in Exhibit 10.*

Voucher #	Amount	Voucher #	Amount	Voucher #	Amount
1158	\$535,273.55	1159	\$432,174.77	1160	\$173,078.62
1161	\$263,351.79	1162	\$495.85	1163	\$1,168.17
1166	\$341,890.00	1167	\$60,027.00	1169	\$959.70
1175	\$120,000.54	1168	\$101,343.84	1170	\$64,151.60
1171	\$100,167.38	1172	\$33,069.00	1174	\$610,328.02
1176	\$2,207.67	1177	\$89,993.97	1178	\$58,630.76
1179	\$88,703.95	1183	\$159,804.85	1184	\$536,467.78
1185	\$934.15				

**I. Acceptance of Gifts**

*Gifts were accepted by the Governing Board as submitted in Exhibit 11.*

**J. Approval of Parent Support Organization(s) - 2022-2023**

*The Governing Board approved IRHS Cross Country and Track Field and IRHS Softball Booster for the 2022-2023 school year as submitted in Exhibit 12.*

**K. Approval of Disposal of Surplus Property via PublicSurplus.com**

*The Governing Board approved Disposal of Surplus Property via PublicSurplus.com.*

**L. Authorization to Establish a Bank Account for Payroll Clearing**

*The Governing Board approved Authorization to Establish a Bank Account for Payroll Clearing as submitted in Exhibit 13.*

**M. Approval of the 2022-2023 District 301 Plan**

*The Governing Board approved the 2022-2023 District 301 Plan as submitted in Exhibit 14.*

**N. Approval of New Courses for the 2023-2024 School Year**

*The Governing Board approved New Courses for the 2023-2024 School Year.*

**O. Approval of 2023-2024 Governing Board Meeting Schedule**

*The Governing Board approved 2023-2024 Governing Board Meeting Schedule as submitted in Exhibit 15.*

**P. Approval of School Facilities Oversight Board (SFOB) Grant for La Cima Middle School Roof Assessment**

*The Governing Board approved School Facilities Oversight Board (SFOB) Grant for La Cima Middle School Roof Assessment as submitted in Exhibit 16.*

**Q. Approval of School Facilities Oversight Board (SFOB) Grant for Rillito Center Swimming Pool HVAC Repair**

*The Governing Board approved School Facilities Oversight Board (SFOB) Grant for Rillito Center Swimming Pool HVAC Repair as submitted in Exhibit 17.*

**R. Approval of Out of State Travel**

*The Governing Board approved requests for Out of State Travel as submitted in Exhibit 18.*



## **11. STUDY**

### **A. Study of Proposed Recommendations Developed through the Meet and Confer Process for:**

- 1. Revisions to Governing Board Policy GDL (Support Staff Workload)**
- 2. Adding Regulation GDL-R and Annual Training of Supervisors to Address Working Condition Concerns Raised by Support Staff Employees**
- 3. Revisions to Governing Board Policy GCCA (Professional Staff Sick Leave)**
- 4. Revisions to the Budget-Neutral Leave Buy-Back Program for Classroom Teachers and Recommendation to Continue It as a Pilot Program in FY 22-23**
- 5. Revisions to Regulation GCK-R (Professional Staff Assignments and Transfers)**
- 6. Revisions to Governing Board Policy GCCH (Professional/Support Staff Bereavement Leave)**
- 7. Adding District Regulation GCCH-R**

*For the PowerPoint presentation of the Study of Proposed Recommendations Developed through the Meet and Confer Process see Exhibit 19.*

Superintendent Jaeger stated he was pleased that the meet and confer teams have quickly completed the process and have made a recommendation. He advised the Governing Board this item is for study only at this time and will be brought back to the Governing Board in the future for their approval. He asked Ms. Tong to talk in greater detail about the process.

Ms. Tong thanked both meet and confer teams, especially the facilitators Tassi Call and Chris Gutierrez. She gave a timeline of the process, which began on October 6, 2022 and concluded on November 30, 2022.

Ms. Tong gave an overview of the policy revisions by the support staff committee, professional and certificated committee and the joint committee. The support staff committee made revision recommendations to Policy GDL and implementation of Regulation GDL-R and requested supervisor training from human resources. She said the professional/certificated committee proposed revisions to Policy GCCH and Regulation GCK-R, and to the pilot leave buy-back program for classroom teachers. The joint committee proposed revisions to Policy GCCH and a new Regulation GCCH-R.

Ms. Tong reported that responses from the support staff pre-policy survey, reflected employee burnout and having to cover responsibilities of vacant positions was a primary concern. The committee reviewed information and data presented by human resources and discussed options to address this concern.

Ms. Tong said the professional/certificated committee pre-policy survey, revealed a concern about the sick leave policy. The committee researched the history of the sick leave policy and recommend revisions be made to Policy GCCH and the pilot program to clarify the number of sick leave days that teachers accrue per year and the accrual rate for those days. They also recommend changes to pilot program to make processing leave buy-back easier at the end of the year and extending it for another year to confirm it is budget neutral. Additionally, the committee reviewed the voluntary transfer process, and recommended that teachers be permitted to apply for a voluntary transfer using the District's online applicant tracking system until May 15<sup>th</sup>. They also recommend voluntary transfers be allowed to occur between May 15 and June 30 if both principals agree after a conversation occurs between the principals and the teacher.

Ms. Tong talked about the joint committee recommendations for bereavement leave. The committee reviewed the policy and recommended some changes to clarify terms in Policy GCCH. They also proposed a new regulation to address the personnel action request recommendation and to clarify the procedure for employees to request bereavement leave.

Ms. Tong reviewed the results of the joint survey of employees, concerning the proposed recommendations. She said 94.3% of the responses agreed with the recommendations. Ms. Tong reported 36 employees commented about the policy recommendations and all comments have been provided to the Governing Board. She stated the common themes in these comments were: concerns that the classroom teacher leave buy-back program was hard to understand last year, and concerns that there are limits on when additional paid days are permitted for bereavement.

Ms. Tong recapped that this information was provided to the Governing Board for study, and if there are no requested revisions, these policy changes will be brought back to the Governing Board for approval. There were no revisions requested by the Governing Board.

## **12. STUDY/ACTION**

### **A. Approval to Increase Pay Rates for Classified Employees Effective January 1, 2023 for Compliance with Arizona's Minimum Wage Laws**

*For the PowerPoint presentation of the Approval to Increase Pay Rates for Classified Employees Effective January 1, 2023 for Compliance with Arizona's Minimum Wage Laws see Exhibit 20.*

Superintendent Jaeger stated that Ms. Tong will present an item with extensive history of minimum wage increases over the years including one set to take effect on January 1, 2023. He said it was important to act at this meeting as the increase will take place prior to the next Governing Board meeting.

Ms. Tong noted that there is detailed information in the actual Governing Board item, and she gave an overview. She shared a slide with the list of the minimum wage increases as a result of Proposition 206 beginning in 2017. Ms. Tong noted that if the District only increased the wages of those making less than the new minimum wage, it would affect pay levels 1-5 which includes 77% of the classified staff. She reported that most neighboring school districts have approved minimum wage increases above the state minimum, with a mean minimum wage of \$14.00 per hour. Ms. Tong stated it is difficult to stay competitive and keep positions filled when the wage equals the state minimum.

Ms. Tong spoke about the issue of compression when only raising positions to the new minimum wage. She reiterated what the Governing Board approved last year in response to wage compression. Ms. Tong stated that the recommendation for this year is to start pay level 1 positions at \$14.00 per hour and add small increases to pay levels 2-10. Pay levels 11-14 would not experience a wage increase. Ms. Tong explained this method creates a greater differential between pay levels and shared various pros and cons to moving forward with this recommendation.

Superintendent Jaeger noted that even though the minimum wage has been increased several times due to Prop 206, the state legislature has provided no funding to implement these increases.

*Vice President Day made a motion to approve the proposed increase to base wages for eligible classified (hourly) employees to become effective at the beginning of pay period 14, which starts December 25, 2022. Dr. Baker seconded the motion. There was no discussion. Voice vote in favor - 4: President Cox Golder, Vice President Day, Dr. Baker, and Ms. Zibrat Opposed - 0. The Governing Board approved the Increase to Pay Rates For Classified Employees effective December 25, 2022 in compliance with Arizona's Minimum Wage Laws.*

### **B. Study and Approval of the Revised Expenditure Budget #1 for Fiscal Year 2022-2023**

Superintendent Jaeger explained that because of the complexities of the state budget processes, revisions typically have to be presented several times during the year. He asked Mr. Little to explain this latest revision.

Mr. Little stated that Arizona Revised Statutes require that school districts revise their budgets

for previous year's carryovers, and interest earnings. He noted that the revision reflects an increase of approximately 200 students over projections. Mr. Little stated the carry forwards in interest have also been adopted.

He offered to answer any questions.

President Cox Golder asked where the enrollment growth seemed to be coming from.

Mr. Little stated that the enrollment gains are mostly at the high school level.

*Vice President Day made a motion to approve the Revised Expenditure Budget #1 for Fiscal Year 2022-2023. Ms. Zibrat seconded the motion. There was no discussion. Voice vote in favor - 4: President Cox Golder, Vice President Day, Dr. Baker, and Ms. Zibrat Opposed - 0. The Governing Board approved the Revised Expenditure Budget #1 for Fiscal Year 2022-2023.*

### **13. PUBLIC COMMENT**

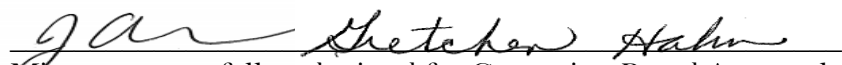
There was no public comment.

### **14. BOARD MEMBER REQUESTS FOR FUTURE AGENDA ITEMS**

There were no requests.

### **15. ADJOURNMENT**

*President Cox Golder moved to adjourn. Vice President Day seconded the motion. There was no discussion. Voice vote in favor - 4. President Cox Golder, Vice President Day, Dr. Baker, and Ms. Zibrat. Opposed - 0. The meeting adjourned at 8:12 p.m.*

  
Minutes respectfully submitted for Governing Board Approval  
Jennifer Anderson, Executive Assistant to the Superintendent & Governing Board  
Gretchen Hahn, Secretary III, Governing Board Office

January 9, 2023

Date

\_\_\_\_\_  
Vicki Cox Golder, Governing Board President

January 10, 2023

Date