

Minutes of the Regular Governing Board Meeting **Amphitheater Public Schools** **Tuesday, September 8, 2020**

A Regular public meeting of the Governing Board of Amphitheater Public Schools was held Tuesday, September 8, 2020, beginning at 6:00 p.m. at the Wetmore Center, 701 West Wetmore Road, Tucson AZ in the Leadership & Professional Development Center. The meeting was held under COVID-19 pandemic related conditions.

Governing Board Members Present

Members attending telephonically are in italics

Ms. Deanna M. Day, M.Ed., President

Ms. Vicki Cox Golder, Vice President - telephonically

Dr. Scott K. Baker, Member

Mr. Matthew A. Kopec, Member

Ms. Susan Zibrat, Member

Superintendent's Cabinet Members Present

Mr. Todd A. Jaeger, J.D., Superintendent

Dr. Roseanne Lopez, Associate Superintendent for Elementary Education

Mr. Michael Bejarano, 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. Kristin McGraw, Director of Student Services

Ms. Tassi Call, Director of 21st Century Education

Dr. Shannon McKinney, Director of Curriculum and Assessment

Mr. James Burns, Executive Manager of Operational Support

Ms. Michelle Valenzuela, Director of Communications

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

President Day called the meeting to order at 6:00 p.m. and invited members of the audience to sign the visitors' register.

President Day noted that this meeting was being streamed live for compliance with Centers for Disease Control and Prevention (CDC) recommendations for public gatherings during the COVID-19 pandemic. Amphi will be following CDC recommendations for public gatherings. She noted that Arizona law permits Board members to attend meetings by videoconference or telephone, one or more members attended the meeting by telephone. In addition, she requested that all persons present exercise safe social distancing for this Board meeting. There was a quorum at this meeting. This meeting was streamed live for the public.

2. PLEDGE OF ALLEGIANCE

Superintendent Jaeger noted that usually students will attend the Board meeting to lead the Board in the Pledge of Allegiance. However, due to the pandemic, that was not encouraged. Therefore, the National Elementary Honor Society (NEHS) students from Innovation Academy sent in a video to lead the Board in the Pledge virtually. The video presentation began with Innovation Academy principal, Michael McConnell, who thanked the Governing Board for inviting Innovation Academy

students to this Board meeting. He then introduced Ms. Rachelle Ferris, NEHS Advisor, to introduce the students that led the Pledge. They were: Jackson Stickman, Brody Dolman, Amaya Chavez, Kelsey Glud, Maya Foroozan, Matthew D'Ambrosio, Natalie Shepard, Payton Walker and Jeffrey "Sam" Wittman.

3. RECOGNITION OF STUDENT ART

Superintendent Jaeger commented that another tradition is to have student art displayed. The art show for this meeting was presented as a virtual art show. A video of the student's art was shown. In the video, Innovation Academy art teacher, Melissa Samsel, expressed her appreciation to be able to display art in the Board room. She talked about the art program at Innovation Academy and explained how students have been working very hard creating art virtually with her. They have studied still life, self-portraits and landscapes.

4. ANNOUNCEMENT OF DATE AND PLACE OF NEXT SPECIAL GOVERNING BOARD MEETING

President Day announced the next board meeting will be on Tuesday, September 15, 2020 at 6:00 p.m. at the Wetmore Center, 701 W. Wetmore Road, Tucson, AZ 85705 in the Leadership and Professional Development Center.

5. RECOGNITIONS

A. Recognition of the 2019-2020 American Heart Association Kids Heart Challenge

Participants

Superintendent Jaeger introduced Andrea Mitchell, Youth Market Director of Southern Arizona for the American Heart Association and invited her to tell the Board about the Amphi School District fundraising efforts for the 2019-2020 school year.

Ms. Mitchell congratulated our students for raising over \$41,000.00. They also learned how to keep their hearts happy and healthy. Congratulations goes out to Wilson K-8 School, Harelson Elementary School, Mesa Verde Elementary School, Copper Creek Elementary School, Rio Vista Elementary School, Cross Middle School, Holaway Elementary School, Coronado K-8 School, Nash Elementary School, and Prince Elementary School. Ms. Mitchell thanked the District for their partnership and said that Amphitheater School District has raised over \$500,000.00 during the past 25 years.

B. Presentation of Distinguished Service Awards

Superintendent Jaeger invited Mr. Bejarano to introduce this award and the recipients.

Mr. Bejarano explained that the Distinguished Service Award is presented to employees to recognize them for their initiative, collaboration, loyalty, and contribution to the Amphitheater School District. These employees represent a high level of dedication and commitment to the Amphi family, and the values and mission of the District. He also stated that since the in-person school year ended in March, these recipients were unable to receive their award. Mr. Bejarano announced that a Distinguished Service Award recipient for classified staff for the month of September 2020 was Danielle Cannon, Health Aide at Mesa Verde Elementary School. A video presentation was shown honoring Ms. Cannon for the work she has done in the District.

Mr. Bejarano announced that a Distinguished Service Award recipient for certified staff for the month of September 2020 was Andy Morales, teacher at Rio Vista Elementary School. A video

presentation was shown honoring Mr. Morales for the work he has done in the District. Mr. Morales thanked the Board and the District for this award.

6. PUBLIC COMMENT

President Day noted that public comments had been sent to Ms. Smith via email before tonight's Board meeting, and attendees were present at this Board meeting, all wishing to be heard. President Day announced that public comments would alternate between those from people present for the meeting and those submitted by email. President Day then read the Call to the Audience Procedures.

Ms. Tong read a comment sent in by Allie Gottfredson, a student at Wilson K-8 School. Miss Gottfredson said that she has a disease that affects her joints and typing for long periods of time hurts her wrist. She asked that we return to full in-person school.

Lisa Millerd, a teacher at Amphitheater High School and Amphitheater Education Association (AmphiEA) president said she is making connections with her students and learning new lessons in this adventure of remote learning. She said AmphiEA appreciated the recent survey of employees conducted by the District Administration. They are thankful the District is using guidelines from the Pima County Health Department (PCHD) for re-opening plan and appreciated the two-week advance notice provision.

Ms. Tong read a comment sent in by Kimber Russell, she has a senior at Ironwood Ridge High School (IRHS) who is doing well with online learning. She supports having the at-risk students at school and asked the District to not open schools until the community is ready.

Rebecca Green is a teacher at Coronado K-8 School and parent. She has a 13 and 16-year old and said they are thriving in on-line school. She said her family is blessed that the administration team and Governing Board are waiting to open schools until it is safe to do so. She is thankful for the bus drivers and office staff who stood in the heat to make sure the students had supplies on distribution day, and for the teachers at Coronado K-8 School and Canyon del Oro High School that are working hard to make virtual learning work. She acknowledged that everything we do now is different, but different does not mean it is bad. She reported that there is a strong community of families that are pleased with what the District has done for the students under these challenging circumstances. She expressed appreciation for every member of the District, saying we see you, support you, and thank you.

Ms. Tong read a comment sent in by Katie Maxwell. Her daughter is a senior at IRHS and wants to play volleyball this fall. She requested that fall sports begin conditioning practices this week, which would help ensure students can compete safely. She mentioned other public schools in the area that are using Arizona Interscholastics Association (AIA) guidelines and have started team conditioning and practices. She also commented about the impact that isolation is having on her daughter and other students and urged the Board to consider their mental health in addition to their physical health.

Elizabeth Yeager, a teacher at Canyon del Oro High School (CDO), spoke about her positive experience during these five weeks of remote learning. She shared some success stories of communication with students and was pleased that some were asking for extra help or information.

Ms. Tong read a comment sent in by Leonardo Cachoeira, a student with Amphi Schools. He said he wants to go back to school because it is hurting his eyes, he just wants to see his friends and teachers and go back to a normal life. He also said it is hard to tell what homework is and what is not.

Alicia Cordova is a student at IRHS, student body secretary, and co-captain of the volleyball team. She introduced her teammate Sophia Gomez who was with her. She requested that Amphi allow fall sports conditioning and for practice to start as other schools have. She said the isolation has been

challenging for her and her friends and allowing practice to begin would help their emotional well-being.

Ms. Tong read a comment sent in by Sandra Castaneda, a parent with elementary school-aged children. She thanked the Board for not giving in to pressures to send kids and teachers back to school campuses without meeting the county and state metrics for in-person learning. She said her children need their teachers to be alive and well and asked the Board to wait until it is truly safe to reopen campuses.

Darlene Rowe, a teacher at Coronado K-8 School, said she hoped that Amphi would stay the course, and have students return to school for in-person learning when it is safe and not feel pressured to adopt a hybrid model, since it was deemed not right for Amphi. She detailed a timeline of her typical day as a teacher and concluded by saying there is not enough time in the day. She said hybrid learning time constraints would not allow her to teach students in the classroom and continue online teaching. She said when in-person learning begins she will do the best possible job that she can do.

Ms. Tong read a comment sent in by Joni Kaminiski, an Amphi parent who is concerned about how long the online only school will continue and when sports will be allowed. She said Amphi and Catalina Foothills are the only districts not allowing students to practice sports and suggested there be a waiver that parents could sign that would allow their kids to participate in sports. She felt that not allowing sports is negatively affecting kids more than the chance of getting COVID-19.

Jessica Olsen, an Amphi parent, asked for sports conditioning to begin. Her daughter would like to play Division I volleyball in college and has missed out on her eighth-grade season and freshman year, since they cannot train on campus now. She said that the metrics to allow sports to begin keep changing and she asked the Board to consider acting on their own. She suggested volleyball teams' practice on outdoor courts.

Ms. Tong advised the Board that the remaining comments that were emailed concern reopening schools, allowing sports, and keeping schools closed. There were also over 20 people at the Board meeting waiting to make a public comment regarding allowing fall sports to begin. President Day said to continue alternating with a speaker and an email comment.

Damien Salese said he was a senior and wants to play football. Damien Salese Sr. stated his son has struggled with grades but is motivated to keep his grades up to be able to play football. He would like to play at college, but not allowing sports means colleges won't be out looking for students. We need to play this year to give the students the opportunity to be seen.

Ms. Tong read a comment sent in by Bailey Anderson, a student with Amphi schools, she requested the reopening of school. Her concern was with the challenges of online school. Her teachers are trying hard to adjust and she is having trouble learning. She said there are so many benefits to in-person school and felt that high school students are mature and will wear their masks, therefore the risk would be reduced.

Chance Cassel is an Ironwood Ridge High School (IRHS) football player. He said all other districts have started practice for all sports and asked for Amphi to give them the same advantage and allow all teams to practice.

Ms. Tong read a comment sent in by Dr. Zebulon Delp, who is a parent of six Amphi students, and a pediatrician with many patients in the Amphi district. He is thankful and impressed by the thought and care taken for all decisions regarding beginning in-person classes. He would encourage the Board to continue on the current path and agreed that the county has not meet the metrics to reopen for in-person classes. Knowing that every family has a different situation, he believes that the health of the students, faculty, staff, and families are of utmost importance. Continuing the recommendations of the Pima County Health Department is the best way to determine when it is safe to open.

Dylan Cook is a senior and said he has talked to Ivy League schools about playing football. They are all telling him he needs to get on the field and play in order to be considered for a football scholarship.

Ms. Tong advised the board that there were more emails to be read and there were several students and parents waiting to make a public comment about reopening schools and allowing fall sports to begin. She asked President Day how she wanted to proceed. President Day stated that she would like to hear from those in attendance first.

Thomas Smith, a senior at IRHS and a football player said he has had conversations with coaches that are saying he needs to play to be considered for the opportunity to play at college.

Chase Cassel, a senior at IRHS wanted the Governing Board to see his face. He said the athletes are running out of time to show how they perform. He asked that the Board allow sports to begin just as other districts have.

Tyler Haynie, a football player at IRHS said playing has always been an outlet for him. He asked that they be allowed to play since he enjoys it so much.

Becky Morrison, a parent in the District had questions about the benchmarks that have been met, and sports and schools that have not resumed. She was concerned that the metrics used to open schools are incorrect. She felt that Dr. Garcia was not qualified to give guidance and that one person's opinion as to when it is safe to open schools should not be the deciding factor.

Ms. Tong advised the board that there was a comment card from CDO, but it did not have a name and the speaker could not be located. The remaining people for public comment were concerning sports from IRHS.

Ethan Morrison, a junior at Ironwood Ridge said he wants to go to college to play football and not allowing sports is hurtful for him and all his teammates.

Hudson Thompson, a junior at IRHS said that many of his teammates want to play at college and are losing out on the opportunity and scholarships since they are not allowed to play. He expressed that all the players are missing out on football memories.

Luke Fanelli, a student at IRHS said he would like to resume sports, because not playing is taking away opportunities for scholarships and high school memories.

Ian Martinez, a senior at IRHS said he would love to have a fall football season, so they can play and not fall behind.

Trent Vanoni, a junior at IRHS said he would like to have a football season since he enjoys playing with the team and going on bus rides.

Jesse Phillips, a senior at IRHS would really like a football season. He said it is affecting him going to college because he needs a scholarship to attend.

Kailer Catalano, is a senior at IRHS. He said he was not able to play at his full potential for the last three seasons for health reasons. This year he is able to play and wanted to get some film to show to colleges. It is hard on his family since football would be his opportunity for college. He said some of the other players could not attend this meeting, since their families have not allowed them to leave the house, and it would be good for them to make social connections again through football.

Peyton Pelletier, a senior at IRHS said this football season will mean everything for the rest of his life. Playing will allow him to get a football scholarship to a four-year college. He read a letter from Dr. Garcia stating that Pima County guides each district, but ultimately the decision to open schools is left up to the individual district Governing Boards. He knows people that are practicing at other schools and wants to do the same.

Evan Harvey, is a senior at IRHS has been playing football since he was eight and has a goal of going to a four year university to study criminology. The colleges have told him he needs to play, if possible, in order to be considered as a player. Without coaches they have run practices with no problems. They need the opportunity to play games with other Tucson teams.

Stoney Pelletier said he has attended other Board Meetings and was wondering where the buck stops. Amphi (and Catalina Foothills) are still not allowing practice while other schools are. He said according to Dr. Garcia beginning sports is left up to the individual schools. Mr. Pelletier felt Amphi is not moving forward. He also stated that the students need to know that the Board is trying to make it happen. He felt that in life, anything you want to make happen you work toward, and if you don't want it to happen it doesn't. He concluded by saying he would like a good reason why sports have not begun.

Donna Hughes, a parent, said her understanding is that students are a low risk for contracting the virus and recovery generally goes well. The risk is they can pass it on to the elderly. She and her husband are considered elderly and are willing to balance the benefits of having her son at school participating in football versus the risk. She felt that the Board was overreaching their authority by not allowing them to decide if they wanted to take that risk.

Melissa Somohano has a son who is a junior at IRHS. In the past, he has struggled with obesity, low self-esteem, and confidence. Playing football has helped him build confidence, accountability, maturity, and commitment to the team and the Oro Valley community. For weeks, the players have been up early every day, facilitating, planning, and working out their own grueling practices. They are committed and passionate. She works in all Tucson area hospitals as a health care consultant and understands the risks of COVID-19. She urged the District to get the students back on the field as soon as possible. She said this has been a challenging year for everyone, and for the students mental and physical well-being, they need to play.

Brittany Merrill is a parent of four Amphi students: a kindergartener, second grader, sixth grader and a sophomore. She said that on-line learning is not going well. She is representing other parents who struggle daily. She said there are many tears and frustrations as her children try to adapt and learn. The teachers are doing an amazing job and are appreciated, but it is hard for everyone. She has a daughter at IRHS that plays volleyball and has not been able to play since March. She was a bright, bubbly, optimistic young woman, but she has become isolated from her peers and is not the same person she had been. Ms. Merrill said she was fearful to tell her that sports will not begin until October 12, 2020. Family members in other states have resumed sports, and as a parent she could not give her daughter a decent explanation as to why she could not begin also. She asked the Board to consider students' mental, physical, and psychological health and begin sports now.

Ms. Tong advised President Day that there were no other public comments from persons in attendance, two other individuals submitted comment cards, but could not be located.

There were other comments that were sent in to be read at this meeting, however due to time constraints, and being of similar topics, were not read at this meeting.

President Day called a seven-minute break at 7:17 p.m.

7. INFORMATION

A. Superintendent's Report

For Superintendent Jaeger's Power Point Presentation see Exhibit 1.

Superintendent Jaeger thanked everyone for their comments and reminded them that the Governing Board is only allowed to address items and issues that are on the Agenda. He asked that those who made a public comment to not take their non-response as anything but their inability to respond. He also noted that he hoped that the presentation tonight would address the concerns and questions from the comments he just heard.

Superintendent Jaeger began his presentation by noting that our teachers and staff have risen to a great challenge and should be commended for their ability to do so. They also engaged in professional development to prepare for the start of this new and ever-changing school year. There are 12,100 students enrolled in Amphitheater Public Schools. He said there are 713 enrolled in Amphi Academy Online this year (426 elementary and 287 secondary). In a typical year, that number averages about 100 students. All teachers are using common online platforms, such as Google Classroom, Seesaw, and Zoom.

To assist teachers with remote learning the District has acquired other online tools, including Labster for high school online lab experiments. Teachers are very excited about implementing the new program. Also acquired were online assessment tools to learn about learning losses due to the pandemic. Once the District has the data, it will be addressed, and practices put in place quickly to make up for those losses.

He also noted the difficulty our principals and those that manage our schools are going through, particularly in the context of polarized public views, interests, and demands. They have had to change their practices, assuage fears and worries, rearrange schedules, and more; they too are to be commended.

Superintendent Jaeger told the Board that the District has lost staff due to the pandemic. He noted that a great many of the District staff are older and retired from other careers, and health circumstances are of great a concern.

He updated the Board on technology access for our families. 4000 Chromebooks were due to arrive in July and are now beginning to be delivered. The delay was due to a chip for the Chromebooks that was coming from Wuhan, China. The District is working with private vendors, the Amphi Foundation, and private donors to help provide internet access throughout the District through hotspots and broadband, etc. He thanked Suzi Hileman, and GRIN, for sponsoring internet access for families throughout the District. Thanks also went to the Oro Valley Rotary Club, and Impact of Southern AZ for sponsoring internet access in the northern schools. Cox created a dedicated portal for families and Comcast has provided the District with unique enrollment codes. Cox will be donating 50 computers to families in the District through the Amphi Foundation and will be holding a drive-thru enrollment and distribution event at Prince Elementary and Amphi Middle School later this month. The District will be sending out paper packets and flyers with this information. Families may also reach out to answers@amphi.com to obtain information on these resources.

Superintendent Jaeger talked about the Governor's Order 2020-51 dated August 17, 2020 requiring schools to provide a safe place of supervision for students during the school closures. A survey was sent out to families to find out how many felt they would need that service. From that survey, approximately 1600 students were expected to attend, and only approximately 100 or less per day actually utilized the service. The District does require advance reservations for students to attend to ensure adequate staffing is in place. Superintendent Jaeger thanked the

employees who have stepped up to provide supervision for these students, something that was not a normal job responsibility for many of those taking on that duty.

Superintendent Jaeger enlightened the Board on the financial impact of the pandemic to the District. Costs for unemployment claims have increased to over \$168,000 for the past quarter, an increase of more than 1000% over normal annual costs. The Enrollment Stabilization Grant application deadline was September 4, 2020; the District did apply. However, due to the decline in enrollment, the district will receive less funding (5% - 15% less) per student in remote learning models. Other significant costs incurred are, learning materials and subscriptions, enhanced cleaning and sanitation supplies, equipment and staffing, and overtime wages or contracted services due to absence, leave coverage, and resignations. These added expenses are estimated to exceed \$3,000,000.00.

Superintendent Jaeger updated the Board on Amphi's Food Service program. They have distributed more than 444,105 meals to families in need during the school closures and summer meal programs. Their newest effort allows families to pre-order food for curbside pickup. On September 1, 2020, the first day of pickup in the new program, they served more than 1,150 meals at their test site, Amphi High School.

He shared some fun activities that the schools had done. At Mesa Verde Elementary School, teachers created a drive-through version of the book "Brown Bear, Brown Bear, What Do You See?". Families drove through the parent pick-up loop to view posters of the pages of the book that teachers had recreated and attached to the fence. It was well received by families in the community. At Canyon del Oro High School students made sourdough starters to practice the principles of scientific methodology. Students had the option to use their sourdough to bake bread or submit their data to a global citizen science project called Sourdough for Science run by North Carolina State University researchers.

Superintendent Jaeger talked about state and local data that they have been watching for indicators that will allow the District to resume in-person learning. Of the state's reopening benchmarks three of three have been met. Recent weeks have shown a two-week decline in COVID-19 like illness cases (CLI), or a two-week of a case rate of less than 100 cases per 100,000 population within the county; or a two-week of a case rate percentage positivity less than 7% within the county for initial opening, and two weeks with hospital visits due to CLI below 10% within the region.

Pima County's (PC) reopening benchmarks are color-coded and require all yellow and green for partial (hybrid model) opening; all green indicators are required for full in-person opening.

1) Disease Data * Declining cases over two consecutive weeks (with complete reporting of cases, below 10 per 100,000). *PC is in the yellow indicator mark.* * Percent positivity below 5 % for two consecutive weeks. *PC is in the yellow indicator mark.* * COVID-19 like illness in hospitals below 10% for two consecutive weeks. *PC is in the green indicator mark.*

2) Healthcare System Availability * Lab testing availability and utilization. *PC is in the yellow indicator mark.* * Adequate hospital bed capacity to care for two-times the current COVID-19 cases (+ surge) – statewide. *PC is in the yellow indicator mark.* * Sufficient personal protective equipment (PPE) for emergency responders. *PC is in the green indicator mark.*

3) Public Health Tracking and Prevention * Timely case investigation. *PC is in the red indicator mark.* * Testing of symptomatic contacts within 48 hours. *PC is in the red indicator mark.* * Facilities/support for patients who cannot be discharged home – statewide. *PC is in the yellow indicator mark.*

Looking at these benchmarks, two indicators are red, six yellow and only one is green. Therefore, current metrics guide against presently reopening. The District promised families a two-week notice for reopening and if metrics continue to decline and we see all green indicators then we will likely reopen after Amphi's Fall Break on October 12, 2020. But, after doing so, we should expect intermittent closures due to COVID-19 outbreaks. Thus, we must have remote abilities ready at any given time.

Superintendent Jaeger noted, as was heard in tonight's public comments, there is a growing concern regarding athletics. Just last week, the District received new guidance from Arizona Interscholastic Association (AIA) stating that teams could resume practices providing that all Centers for Disease Control and Prevention (CDC) guidelines are followed. However, AIA has not cleared teams for competition play, due to the state and local metrics that have not been met; requiring all green indicators for competitions to resume. He noted the importance of training and practice for athletes before competition play. Superintendent Jaeger pointed out that the reopening of schools should equal the reopening of competitions.

Next Tuesday, September 15, 2020, a Special Governing Board meeting has been called to propose a reopening plan for schools and athletics. This meeting will be in adherence of the two-week advance notice for all constituents. It is Superintendent Jaeger's intention to propose training and practice resume on September 21, 2020, providing metrics indicators are met and students, trainers, and coaches comply with safety protocols that have been put in place. He reminded the Board, that while the current situation is fluid, the District is not "passing the buck" as some may feel they are. The indicators for reopening have gone up and we have seen them come down. The District is guided by the public health circumstances that all of us face, and what it means for the students and the staff of this District.

Superintendent Jaeger concluded by recognizing Mr. Morales and the artwork he has done at Rio Vista Elementary School and throughout the community. He also recognized Tucson artist Camilla Ibarra who painted a special mural at Rio Vista Elementary School featuring the bulldog mascot in a superhero costume. He thanked Tucson Appliance Company and Kailey Mellen who donated a new washer and dryer to Rio Vista Elementary School.

Superintendent Jaeger took a moment to recognize the Amphi Foundation. The Amphi Foundation is a separate entity, established decades ago, and exists solely to support the needs of students and staff in this District through charitable donations. He thanked the Amphi Foundation for continuing the Shoes for Smiles program – even through the current pandemic.

Superintendent Jaeger offered to answer any questions the Board may have. There were none.

B. Update on the Amphi Foundation

Superintendent Jaeger invited Ms. Leah Noreng, Executive Director of the Amphi Foundation to update the Board on the Foundation's programs.

Ms. Noreng thanked the Board for inviting her to speak to them about the Amphi Foundation and the exciting things they have done in the past year. She said the Amphi Foundation made a total investment last year of \$225,000 back into the community through all of their programs. This included a \$30,000 investment in classroom technology, over \$30,000 to support educators in the classroom with classroom grants, new teacher start-up grants, and sponsored membership with Treasures for Teachers. She noted that they had to close the Clothing Bank on March 13, 2020 due to the pandemic, however, they were still able to distribute 28,614 pieces of clothing to students in need last school year.

This year the Foundation Board approved a total support budget of \$238,000. This will include \$30,000 for student preparedness; making sure students have clothing, shoes, hygiene items, and

classroom supplies – even if the educational model is virtual learning. \$141,000 has been approved for innovated learning and educator support. This includes purchases of laptops, and sponsoring internet access and tech support for families in need. In the schools, the Foundation Board approved more technology purchases, Maker Spaces and other needs of the schools.

The Foundation Board also approved \$51,000 for opportunities for students to become college, career, and community ready. This will include Advanced Placement (AP) and exam fee waivers, summer programs, academic travel stipends, and the MapQuest Program through the Foundation.

Ms. Noreng concluded by letting the Board know that the Foundation was here and will do what they can to support students and teachers. She offered to answer any questions the Board may have.

President Day thanked Ms. Noreng for all they do and noted how much the teachers appreciate the grants they are receiving.

Superintendent Jaeger also thanked and applauded Ms. Noreng, the Foundation Board members and all those who contribute to the Foundation in a charitable way.

C. Annual Review of Bond and Capital Projects pursuant to A.R.S. 15-491(K)

Mr. Burns presented the following report on the Annual Bonds and Capital Projects throughout the District. *For detailed information on the Annual Bonds and Capital Projects report see Exhibit 2.*

Adjacent Ways Projects included fire lane paving at Amphitheater High School, Canyon del Oro High School, Mesa Verde Elementary School, and bus loop construction at Prince Elementary School.

Building Renewal Grants School Facilities Boards (SFB)

Amphitheater High School SFB projects completed included roof replacements at multiple buildings, G1/G2, G3/G4 and the trainer's room Heating, Cooling and Air Conditioning (HVAC) replacement, Main Distribution Facility (MDF) HVAC replacement, main gym roof assessment, central plant 2 and 3 boiler replacement, and 500 wing demising wall repairs.

Canyon del Oro High School SFB project completed was the roof replacement Phase 1.

Coronado K-8 School SFB project completed was the Multi-Purpose Room (MPR) roof replacement.

Ironwood Ridge High School SFB project completed was the roof restoration.

Cross Middle School SFB project completed was the MPR HVAC replacement.

Painted Sky Elementary School SFB project completed was the tile roof replacement.

Wilson K-8 School SFB project completed was the roof replacement.

Rillito Center SFB project completed included the drainage improvements and the roofing replacement design.

Harelson Elementary School SFB projects completed included the Funhouse HVAC and the roof replacement.

Amphitheater High School Bonds projects completed included the replacement of acid waste line-300 wing, asphalt repairs main parking lot, welding lab assistance for a JTED project, design cost for cafeteria service line remodel (Summer 2021 project), 100 wing north side fascia painting,

library renovation; replacement of three air conditioners, new carpet in the library, new classroom lighting and new carpet in classroom 309.

Bonds Projects

Canyon Del Oro High School Bonds projects completed included the Public Address (PA) system upgrades, interior and exterior speakers, new wiring, installation of four panic gates in the south gym, 600 building waterline replacement, T building fan coil replacement and Air Conditioning (AC) replacement to the N building (three units).

Ironwood Ridge High School Bonds projects completed included the central plant boiler replacement, track replacement, central plant heating and cooling repairs, new water heater and expansion tank in the central plant, replacement of the pressure regulator, replacement of the mixing valve, replacement of a pressure reducing valve, painting the football field storage container, installation of a double gate near the softball field. Americans with Disabilities Act of 1990 (ADA) improvements completed included faucets, sinks and shower controls in locker rooms, science tables, van accessible parking spots and signs, trainer's room repairs included new floor and wall tile.

Amphitheater Middle School Bonds projects completed included kitchen improvements, PA upgrades including additional interior and exterior speakers, 800 wing roof recoating, Maker Space renovation, including a new woodshop and MPR restroom repairs.

Copper Creek Elementary School Bonds projects completed included two chiller replacements, Maker Space improvements, new water fountain and bottle filler in the nurse's office, administration boiler replacement, and design for staff restroom remodel for ADA.

Coronado K-8 School Bonds projects completed included Maker Space improvements, elementary classroom lighting improvements, north side of campus security fence upgrades, elementary exterior painting improvements, east side of campus security fence painting, exterior lighting improvements, and air conditioner replacement in the small gym.

Cross Middle School Bonds project completed included Maker Space improvements.

Donaldson Elementary School Bonds projects completed included water fountain and bottle filler in the administration area and MPR, Maker Space improvements, and E Pod roof restoration.

Land Lab Bonds projects completed included exterior improvements, new sink, water fountain and bottle filler, and fascia painting.

Harelson Elementary School Bonds projects completed included Funhouse improvements, mechanical water line replacement, and Maker Space improvements.

Holaway Elementary School Bonds projects completed included security fencing on the west side, Maker Space improvements, and new hallway lighting.

Keeling Elementary School Bonds projects completed included the sidewalk handicap ramp for the new playground, building D roof restoration, building G parking lot improvements, Maker Space improvements, and room 230 carpet replacement.

La Cima Middle School Bonds projects completed included two chiller compressor replacements and the east side exterior door replacement.

Mesa Verde Elementary School Bonds projects completed included Maker Space improvements, carpet replacement in classrooms 13 and 14, MPR interior painting improvements, and carpet replacement in room 10.

Nash Elementary School Bonds projects completed included the administration boiler replacement, parking lot and basketball court replacement, and Maker Space improvements.

Painted Sky Elementary School Bonds projects completed included a new fire alarm system design, water heater replacement to building B, administration interior and exterior painting, and Variable Frequency Drives (VFD) cooling tower replacement.

Prince Elementary School Bonds projects completed included improvements in the Maker Space and classrooms 21-25 including flooring and the access control.

Rillito Center Bonds projects completed included the pool deck tile replacement, greenhouse repairs, sensory room improvements, and a new school sign.

Rio Vista Elementary School Bonds projects completed included a new inner campus security fence installation and painting, stage floor Vinyl Composition Tile (VCT) replacement, smoke detector upgrades building C, and MPR air conditioner replacement.

Walker Elementary School Bonds projects completed included the Pre-K air conditioner replacement and access control improvements.

Wilson K-8 School Bonds projects completed included Maker Space improvements, fire alarm replacement design, and ADA restroom improvements.

Transportation Department Bond purchases included the acquisition of three buses.

Technology Department Bond purchases included purchase of computers, end devices, servers, routers, cabling, and infrastructure.

D. Update on International Baccalaureate

For detailed information on the International Baccalaureate report see Exhibit 3.

Superintendent Jaeger noted that in addition to the monthly update that the District reports to the Board, there are Board requests for specific academic items the Board would like to hear about and review. Tonight, you will hear a report on the International Baccalaureate Programme (IB) at Canyon del Oro High School (CDO). He invited Mr. Bejarano, Ms. Bulleigh, Canyon del Oro High School Principal, and Ms. Amy Bomkey, International Baccalaureate Coordinator, to address the Board.

Mr. Bejarano began the presentation with a background of the IB Programme. He said it is a rigorous college readiness program for 11th and 12th grade students seeking personal, as well as academic growth. Students are encouraged to have a positive attitude toward learning, ask challenging questions, reflect critically, develop research skills, learn how to learn, and participate in community service. The aim of the IB Programme is to develop inquiring, knowledgeable, and caring young people who work towards becoming active, compassionate, lifelong learners with international awareness. Grades are weighted, similar to Advanced Placement (AP) courses. Mr. Bejarano introduced Ms. Bulleigh and Ms. Bomkey and invited them to share what IB looks like at CDO.

Ms. Bulleigh explained how IB offers four programmes for students age 3-19. CDO offers the Full Diploma Programme for 11th and 12th graders and is one of only three high schools in southern Arizona to offer this to their students. She noted that the IB Mission supports the Amphi Portrait of a Graduate.

Ms. Bomkey talked about the benefits the IB Programme offers to CDO students. IB students have higher college acceptance rates. Those who attend college feel they have the skills to complete research projects and are more willing to engage in future research. They tend to make more

contributions to campus life by participating in activities such as community service, tutoring, assisting faculty in research, study abroad, internships, and joining clubs and other student groups. She noted the high success rate of graduating college students compared to other students that were not in an IB Programme.

Mr. Bejarano shared with the Board that CDO's IB Programme began in 2012 and noted that the program has gone through a few modifications. The program was modified from a Full Diploma Programme to include a Certificate Programme. In the Certificate Programme a student may take fewer classes in a subject of interest. A video of students in the IB Programme was presented. The students talked about the benefits of the IB Programme and what they liked and learned as an IB student. They felt prepared for college and were glad they enrolled in the IB Programme.

Ms. Bulleigh explained that in the Full IB Diploma Programme students take six weighted courses for two years. Each of those courses provides an opportunity to complete the "Certificate" for the course, and similar to AP courses, students can earn a high enough score on assessments to potentially earn college credit. Individual subject Certificates may be completed by students not wishing to complete the Full IB Diploma Programme. Students who complete the course of study in an IB subject are eligible to take exams for individual subject Certificates. College's award course equivalent upon entry for students who earn scores of 4-5 or higher on a scale of 7 on IB exams. She showed a slide with results from the Full IB Diploma Programme (IB DP) students and Certificate students – the chart showed a climb in the Certificate Programme over the past 6 years, with 32 students in the Certificate Programme this year verses four students the last three years. 92% of participating CDO IB students received their IB Diploma. 84% of participating CDO IB students in both IB Programmes obtained a four or higher on their college assessment tests for college credit.

Ms. Bulleigh shared the following data as of 2019, 96% of all CDO IB DP and Certificate graduates have gone on to a 2- or 4-year college to continue their studies. 94% of those went on to a 4-year university. 75% of those chose to attend one of our in-state public universities and 25% chose to attend an out-of-state and/or private university.

Ms. Bulleigh noted that for the 2020-2021 school year, 48 of the 110 IB students are open enrolled. Also, 92 10th graders have shown an interest in the IB Programme and 136 9th graders have expressed interest.

Mr. Bejarano talked about the financial aspect of the IB Programme. The District allocated an annual cost for staffing of \$250,000, \$11,650 for membership and \$10,000 for professional development. When Ms. Bomkey was recruited, he asked her how the District could attract more students to the program. He asked Ms. Bomkey to explain what that looks like since she came onboard.

Ms. Bomkey explained that first she met with Ms. Bulleigh to find out what areas of concern she had regarding this program. Two areas she targeted were recruitment and visibility. Therefore, the CDO IB webpage was revamped and IB related events were uploaded on the CDO webpage, student videos were showcased, and IB at CDO Instagram and CDO PTO Facebook pages were created. Ms. Bomkey began holding in-person presentations at the following events; Honors Night recruitment event in November, an IB Information Night in December, featured the IB Programme at Future Dorado Nights in February for in-coming 9th graders, held IB presentations for 9th and 10th grade English classes in the Fall, and held IB presentations in 8th grade Humanities classes in the Spring. Ms. Bomkey created data bases tracking with the students and families that she met through these events. With the information she gathered, she then continued communications with the students and families, regarding the IB Programme at CDO. She also sent periodic emails to 9th and 10th graders who were in the top 25% of their class to introduce them to the IB Programme. She congratulated them on their academics and told them they were the kind of student IB

Programme is looking for. She communicated to them what classes would benefit them if they were to enroll in the IB Programme in their 11th and 12th grades, and what the IB Programme can do for them. In January and February, she met individually with each of the students that showed interest, and each student in the top 25% of their class. Then, any interested 10th graders were given the option to shadow an IB student for the day.

Ms. Bomkey shared a graph with the Board showing IB Programme enrollment and projections for years 2019-2024. The graph showed a trajectory rate quadrupling from 21 students in 2019 to 100 students in 2024. Some of these students may be interested in taking one class and others may be interested in the Full IB DP.

Ms. Bulleigh noted that the follow-through with the students and families have made a big difference in the growth of the IB Programme this year. The expansion of the IB science offerings and streamlining of elective courses, will offer more options and therefore bring more students into the Full IB DP and Certificate Programme. The community outreach has also made a difference. Educating our staff, students, and families about the IB Programme has been helpful.

Lastly, Ms. Bulleigh talked about the future vision for the IB Programme at CDO, that being an IB Career-related Programme (IBCP). Students would take two (2) IB courses, choose one career-related field to study, and complete four elements of the IBCP Core (personal and professional skills course, service learning, language development, and reflective project - tied to their career field). The IBCP would allow students to combine academic subjects with their professional interests, and it would strengthen and support current Career and Technical Education (CTE) and Joint Technical Education District (JTED) programs already in place at CDO. Also, it would encourage more “completers” in the CTE programs at CDO and increase critical thinking skills and creativity in real-world situations.

Mr. Bejarano offered to answer any questions the Board may have. President Day asked how the IB Programme is explained to a new family, how is it different from AP, CTE, etc.

Ms. Bomkey explained that Advanced Placement (AP) students are directed towards one subject, they like that subject, and they are good test takers. IB Programme is a holistic program, therefore classes in this program are for students who like projects and are good at tests. She noted that Counselors at the high school are trained and well versed with the IB Programme.

E. Review of 2020-2021 Property Tax Rates

For detailed information on the Review of 2020-2021 Property Tax Rates report see Exhibit 4.

Superintendent Jaeger invited Mr. Little to update the Board on this year's property tax rates.

Mr. Little noted that annually in September the tax rates are reviewed in Pima County compared to other adjacent school districts. Mr. Little displayed a spreadsheet showing the different rates and noted Tucson Unified and Sunnyside School Districts do not have overrides in place. Amphitheater is listed as the only K-3 override, however after the first year the K-3 override rolls into the Maintenance and Operations budget, as seen in the rates for Catalina Foothills and Tanque Verde School Districts. Mr. Little explained that this year's tax rate increased due to the override the voters approved.

Mr. Little offered to answer any questions the Board may have, there were none.

F. Summer Institute/BOOST Presentation

For detailed information on the Summer Institute/BOOST Presentation see Exhibit 5.

Superintendent Jaeger invited Dr. McKinney to update the Board on the summer professional development.

Dr. McKinney explained to the Board that May 26 - June 25, 2020 Amphi held their second annual Summer Institute here at the District offices. The purpose of the Summer Institute is to promote personal and professional growth and provide adequate professional development by building confidence and dependability, improve efficiency and effectiveness, increase implementation of various programs and initiatives, and support individual growth for all employees as they prepare our graduates. Results Based Funding was used to pay the facilitators and participants. Planning began in January 2020, courses were prepared, and the course catalog was sent out to staff. Then COVID-19 restrictions were implemented and stopped staff from meeting together. Changes were made quickly, and presenters and participants were required to participate remotely.

Zoom trainings were held for the facilitators and for the participants. There were 54 workshops; 15 were technology based, 35 instruction related (science, math, reading, and writing), and four were canceled – they were no longer conducive to the learning that needed to take place. The feedback was positive, participants appreciated the collaboration. Recertification hours were awarded, and follow-up will be occurring later in the semester after participants have used the tools they learned.

Dr. McKinney shared information on the B.O.O.S.T. event. This event is the 2nd Annual “Building Outstanding Organized Successful Teachers” and was held July 21-22, 2020 at the Wetmore Leadership and Professional Development Center. In attendance were 43 brand new teachers for relationship-building exercises. They also learned about the Amphi teacher mentoring program, instructional software, District online expectations, and the Portrait of a Graduate.

Dr. McKinney offered to answer any questions the Board may have, there were none.

G. Report on Employee Check-In Survey

For detailed information on the Employee Check-In Survey Presentation see Exhibit 6.

Superintendent Jaeger invited Ms. Valenzuela to present this information to the Board.

Ms. Valenzuela shared a slide presentation of the recent staff survey; this survey was anonymous. The survey was designed to take a measure of how staff were feeling after beginning remote learning and on-campus supervision. 1,294 employees participated, approximately 66% of all Amphi staff.

Employees were asked to rate their work experience on a scale of 1-10 (with 10 being the highest) since school began on August 10, 2020, the average score was 6.7.

Employees were asked if they understood their expectation of their job, 82% said they did.

Employees were asked if they had sufficient training before school started, 41% said they did, 24% said they had no opinion, and 35% felt they did not receive sufficient training.

Employees were asked if they felt supported by their supervisor, 79% said they did, 12% had no opinion, 9% said they did not feel supported.

Employees were asked if they felt supported by the District, 49% said they did, 25% had no opinion, 26% said they did not feel supported by the District.

Employees were asked if they felt satisfied with the communication from their supervisor, 72% said they did, 15% had no opinion, 13% said they were not.

Employees were asked if they felt satisfied with the communication from District, 46% said they were, 24% had no opinion, 30% said they were not.

The question was asked where the employee was working, 45% said from their classroom, 31% said at their normal work site, 12% were working at home, 7% said they were working partially from home and partially in the classroom, and 5% were assigned to an alternate work site.

If they were working from their classroom they were asked if they requested to work remotely, 80% said no, 20% said yes.

Employees that were working from a classroom or at their normal site were asked if they felt safe in their work environment, 68% said they did, 19% had no opinion, and 13% said they did not feel safe.

Employees were asked if they felt comfortable bringing issues related to COVID-19 to their supervisors, 76% said they did, 15 % had no opinion, 9% said they did not.

Employees were asked if they felt the District had responded to employee concerns during the pandemic, 50% said they did, 27% had no opinion, 23% said they did not.

Employees were asked if they trusted their supervisor to enforce policies to keep employees safe during the pandemic, 77% said they did, 13% had no opinion, 10% said they did not.

Employees were asked if they felt the District had responded to employee concerns during the pandemic, 51% said they did, 26% had no opinion, 23% said they did not.

Employees were asked to rate their overall job satisfaction, 65% were satisfied, 26% were somewhat satisfied, 9% were not satisfied.

The survey gave an option for employees to submit comments, and the general themes were health and safety with reopening in-person instruction, disillusioned with work from home policies, overwhelmed by work and the pandemic, more training needed, and more supervisor support. Many employees commented on how grateful they were of the efforts from their supervisory and District administration.

8. CONSENT AGENDA

President Day asked if there were any Items that should be pulled for further discussion. There were none. Vice President Cox Golder moved for Consent Agenda Items A. – I. be approved as presented. Mr. Kopec seconded the motion. Roll call vote in favor - 5: President Day, Vice President Cox Golder, Dr. Baker, Mr. Kopec, and Ms. Zibrat. Roll call vote opposed - 0. Consent Agenda Items A.-I. passed.

A. Approval of Appointment of Non-Administrative Personnel

Non-Administrative personnel appointments were approved as listed in Exhibit 7.

B. Approval of Personnel Changes

Certified and classified personnel changes were approved as listed in Exhibit 8.

C. Approval of Leave(s) of Absence

Leave(s) of absence were approved as listed in Exhibit 9.

D. Approval of Separation(s) and Termination(s)

Separation(s) and termination(s) were approved as listed in Exhibit 10.

E. Approval of Minutes of Previous Meeting(s)

Minutes of the August 25, 2020 Governing Board meeting were approved as submitted in Exhibit 11.

F. Approval of Vouchers Totaling and Not Exceeding Approximately \$2,249,511.15

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 listed in Exhibit 12.

Voucher #	Amount	Voucher #	Amount	Voucher #	Amount
1039	\$16,836.51	1040	\$836,307.67	1041	\$49,948.05
1042	\$91,198.29	1044	\$213,972.02	1045	\$307,939.42
1046	\$198,517.05	1047	\$75,169.22	1048	\$169,882.52
1049	\$32,923.16	1050	\$118,317.84	1051	\$62,602.42
1052	\$75,896.98				

G. Acceptance of Gifts

Gifts were accepted by the Governing Board as listed in Exhibit 13.

H. Approval of Parent Support Organization(s) - 2020-2021

The Governing Board approved Holaway PTO, Richard B. Wilson Jr. K-8 PTO, and IRHS Theater Booster Club for the 2020-2021 school year as submitted in Exhibit 14.

I. Approval of Qualified Amphitheater Teacher Performance Evaluation System (ATPES) Evaluators

The Governing Board approved the Qualified Amphitheater Teacher Performance Evaluation System (ATPES) Evaluators as submitted in Exhibit 15.

9. STUDY/ACTION

A. Study and Approve Governing Board Policy ACA (Sexual Harassment) and Policy ACAA (Title IX Sexual Harassment)

Superintendent Jaeger asked Ms. Tong to introduce the item for Board approval.

Ms. Tong advised the Board that typically they would study an item, then vote on it at a later meeting. Board policy allows them to study and approve an item at the same meeting. She said Policy ACA and ACAA laws have changed quickly and the District is implementing the changes needed in order to be in compliance.

President Day made a motion to approve policies ACA and ACAA. Ms. Zibrat seconded the motion. There was no discussion. (Vice President Cox Golder left the meeting early) Roll call vote in favor - 4: President Day, Dr. Baker, Mr. Kopec, and Ms. Zibrat. Roll call vote opposed - 0.

The Governing Board approved Policy ACA (Sexual Harassment) and Policy ACAA (Title IX Sexual Harassment) as submitted in Exhibit 16.

B. Selection of Governing Board Delegate and Alternate for Arizona School Board Association (ASBA) Delegate Assembly; Determination of Governing Board Position on ASBA Legislative Action Agenda Items; Direction to Delegate and Alternate

Superintendent Jaeger advised the Board that a delegate and alternate delegate must be chosen to represent the Board at the ASBA Delegate Assembly.

President Day nominated Dr. Baker as the delegate and Mr. Kopec as the alternate delegate. They both accepted the nomination.

President Day made a motion to accept Dr. Baker as the delegate and Mr. Kopec as the alternate delegate. Ms. Zibrat seconded the motion. There was no discussion. Roll call vote in favor - 4: President Day, Dr. Baker, Mr. Kopec, and Ms. Zibrat. Roll call vote opposed - 0.

The Governing Board approved the Selection of Governing Board Delegate and Alternate for Arizona School Board Association (ASBA) Delegate Assembly; Determination of Governing Board Position on ASBA Legislative Action Agenda Items; Direction to Delegate and Alternate as submitted in Exhibit 17.

10. ACTION

A. Resolution Declaring September 24, 2020 as "Legendary Teacher Day"

Superintendent Jaeger explained that the District has participated in the annual Legendary Teacher Day recognition and recommended the resolution be read and approved.

President Day then read the resolution.

President Day made a motion adopt the resolution. Ms. Zibrat seconded the motion. There was no discussion. Roll call vote in favor - 4: President Day, Dr. Baker, Mr. Kopec, and Ms. Zibrat. Roll call vote opposed - 0. The Governing Board approved the Resolution Declaring September 24, 2020 as "Legendary Teacher Day" as submitted in Exhibit 18.

11. PUBLIC COMMENT

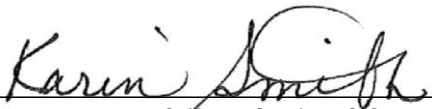
There were none.

12. BOARD MEMBER REQUESTS FOR FUTURE AGENDA ITEMS

President Day requested information concerning IB and its' affect on class size.

13. ADJOURNMENT

President Day made a motion to adjourn the meeting. Ms. Zibrat seconded the motion. There was no discussion. Roll call vote in favor - 4: President Day, Dr. Baker, Mr. Kopec, and Ms. Zibrat. Roll call vote opposed - 0. The meeting adjourned at 9:30 p.m.



Minutes respectfully submitted for Governing Board Approval

October 7, 2020

Date

Karin Smith, Executive Assistant to the Superintendent & Governing Board
Gretchen Hahn, Secretary III, Governing Board Office

October 13, 2020

Date

Ms. Deanna M. Day, M.Ed., Governing Board President