

# Minutes of REGULAR PUBLIC MEETING

## June 12, 2018

### The Governing Board of Amphitheater Public Schools

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A REGULAR PUBLIC MEETING of the Board of Trustees of Amphitheater Public Schools was held Tuesday, June 12, 2018, beginning at 5:00 p.m. in the Wetmore Center, 701 West Wetmore Road, Leadership & Professional Development Center, SE Parking & Entrance.

#### **Governing Board Members Present:**

Ms. Deanna M. Day, M.Ed., President  
Ms. Vicki Cox Golder, Vice President  
Mr. Scott A. Leska, Member  
Ms. Susan Zibrat, Member

#### **Board Members Absent:**

Dr. Scott K. Baker, Member

#### **Superintendent's Cabinet Members Present**

Mr. Todd A. Jaeger, J.D., Superintendent  
Ms. Monica Nelson, Associate Superintendent  
Ms. Michelle H. Tong, J.D., Associate to the Superintendent and Legal Counsel  
Mr. Scott Little, Chief Financial Officer  
Dr. Rosanne Lopez, Chief Academic Officer, Elementary Education K-5  
Mr. Michael Bejarano, Chief Academic Officer, Secondary Education 6-12  
Mr. James Burns, Executive Manager of Operational Support  
Ms. Amy Sharpe, Director of Communications

#### **Call to Order and Signing of the Visitor's Register**

*President Day called this meeting to order at 5:00 p.m.*

#### **1. EXECUTIVE SESSION**

- A. Motion to Recess Open Meeting and Hold an Executive Session for: In 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 Compensation and Benefits for Certificated, Professional Non-Teaching, Support and Administrative Staff for the 2018-2019 Fiscal Year Pursuant to A.R.S. §38-431.03(A)(5)

*Ms. Vicki Cox Golder motioned to recess open meeting and hold an Executive Session pursuant to A.R.S. §38-431.03(A)(5) as presented. Mr. Scott Leska seconded the motion. Voice vote in favor: President Day, Vice President Cox Golder, Mr. Leska, Ms. Zibrat – 4. Opposed-0. The motion passed.*

*President Day called into order Executive Session at 5:01 p.m. and the Board moved to the Central Conference Room.*

## B. Motion to Close Executive Session and Reconvene Open Meeting

*At 6:03 p.m. Ms. Vicki Cox Golder motioned to close Executive Session and reconvene Open Meeting. Mr. Scott Leska seconded the motion. Voice vote in favor: President Day, Vice President Cox Golder, Mr. Leska, Ms. Zibrat – 4. Opposed-0. The motion passed.*

*President Day declared the meeting continue in Open Session at 6:03 p.m.*

### **OPEN MEETING**

**\* At this time, please turn off or set cell phones to silent mode for the duration of the meeting.**

### **Moment of Silence**

President Day asked for a moment of silence.

### **Pledge of Allegiance**

Mr. Scott Little was invited to lead us in the Pledge of Allegiance.

### **Announcement of Date and Place of Next Special Governing Board Meeting**

President Day announced the next Special Governing Board meeting will be held Tuesday, June 26, 2018 at 5:00 p.m., Wetmore Center, 701 W. Wetmore Road - Leadership & Professional Development Center, SE Parking & Entrance.

President Day took a moment of Personal Privilege to recognize and congratulate Dr. Roseanne Lopez for being appointed to the “Women at the Top”. This honor is given to only one educator in Tucson who is appointed to this honor.

***Details of agenda items, supporting documents, and presentations are available for review in the electronic BoardBook by clicking on the hyperlinks below.***

## 2. **RECOGNITION**

<https://v3.boardbook.org/Public/PublicMeetingMaterials.aspx?ak=1000433&mk=50285274>

### A. Recognition of 2018 Future Problem Solving Teams

Superintendent Jaeger asked Ms. Amy Sharpe to introduce this recognition and invite students from Donaldson and Mesa Verde and their coaches who were present to come up to be recognized for their accomplishment. Ms. Sharpe explained that they recently participated in the 30<sup>th</sup> annual State Competition that was held at Arizona State University in April. Students took 1<sup>st</sup> place in their respective categories and the teams placed 3<sup>rd</sup> in their respective categories. Donaldson Elementary – Novice Division/Action Plan Presentation and Rio Vista – Novice Division/Global Issues Problem Solving. Ms. Susan Zibrat congratulated each student present and their coaches and presented them with certificates of commendation.

#### B. Recognition of 2018 Odyssey of the Mind World Teams

Superintendent Jaeger talked about how proud he is of our Odyssey of the Mind program in the district. We have been participating 30 years and Amphitheater Public Schools continues to be a top district in participation and achievement in the program. Amphitheater had a record breaking eleven teams go to World Finals this year. Superintendent Jaeger asked Ms. Amy Sharpe to introduce this recognition. Ms. Sharpe talked about the high participation and achievement and commended the teams. Ms. Cymry DeBoucher presented a Power Point presentation. Teams from Copper Creek, Donaldson, Mesa Verde, Rio Vista, Innovation Academy, Cross, Coronado, and Canyon del Oro competed at Iowa State University in Ames, Iowa May 23-26, 2018. Additionally, Ashton Thomas from Canyon del Oro High School was awarded an “OMER” award.

Board members congratulated each student present and their coaches. Each student and coach was presented with an award by the Board members. Students were invited to tell a little about their experience at World Finals and introduce family and friends that came with them. Students expressed how fun and excited they were to be able to compete in Iowa at World Finals. For some of the students, this was their first year to compete in an Odyssey of the Mind World Finals.

#### C. Recognition of 2018 SARSEF Science Fair Winners

Superintendent Jaeger expressed the District’s strong showing at the Southern Arizona Research, Science and Engineering Foundation (SARSEF) competition was due to the many strong Science, Technology, Engineering, & Math (STEM) programs in the District. Ms. Sharpe presented this recognition on behalf of the teams. She explained that Amphitheater School District had 96 projects from 12 schools that advanced to the State Level competition. A total of 55 Amphitheater District projects received 1<sup>st</sup> or 2<sup>nd</sup> place honors. Students received their awards at their school.

#### D. Recognition of SARSEF Endorsed School

Superintendent Jaeger announced that one of our schools, was recognized as a SARSEF Endorsed School. Ms. Sharpe explained that for the second year in a row one of our schools was given this award. Innovation Academy is now one of two “SARSEF Endorsed Schools” in Southern Arizona recognizing the cultivation of critical thinking in science and engineering. The school submitted 50 science projects to the fair, and 33 projects received top awards from SARSEF or other sponsors. Mr. McConnell, Principal of Innovation Academy, was introduced. Mr. McConnell exclaimed what an amazing day it was to be at SARSEF. He said that this fit hand in hand with what they did at Innovation this year.

#### E. Recognition of Skills USA

Superintendent Jaeger asked Ms. Call to come up to introduce this award. Ms. Call familiarized attendees at the meeting with the SkillsUSA program and introduced Canyon del Oro student Mac Hebert who received 1<sup>st</sup> place recognition in Power Equipment Technologies, a \$10,000 scholarship, and qualified for the national competition in Louisville, Kentucky. Mr. Leska congratulated Mac on his accomplishment and presented him with a certificate. Mr. Leska also recognized the other winners and coaches: Max Tucker received Gold in Plumbing and qualified for nationals; Brandon Long received 2<sup>nd</sup> place in Power Equipment Technologies, a \$5,000 scholarship, and qualified for nationals in Louisville, Kentucky; and coaches Josh Ronstadt and Jeremy Tarbet.

F. Recognition of Health Occupations Students of America (HOSA) - Future Health Professionals

Superintendent Jaeger asked Ms. Call to introduce this award. Ms. Call explained that the recipients of this award were not able to attend tonight. Naomi Kelsey and Sophie Viahoulis, students from Canyon del Oro High School, took 1<sup>st</sup> and 3<sup>rd</sup>, respectively, in their categories at the 2018 HOSA Arizona State Competition. Also recognized was their coach, Dr. Carolyn Zeiher.

G. Recognition of Amphitheater Middle School Girls Volleyball Team

Superintendent Jaeger asked Dr. Abel Morado, Principal of Amphitheater Middle School, to introduce the Girls Volleyball Team. Dr. Morado was proud of the girls and their Head Coach, Ms. Lisa Powell and Assistant Coach, Samantha Reynolds. Ms. Reynolds explained that their head coach was not able to attend. She noted that the team displayed heart, family, and hard work. This year, they won the “Volleypalooza”. They put their academics first and worked hard at everything they did. Board Member Ms. Zibrat congratulated the girls and their parents and presented each girl on the team with a certificate. She also thanked and recognized their coaches.

H. Recognition of 2018 Track and Field State Runner Ups

Superintendent Jaeger introduced Mr. Armando Soto, Director of Interscholastic Activities. Mr. Soto recognized Tony Torres and Parker Bays, both runner-up athletes in the State Division II Track and Field Meet. Tony finished just a half-second behind the 1<sup>st</sup> place finisher in the 1600 meter race (4:16:37), and Parker was runner-up in the shot put (50' 1.75"). Mr. Leska recognized their outstanding achievement and presented certificates to them and their coaches: LeSean Marks, Soma Helu, and Stacey Wilson.

I. Recognition of Ironwood Ridge High School Softball State 5A Runner Ups

Mr. Soto introduced IRHS Softball Coach David Martinez. Coach Martinez said he was proud of the team and the year the girls had. They advanced to the State Championship and came up just short of the title. Ms. Zibrat congratulated the team and presented them with certificates.

J. Recognition of “Breaking Barriers” Essay Contest Winner

Superintendent Jaeger asked Ms. Sharpe to introduce this award. Ms. Sharpe explained that the Breaking Barriers Essay Contest is a chance for student’s grades 4-9 to share their personal stories about how they use Jackie Robinson’s nine values to overcome their own barriers. Esme Curran, a 4<sup>th</sup> grader from Innovation Academy was one of two “MVP Winners” in the nation. Esme wrote about how she overcame heart disease. She was recognized at the AZ Diamondbacks game in April and met Jackie Robinson’s daughter, Sharon Robinson. She and her family were invited to take a behind the scenes tour of the facility. Esme received her certificate at school.

K. Recognition of William H. Adler Historic Essay Contest Winners

Superintendent Jaeger asked Ms. Sharpe to introduce this award. Ms. Sharpe explained that this contest was open to 4<sup>th</sup> grade students who reside in the Amphitheater District. She recognized Elijah Smith - 1<sup>st</sup> place winner, Jack Seleck - 2<sup>nd</sup> place winner, and Lena Rosenbaum - 3<sup>rd</sup> place winner, all from Innovation Academy. These students also received their certificates at school before the end of the school year.

President Day took a moment of Personal Privilege to recognize those with us that will be leaving the District at the end of this month: Dr. Abel Morado - Principal of Amphi Middle School; Ms. Amy Sharpe – Director of Communications; Matt Stamp – Web and Digital Media Specialist; and Monica Nelson – Associate Superintendent for School Operations. Job well done!

### 3. **PUBLIC COMMENT**<sup>1</sup>

President Day read the Call to the Audience procedures.

Ken Scoville spoke regarding District history. He acknowledged that this July the District begins its 125<sup>th</sup> year. He explained how he created a short video on the District's history, which was archived at the District's facilities. He said this is a great year for our students to become historians and learn about the District's history and geography. He wished the District a happy 125 years.

President Day called for a short break.

### 4. **INFORMATION**

<https://v3.boardbook.org/Public/PublicMeetingMaterials.aspx?ak=1000433&mk=50285274>

#### A. Teacher and Other Educational Professionals Appreciation Video

Superintendent Jaeger explained that we recently celebrated National Teacher Week, and National Teacher Day. Each year, Amy Sharpe and Matt Stamp created celebration videos, this year's will be their last. *The teacher appreciation video shown at this time.*

#### B. Superintendent's Report

Superintendent Jaeger presented a brief review of recent and future activities in the District and the Community.

- April at the Tucson Mall was the Spring Art Show. Tucson Mall called us this year and said they'd like it to be bigger than ever. This show is growing every year and is a great way to show the community what our arts programs are.
- Signing Day was celebrated at IRHS and CDO on April 11. Fifteen student athletes signed with various colleges to go on to collegiate level sports.
- We are fortunate to have partnerships with community businesses. Comcast has partnered with Prince Elementary and 80 Comcast employees visit with students at Prince Elementary every other week. This year, Comcast named Prince for their Comcast Care Day where volunteers from the company came out to Prince to work. They planted plants, painted murals, repaired play equipment, and completed other beautification projects around campus.
- The Amphi Foundation Gala was held on April 21. Over \$130,000 was raised, the most money raised in our history. It was a great opportunity to see people from all over the city support the District including elected officials. Many thanks to Ms. Noreng, Director of the Amphi Foundation and the Foundation Board. Every dollar raised directly supports the District. They operate our Clothing Bank, take care of some of the neediest in our community and support printers, technology equipment, and other needs of the schools.
- On April 25 was our Career and Technical Education (CTE) Advisory Breakfast. Students showcased what they are doing during the year in their classes.

- On April 27, was the annual Metropolitan Education Commission Crystal Apple Awards Luncheon. This event highlights programs, educators, and students from across the county. One of our Amphitheater High School students, Ms. Anaya, was recognized once again for the great things she is doing at her school and in the community. She is a remarkably bright young lady who is destined for great things.
- On May 8, the Amphitheater Human Resources Department put on another great Retirement Celebration. We had 55 retirees who, combined, provided 953 years of service to the District. It is very nice to have this opportunity to say thank you to them individually.
- Decision Day at Amphitheater High School took place on May 16. It recognized graduating Seniors who have been accepted to colleges and universities. This year, AHS set an all-time record with its students securing \$2.3 million in scholarships.
- Dr. Lopez and Ms. Sharpe co-chaired our United Way (UW) campaign this year. On May 17 they received the Circle of Excellence Award from UW for significantly increasing our participation and fundraising by over 30% with a total giving of over \$14,000.
- The ultimate culmination every year is seeing our year-long efforts as we watch each of our high schools' graduation events - May 22, 23, and 24. Ironwood Ridge High had 379 graduates who earned over eight million dollars in scholarships; Canyon del Oro High had 358 graduates who earned over eleven million dollars in scholarships; and Amphi High had 238 graduates who earned the \$2.3 million in scholarships mentioned previously.
- During the summer, Summer Institutes for teachers are offered professional development at no cost to them as they earn recertification credits.

### C. Status of Bond Projects

Superintendent Jaeger asked Mr. James Burns to update the Board on our Bond projects.

Mr. Burns gave an overview of the projects this past year.

Amphitheater High School: new tennis courts; football stadium home bleacher repair and upgrade to ADA and replacement of visitor bleachers with ADA access; floor tile removal and polishing in the hallways of 100 – 400; classroom upgrades in wings 200 east, 300 east and west; 400 east and west HVAC & EMCS; new flooring, painting, lighting and ceilings; renovation of building 700 west for the new academic areas; renovation of a greenhouse for the Science department; beach volleyball construction; and student commons area ADA restroom construction. The SFB awarded \$1.1 million to renovate the roof on Panther Hall and will begin this work during the summer.

Canyon del Oro High School: HVAC upgrades to building D including complete renovation of hallway; hallways D, E, F, G & R were renovated; painting to include lockers, and fountains; renovated bookstore and three offices with new flooring and paint; refreshed north and south gym with paint, lighting, and safety pads; ADA modification for bleachers and drinking fountains; beach volleyball courts; campus wide conversion to LED lighting; and completed perimeter security fencing around campus.

Ironwood Ridge High School: campus wide conversion to LED lighting; beach volleyball courts; and renovation of stadium snack bar. This summer: work on the public address system.

Amphitheater Middle School: replacement of three HVAC systems in the 400, 500, and 600 wings; construction of a new computer lab; and past-vandalism (fire) library rebuilt.

Copper Creek Elementary: parking lot top coat/seal/stripping.

Coronado K-8 School: new clocks, bells, and a public address system.

Donaldson Elementary: new MPR HVAC.

Harelson Elementary: HVAC replacement of four package units and three split systems.

Holaway Elementary: event and security lighting in the courtyard; and campus wide access control replacement.

Keeling Elementary: exterior painting and sealing of buildings including doors, windows, and fencing; roofing replacement or restoration on A, E, F, and library, MPR and annex buildings; IT cabling upgrades; and basketball court paving.

La Cima Middle School: bleacher repair in MPR.

Nash Elementary: HVAC for the library.

Walker Elementary: boys and girls ADA restroom.

Wilson K-8 School: parent drop-off alterations; replacement of clocks, bells, and public address system; and replacement of central HVAC chiller.

Mr. Burns thanked the voters and the Board for approving the District's Bonds so that this work could be accomplished. He asked if the Board had any questions.

Mr. Leska asked about LED lighting replacements and resulting savings. Mr. Burns explained that the LED lighting is significantly more efficient and, due with a return on our investment in about four and a half years, the District will recoup the cost of the LED replacements. Also, the District has received over \$250,000 in rebates this year. Mr. Burns is projecting utility savings of about \$200,000 over last year even with the rate increase.

Mr. Leska stated that he thought the solar was grandfathered in and locked in at a certain rate and therefore we shouldn't have an increase. Mr. Burns explained, if you overproduce solar, TEP only gives you a 2% credit back. So, we designed our system to never use more than we can consume, which is about 67%, therefore we still have use of about 33% that we are buying through TEP.

There were no other questions.

#### D. Periodic Legislative Update

Superintendent Jaeger explained to the Board that Ms. Tong had provided a very detailed report on all of the Legislative Bills that were signed into law. Because there were a couple of very important items on the agenda to discuss Mr. Jaeger proposed that if the Board did not have any questions regarding any of them he offered that she be excused from her presentation. President Day approved the suggestion. There were no questions.

## 5. **CONSENT AGENDA**

<https://v3.boardbook.org/Public/PublicMeetingMaterials.aspx?ak=1000433&mk=50285274>

*President Day pulled Consent Agenda Item Q. for further discussion and continued with the Consent Agenda asking if there were questions on any other items, there were none. She asked for a motion to approve Agenda Items A.-P. and R. Vice President Cox Golder motioned that Agenda Items A.-P. and R. be approved as presented. Ms. Zibrat seconded the motion. There was no discussion. Voice vote in favor: President Day, Vice President Cox Golder, Mr. Leska, Ms. Zibrat – 4. Opposed-0. The items passed.*

President Day read Consent Agenda Item Q. - Approval of Compensation Meet and Confer Agreement and/or Compensation Terms for the 2018-2019 Fiscal Year for Certificated, Classified, Classified Exempt, Professional/Non-Teaching, Administrative, and Administrative Exempt Employee Groups – and noted that there was public comment for this Item. President Day read the Call to Audience procedures.

Patricia Morales-Mapp, Counselor at Canyon del Oro High School, spoke sharing her concerns regarding counselor pay and the proposed compensation packet.

Superintendent Jaeger explained that the Governor's funds that were made available for teacher's compensation, and the other money that was funded outside of teacher compensation, was finite. District Additional Funding, previously known as Capital funds, used to amount to about \$8 mil per year, however, for several years we have only received approximately \$700,000. This year, we should be receiving about \$1.6 million in capital funds, which pay for our school buses, computers, text books, etc. Superintendent Jaeger explained that state law now permits capital funds to also be used for non-capital items, such as wages.

If the capital funds are redirected to recurring employee compensation, however, then these funds are forevermore off the table. Once they are dedicated to employee compensation, then those funds are dedicated to that purpose every year there-after.

Superintendent Jaeger explained that he served 19 years on the Meet and Confer committee, and saw he firsthand how everyone on this committee are all so earnest and sincere as they try to develop a proposal for the Board that is every bit as good as it can be for each employee group, while at the same time trying to balance the Districts' many needs and have a result that is fiscally attainable. He thanked the Meet and Confer committee for their efforts and for the work they have done over the past several months. Superintendent Jaeger then asked Ms. Tong to go over the packet for this Item.

Ms. Tong explained the Meet and Confer process: when they began meeting; explaining terms and policies; and listening to the issues and stories, concerns, and ideas from each team. Amphi Education Association (AEA) has a team, and the District has a team appointed by the Superintendent. She explained the proposed increases: teachers will receive a \$3600 increase; classified employees making \$11 an hour and above will receive a \$.55 increase; classified employees making under \$11 an hour will receive the minimum wage increase required by Arizona state law on January 1, 2019; professional non-teaching staff will receive a \$1500 increase; and administrative and the administrative-exempt employee groups will receive a \$1500 increase. Ms. Tong asked if there were any questions. There were none.

Superintendent Jaeger mentioned that the 10% increase for the teachers was a new pot of money for the district which was provided by the legislature with prescribed intention for use to raise teacher pay specifically. To provide all of what Ms. Tong described, the District will also need to use about



half of the capital funds, as mentioned before, that means we will not have those funds in the future in capital, also because they will be imbedded in employee compensation. Thanks to our community, we do have the benefit of bonds that will help compensate for the funds we are now taking from capital to fill the gaps in compensation.

Ms. Kat Pivonka, AEA President, thanked all of the teams for their hard work in coming up with the proposed employee packet and asked that the Board approve the compensation packet as presented.

President Day asked if any Board members had any questions. There were none.

*Mr. Leska motioned to approve the compensation packet presented in Consent Agenda Item Q. Vice President Cox Golder seconded the motion. Voice vote in favor: President Day, Vice President Cox Golder, Mr. Leska, Ms. Zibrat – 4. Opposed-0. The item passed.*

- A. Approval of Appointment of Administrative Personnel  
*Administrative personnel were appointed, as listed in Exhibit 6.*
- B. Approval of Appointment of Non-Administrative Personnel  
*Certified and classified personnel were appointed, as listed in Exhibit 1.*
- C. Approval of Personnel Changes  
*Certified and classified personnel were appointed, as listed in Exhibit 2.*
- D. Approval of Leave(s) of Absence  
*Leave of Absence requests were approved, as listed in Exhibit 3.*
- E. Approval of Separation(s) and Termination(s)  
*Certified and classified personnel separations were approved, as listed in Exhibit 4.*
- F. Approval of Stipend for Coaching Volunteers  
*Stipend for Coaching Volunteers were approved, as listed in Exhibit 5.*
- G. Approval of Vouchers Totaling and Not Exceeding Approximately \$2,122,871.04 (6.11.18)  
*A copy of vouchers for goods and services received by the Amphitheater Schools and recommended for payment has been provided to the Governing Board. The following vouchers were approved as presented and payment authorized: FY 2017-2018, as listed in Exhibit 5.5*  
Voucher #875 \$41,839.35 Voucher #876 \$782,374.45 Voucher #877 \$71,497.94  
Voucher #878 \$106,962.24 Voucher #879 \$170,831.62 Voucher #880 \$73,284.18  
Voucher #881 \$140,611.83 Voucher #882 \$85,403.58 Voucher #883 \$33,626.59  
Voucher #884 \$308,341.34 Voucher #885 \$308,097.92
- H. Approval of Out of State Travel  
*Out of state travel was approved, as listed in Exhibit 7.*
- I. Acceptance of Gifts  
*Donations were accepted by the Governing Board, as listed in Exhibit 8.*
- J. Approval of Grants  
*Grants were accepted by the Governing Board, as listed in Exhibit 9.*
- K. Award of Contract for Brake Parts and Labor Based Upon Responses to Request for Bid (RFB) 05-10-2018  
*The Governing Board approved award of contract to FleetPride, Inc., as listed in Exhibit 10.*

- L. Award of Contract for Bus Services Based Upon Responses to Request for Bid (RFB) 05-15-2018  
*The Governing Board approved award of contract for Bus Services to Bee Line, Citizen Auto State dba Gray Line Tours, and Mountain View Tours as listed in Exhibit 11.*
- M. Award of Contract for Musical Instrument Repair, Sheet Music, Accessories and Supplies Based Upon Responses to Request for Bid (RFB) 04-25-2018  
*The Governing Board approved award of contract to Instrumental Music Center as listed in exhibit 12.*
- N. Award of Contract for Multiple School Improvements Based Upon Responses to Request for Bid (RFB) 06-01-2018  
*The Governing Board approved award of contract to Epic One Builders, LLC as listed in Exhibit 13.*
- O. Approval of Intergovernmental Agreement with the Pima County Joint Technological Education District No. 11  
*The Governing Board approved the IGA with Pima County Joint Technological Education as presented in Exhibit 14.*
- P. Approval of Easement to Tucson Electric Power Company for Electric Utility Easement at Ironwood Ridge High School  
*Easement to Tucson Electric Power Company for electric utility easement at Ironwood Ridge High School property was approved, and authorization for Ms. Michelle Tong, Associate to the Superintendent and General Counsel, to execute necessary documentation as presented in Exhibit 15.*
- Q. Approval of Compensation Meet and Confer Agreement and/or Compensation Terms for the 2018-2019 Fiscal Year for Certificated, Classified, Classified Exempt, Professional/Non-Teaching, Administrative, and Administrative Exempt Employee Groups  
*After discussion of Item Q., the Governing Board approved the Compensation Meet and Confer Agreement and/or Compensation Terms for the 2018-2019 fiscal year as presented in Exhibit 16.*
- R. Re-adoption of Governing Board Policy GDQA – Support Staff Reduction in Force  
*The Governing Board approved re-adoption of Governing Board Policy GDQA as presented in Exhibit 17.*

President Day recognized Ms. Jessica Jarrett, who was just approved as the new Assistant Principal at Amphitheater Middle School.

Superintendent Jaeger shared a little about Ms. Jarrett's career with Amphitheater School District, noting that she was a student in the District. As an employee, Ms. Jarrett began her career as a Cross-Cat teacher, then moved into a resource role working with special needs students. The last few years, she has been the Principal Designee at Holaway, and administrative intern at Amphitheater Middle School and Holaway. Superintendent Jaeger congratulated her on this appointment and invited her to come forward to have her picture taken with the Board and him.

## 6. STUDY

Superintendent Jaeger explained that the Meet and Confer teams also work on policy for the workplace. Ms. Tong then explained the proposed policy changes, some changes proposed by ASBA and the Trust, which include GBGC and GBGC-E. In the second group, the Meet and Confer teams recommended changes.

Mr. Leska asked what the difference was between the E-Verify and I-9. He also mentioned that the e-mail address in the policy is actually a website and asked if that could be changed. Ms. Tong explained that E-Verify was a process for an employer to use for checking employment authorization of all newly hired employees. I-9 is a document that the employee will fill out no later than the first day of employment, which establishes their eligibility for employment in the United States. Ms. Tong will research the language regarding the e-mail address on this policy.

There were no other questions.

### A. Study of Proposed Revisions to Governing Board Policies Developed through the Meet and Confer Process, to Include:

- GBGC - Employee Assistance;
- GBGC-E - Employee Assistance: Bloodborne Pathogen Requirements / Exposure

#### Control Plan;

- GCH - Professional /Support Staff Orientation and Training;
- GCMC - Professional Staff Meetings;
- GDLB - Support Staff Meetings;
- GCCB-R - Professional Staff Personal/Emergency/Religious Leave;
- GCD - Professional Staff Vacations and Holidays; and
- GCO-R - Evaluation of Professional Staff Members

### B. Study of Proposed Revisions to Governing Board Policies:

- GCF-ED - Professional Staff Hiring;
- GDF-EE - Support Staff Hiring;
- GCCC-ED - Professional/Support Staff Leaves of Absence Without Pay;
- IHAMC - HIV/AIDS Education, and
- JLC - Student Health Services and Requirements

## 7. ACTION

- ### A. Resolution Ordering, Calling for and Providing Notice of an Election to be Held on November 6, 2018, in and for the Amphitheater Unified School District No. 10 of Pima County, Arizona, to Submit to the Qualified Electors Thereof the Question of Authorizing the Adoption of a Maintenance and Operations Budget for Fiscal Year 2018-2019 that Renews and Increases the Existing General Maintenance and Operations Budget Override to benefit K-3, for a Combined Total Override of the Revenue Control Limit Specified by Statute in the Amount of Fifteen Percent (15%), Approximately \$11,516,925;; Approval of Proposed and Alternate Proposed Budgets, and Related Matters

President Day read the Resolution and asked Superintendent Jaeger to elaborate on the proposed resolution. Superintendent Jaeger talked about how much we appreciate the Bond

Override our electorate passed for our current Override. He went on to explain that the local Governing Board cannot unilaterally raise taxes to fund what they'd like to fund. In Arizona, the state legislature sets the amounts that the Board may levy by local taxes, a finite amount per student, which is intended to ensure equity and funding across the state. One of the things local Governing Board can do is seek approval from their local electorate to exceed the amount of funding that the state would otherwise dictate. Previously, you could only exceed your revenue control limit by 10% through such an override. Our public has approved such an override on a number of occasions.

This Board Item seeks permission of that renewal once again. Also presented by this item, given a change in the law, is an option which now allows Governing Board to pursue an override of up to 15%.

Superintendent Jaeger explained that if the Board does nothing our current Override will continue in its entirety through the end of next year, and then it begins phasing out over the year after (19-20) to two-third then one-third the following year (20-21), and then it is gone, unless the voters approve a renewal before that. He noted there is a scheduled election this year, so the cost of the election is something to think about as well. Superintendent Jaeger recognized two former Governing Board members and parents of our District in the audience: Ms. Patty Clymer and Ms. Diana Boros. They both spearheaded two previous successful election efforts on behalf of our District community, one for an override and the other for our recent bonds. Superintendent Jaeger asked Ms. Tong and Mr. Little to give their presentation on this Item.

Ms. Tong renewed the options discussed at the May 1, 2018 Governing Board meeting. One option was to do nothing. Another is to go out in this November election to renew our current Override as it is at 10%. A third option is to renew the current override and add a K-3 component using an additional 5% for K-3 programs. She noted that the May 1, 2018 Board meeting discussion was before the Governor's salary increases for teachers came out. Now, the public is seeing these teacher increases set by the Governor's office. Another thing the public is seeing at this time is the minimum wage increases through Prop 206, with another increase in January 2019, and again in January 2020. This resolution which would seek a tax increase on the November ballot may be misunderstood in light of these recent events.

Mr. Little explained that after the May 1, 2018 Board meeting the state budget was passed. The budget was sold as "no tax increase", however will be a tax increase on a secondary tax bill. The average property owner will see a net increase of approximately \$60-\$65 a year, in fact. He explained the tax bills will come out just before the voters go to the election polls to vote. They will then see our tax increase on the ballot from an override. Mr. Little just wanted to make the Board aware of these tax rate increases.

Ms. Zibrat voiced that she would be inclined to just go out for the override renewal without the additional 5% for K-3.

Mr. Leska said that he would prefer to go out for both, however have them separate on the ballot, 10% renewal as one initiative and 5% K-3 funding another initiative.

Superintendent Jaeger voiced that due to the changes in just the past few weeks, we need to consider whether those who raise the funds necessary to pursue whatever is on the ballot can be successful. Other factors to consider are voter fatigue, recent memory of Red for Ed, recent raises given to teachers, and seeing the tax bill on their homes, etc.

Vice President Cox Golder voiced that a tax bill will come any year, and that she agreed that we shouldn't go out for the increase this year and to just go for the renewal with no increase in any event. She also asked if we know what other initiatives are on the ballot; that may make a difference as to what the voters actually vote on.

Ms. Zibrat said she feels that the timing is wrong and reminded that last year within Southern Arizona only few overrides passed. She feels that we should wait to go out for an override renewal until next year.

Mr. Leska asked Mr. Little what the cost difference would be if we waited until next year.

Mr. Little said that there were so many different variables that it is hard to predict what the cost would be for any given year. Just for the Governing Board election this year, the cost is estimated between \$60,000 and \$75,000.

Mr. Leska voiced that he'd like to wait on the override renewal for one year.

President Day questioned whether it is best to go out for an override this year where you will get a bigger voter turnout vs. a year where they may just come out to vote for a few initiatives.

Vice President Cox Golder voiced that she would like to wait another year for the override.

President Day reminded the audience of the Call to the Audience procedures.

Ms. Patty Clymer and Ms. Diana Boros addressed the Board regarding their desire to assist the District in promoting an Override. However, they felt that they due to the recent changes in legislature it would be best to wait until next year.

*President Day motioned to delay the Override renewal until next year. Ms. Leska seconded the motion. Voice vote in favor: President Day, Vice President Cox Golder, Mr. Leska, Ms. Zibrat – 4. Opposed-0. The motion passed.*

### **Agenda Items**

President Day asked Board members if they had any request for future Agenda Items and/or Friday Memos.

Ms. Zibrat – none

Mr. Leska – Update on CTE for cyber security and continue receiving Friday Memos

President Day – Update on discipline

Vice President Cox Golder – none

### **Public Comment:**

Kat Pivonka shared how she has served in some leadership role on the Amphi Education Association (AEA) for the past eleven years, and the last three years as AEA President. She thanked Superintendent Jaeger for the collaboration between AEA and the District and hopes that continues. She thanked the members of AEA who are not continuing on in the coming year and thanked them for all their efforts throughout the year. Ms. Pivonka then introduced Ms. Spencer, current AEA Secretary - who will also be leaving this year. Ms. Spencer introduced the 2018-2019 AEA Leadership Team. Ms. Lisa Millerd, President; Ms. Liz Bruggeman, Vice

President for certified staff; Mr. Robert Wacker, Vice President for support staff; Ms. January Multhup, Secretary; and Ms. Cyra Sadowl, Treasure.

*President Day motioned to adjourn the meeting. Vice President Cox Golder seconded the motion. Voice vote in favor: President Day, Vice President Cox Golder, Mr. Leska, Ms. Zibrat – 4. Opposed-0. The meeting adjourned at 9:24 p.m.*

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*Minutes respectfully submitted by:*

*Karin Smith*

*Executive Assistant to the Superintendent & Governing Board*

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Deanna M. Day, M.Ed., President

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Date

*Approval Date: August 14, 2018*