

**Minutes of the Regular Governing Board Meeting  
Amphitheater Public Schools  
Tuesday, September 14, 2021**

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A Regular public meeting of the Governing Board of Amphitheater Public Schools was held Tuesday, September 14, 2021, beginning at 6:00 p.m. at the Wetmore Center, 701 W. Wetmore Road, Tucson, AZ 85705 in the Leadership and Professional Development Center. This meeting was held under COVID-19 pandemic related conditions.

**Governing Board Members Present**

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

**Superintendent's Cabinet Members Present**

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

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

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

**2. PLEDGE OF ALLEGIANCE**

Superintendent Jaeger announced the students leading the Pledge of Allegiance were from Copper Creek Elementary School, and he asked Principal Matthew Abney to introduce the students. Mr. Abney invited Aurora, Natalie, Kellan, Mason to come forward. The students then led the Pledge of Allegiance.

Superintendent Jaeger thanked the students for being great leaders.

On behalf of the Governing Board, the students were presented with a certificate of commendation. A group picture with the students, Mr. Abney, the Governing Board, and Superintendent Jaeger was taken to mark the occasion.

**3. RECOGNITION OF STUDENT ART**

Katrina Fengler, Copper Creek Elementary School Art teacher was not able to attend the meeting, but she submitted a video that explained the art on display in the Boardroom was from last year. The video showed the students in the art room working on current projects. At the conclusion of the video, the caption thanked the District for supporting the arts.

**4. ANNOUNCEMENT OF DATE AND TIME OF THE NEXT SPECIAL GOVERNING BOARD MEETING**

President Zibrat announced that the next Special Governing Board meeting would be held on Tuesday, September 28, 2021 at 5:30 p.m., at the Wetmore Center, 701 W. Wetmore Road, Tucson AZ 85705 in the Leadership and Professional Development Center.

**5. RECOGNITIONS**

**A. Presentation of Distinguished Service Awards**

Superintendent Jaeger introduced this award. He explained that Distinguished Service Awards are given monthly throughout the school year to recognize employees' initiative, collaboration, loyalty, and contribution to the Amphitheater School District.

Superintendent Jaeger announced that the Distinguished Service Award recipient for the month of September for support staff was Mr. Zak Morek, HRIS Analyst at the Wetmore District Offices. He said Mr. Morek's work has impacted all employees of the District, by bringing Human Resources functions into the 21<sup>st</sup> Century. A video presentation was shown honoring Mr. Morek for the work he has done in the District. Mr. Morek said he appreciated the DSA award and thanked the staff of Human Resources department for their support.

On behalf of the Board, President Zibrat congratulated Mr. Morek and said he was "The Pride of Amphi."

Superintendent Jaeger then announced that the Distinguished Service Award recipient for the month of September for certified staff was Ms. Rachelle Ferris, a third grade teacher at Innovation Academy. He said she is passionate about STEM education, and she puts the "Service" in the Distinguished Service Award. A video presentation was shown honoring Ms. Ferris for the work she has done in the District.

On behalf of the Board, Vice President Day congratulated Ms. Ferris, and asked if she would like to introduce anyone. Ms. Ferris thanked the Board and the District for the recognition. She also thanked the staff at Innovation Academy for their support.

Mr. Morek and Ms. Ferris received a certificate of recognition from the Governing Board, a Distinguished Service Award and a gift card donated by the Amphi Foundation. A group picture of Mr. Morek and Ms. Ferris, the Governing Board, and Superintendent Jaeger was taken to mark the occasion.

Also, in their honor as Distinguished Service Award recipients, a plaque with their name is on display in the Leadership and Professional Development Center.

**B. Recognition of 2021 Air Force Association's State STEM Teacher of the Year**

Superintendent Jaeger asked Mr. McConnell to present this award. Mr. McConnell said Paula Sotelo, a kindergarten teacher at Innovation Academy received a unanimous vote at the chapter and the state level and was strongly considered for the national award. She does an amazing job of integrating STEM into her kindergarten class in all subjects, and they were already working on the science and engineering fair projects. He was proud to introduce Ms. Sotelo to receive the District recognition.

Ms. Sotelo said Innovation Academy is a great place to teach STEM and she was pleased that the size of her students did not define what they can accomplish. She thanked her

fellow staff, Mr. McConnell, and the naturally inquisitive nature of her five and six year old students.

On behalf of the Board, Ms. Sotelo received a certificate of recognition. To mark the occasion, a group picture of Ms. Sotelo, Mr. McConnell, the Governing Board, and Superintendent Jaeger was taken.

### **C. Recognition of 2021 Oro Valley Chamber Community Leader of the Year**

Superintendent Jaeger was excited and proud that one of our principals was recognized for this community award. He invited Ms. Call to present the recognition. Ms. Call announced that Michael McConnell, Principal at Innovation Academy, was chosen as the 2021 Community Leader of the Year by the Oro Valley Chamber. Innovation Academy was the first K-5 STEM Endorsed school in Southern Arizona, and Mr. McConnell has created amazing partnerships and lasting relationships between the community and the school. She said community members volunteer at the school and because of his leadership the students are great volunteers in the community. Ms. Call introduced Mr. McConnell to receive the District recognition.

Mr. McConnell thanked the Governing Board and said he is blessed to work with so many wonderful staff, students, and families. He appreciated all the opportunities that he has received by being a part of the Amphi District.

On behalf of the Board, Mr. McConnell received a certificate of recognition. To mark the occasion, a group picture of Mr. McConnell, the Governing Board, and Superintendent Jaeger was taken.

*President Zibrat asked the Governing Board members if they were in agreement to move the approval of the Consent Agenda to be the next on item the agenda. There were no objections. (See the specific items, motions and vote below).*

## **6. INFORMATION<sup>2</sup>**

### **A. Superintendent's Report; Update on Pandemic Conditions and Operations**

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

Superintendent Jaeger was pleased to present some highlights of activities in the District.

He showed a picture of students at Canyon del Oro High School (CDO) working on a brick wall. He said they have had some great Career and Technical Education (CTE) activities so far this year. Thanks to the Arizona Masonry Council, students in the construction class got some unique hands-on experience with masonry. Another photo showed Year 1 Culinary Arts students at Canyon del Oro High School making biscuits and gravy, as they learn the basics of cooking.

The Hawk Walk returned to Copper Creek Elementary School. He attended with President Zibrat and Mr. Kopec and said it was a great day. The event is a fundraiser and featured some refreshing ice pops, a wet and wild run, and some guests from Wilson K-8, CDO and Ironwood Ridge High School (IRHS). Mr. Matt Abney, Copper Creek principal and teacher Ms. January Multhup, were turned into human sundaes. Superintendent Jaeger said the students had a blast as they covered them with sticky sundae toppings. Mr. Abney and Ms. Multhup were troopers for the cause. Another highlight was a visit from the Golder Ranch Fire Department. They brought the ladder truck and sprayed water over the walkers to cool them off, causing a beautiful and full rainbow to appear.

Ironwood Ridge High School student athlete Tyler Haynie recorded a public service announcement for Teen Lifeline's September Suicide Prevention Campaign. Superintendent Jaeger said he appreciated Tyler taking the time to make the message. To see Tyler's message, visit the Ironwood Ridge High School Facebook page.

Prince Elementary staff and students celebrated their favorite colleges last week. A photo showed students wearing University of Arizona clothes. He said it looks like there is quite a fan base for the hometown school. Bear Down!

The District kicked off its first Feel-Good Friday by inviting Amphitheater staff to wear a shirt with a positive message. Feel-Good Friday will take place on the last Friday of every month. Thanks to all who participated for the smiles and good vibes, as it was a great way to end the month.

Superintendent Jaeger talked about operational highlights. He said the NWEA MAP (beginning of year) testing is nearing completion, and the data should be finalized by early October. Professional Development is ongoing for the English, Language Arts (ELA) and Schoology adoptions. He explained that the change was necessary because both had expiring procurements. He said having a consistent K-12 curriculum is exciting and Schoology will help advance the District.

He talked about a new guidebook for teachers this year titled Rebound. This book will help facilitate the Districts focus on restoration and acceleration of learning following the prior hybrid and remote learning modes. He reviewed the state law requiring dyslexia screening. The District utilizes Amira which is a dyslexia screening system. Staff (particularly K-3) are currently being trained on the screening system.

Superintendent Jaeger spoke about the challenges the District continues to face regarding staff recruitment and retention. He said many employers are also experiencing similar staffing issues, and school districts in Arizona are struggling. Lack of staff is due to applicant shortages, marketplace competition, and wage compression (minimum wage changes). Impacts to the District are affecting bus routes, grounds and maintenance, health office staffing, and instructional assistance in particular. He reported the District is looking for some solutions, and hope to bring some recommendations soon.

Superintendent Jaeger said at the meeting on September 28, 2021 the Governing Board will receive information on Elementary and Secondary School Emergency Relief (ESSER) funds. The report will review how the ESSER I and ESSER II funds have been used. Following the public input process there will be a recommendation on how the ESSER III funds will be used over the next three years. He was grateful that the Governing Board used ESSER funds for retention stipends. He felt this has helped with retention, and is a great means to show employees that they are appreciated. The first payment was made last week and many employees were excited to receive a paper check. Additional payments will be in January 2022 and two similar payments the next year. Superintendent Jaeger said he hoped the Governing Board will consider using the funds for future stipends through 2024.

Superintendent Jaeger said 12,000 Chromebooks have been purchased and received using ESSER funds. He explained there was a delay initially, but all the devices have now been delivered. Currently, the District 1:1 device to student ratio goal has been fully realized. He stated another 1,000 newly acquired desktop units have also been received. He thanked the technology, purchasing and warehouse departments for working so hard to enhance student access to technology.

Superintendent Jaeger reviewed the Pima County COVID-19 Metrics. He said since the last update there has been no change to the criteria categories for Disease Data, Health Care System, and Public Health Response. He shared Arizona Department of Health Services (AZDHS) data for Pima County. He said the case numbers have fluctuated and data as of August 29, 2021 shows there are 173 cases per 100,000 individuals. He reported the test positivity rate has also fluctuated, and is currently rising again at 7.8%, down from a peak of 9.6% at the beginning of August. He explained he will continue to watch the data, since the metrics impact the schools and the public health systems.

Superintendent Jaeger talked about a new graph showing the state cumulative case count grouped by age. He said the graph reflects COVID-19 cases from early spring 2020 to August 24, 2021. The graph showed an increase of cases in all ages, with the biggest increase coming from the 20-44 year old group. He noted the 5-19 year old age group has remained fairly low at close to 19,000 cases. He said the graph is an important resource, since it shows the age groups of most of the District employees.

Superintendent Jaeger shared a data snapshot of Pima County COVID-19 cases since the pandemic began. Total cases are 126,129, and total deaths are 2,486. Of the total cases, approximately 1.6% were from children under five years old, and cases in 5-19 year-olds were approximately 15.39%. The largest number of cases are from 20-44 year-olds at 44.31%, which reflects the age of many employees in the District.

Superintendent Jaeger reported on the cumulative cases from all Districts in Pima County. He compared cases in the District from August 23, 2021 to September 14, 2021. He said the District cases of both staff and students have increased from 99 to 203, and all Districts have seen an increase. Superintendent Jaeger talked about the decrease in active cases in the District. He reported on August 24, 2021 there were 55 active cases, and as of September 14, 2021 the District has only 13 active cases. He shared a graph of the new cases reported each day, starting on August 4, 2021 when school began, to September 14, 2021. The graph reflected a decrease in cases after August 17, 2021, when the mask mandate began.

Superintendent Jaeger gave an update on COVID-19 vaccinations in Pima County. He said currently there are over 550,000 residents in Pima County that have received at least one dose, which is an increase of 16,200 people since the last report. At this time, 52.7% of residents are fully vaccinated.

He urged people to get vaccinated if they can and said the District is working with the Pima County Health Department to host some upcoming vaccination clinics at Nash Elementary School on October 27, 2021 and November 17, 2021 from 8:00 am to 4:00 pm. The clinics will be open to the community and eligible students.

President Zibrat thanked Superintendent Jaeger and asked if there were any questions.

There were none.

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

*For detailed information on the Status of Construction Projects see Exhibit 2.*

Superintendent Jaeger asked Mr. La Nasa to update the Governing Board on the ongoing construction projects throughout the District.

Mr. La Nasa presented the following report on the construction projects.

Amphitheater High School (AHS) Arizona School Facilities Board (SFB) projects include a structural evaluation of the 300 wing, and the AHS main gym roof replacement which is 95% complete.

Canyon del Oro High School (CDO) Bond projects include design services to repave the east parking lot and the main central plant renovation. Fire alarm power supply module replacement materials have been ordered. Construction on the electrical switchgear and softball fields fencing has started. Completed projects include the locker room renovations and Building R waterline repairs. SFB projects include campus roofing phase II for buildings P and O which are 85% complete, building BN which is 90% complete, building L which is 80% complete and building A which is 40% complete.

Ironwood Ridge High School (IRHS) Bond projects include repair to the modulating control damper, and issuing the purchase order (PO) for the irrigation well design. SFB projects include roofing replacement to buildings A, B, C and E which are 100% complete, building D which is 98% complete, and building F which is 95% complete. The weatherization assessment design for buildings E and F has been completed.

Copper Creek Elementary School Bond projects include the administration building Heating, Ventilation, Air Conditioning (HVAC) VFD replacement, the equipment has been ordered. SFB projects include the roof design for the Multipurpose Room (MPR).

Coronado K-8 School Bond projects include power washing and re-painting the exterior of the Administration building during fall break. A PO has been requested for the boiler replacement.

Cross Middle School Bond projects include ongoing campus wide public address (PA) improvements: adding supplementary interior and exterior speakers, new underground cable, interior cable, and wireless clocks. SFB projects include the submission of the construction grant for the roof replacement.

Donaldson Elementary School Bond projects include the replacement of the administration building HVAC controls.

El Hogar Bond projects include the HVAC replacement in building B which is now complete. Building D HVAC replacement will begin in September.

Harelson Elementary School SFB projects include the submission of the design documents for the Funhouse weatherization.

Holaway Elementary School Bond projects include the evaluation of a single point of entry at the front office, a PO has been issued for the design, and the replacement of the main switchgear design is 30% complete.

Mesa Verde Elementary School SFB projects include the roof replacement.

Prince Elementary School SFB projects include the Mustang room HVAC replacement, the equipment has been installed.

Rillito Center SFB projects include issuing the design PO for buildings A and D weatherization.

Rio Vista Elementary School Bond projects include ordering the equipment for the fire alarm annunciator replacement.

Walker Elementary School Bond projects include the compressor replacement for the cafeteria air conditioning.

Wilson K-8 School Bond projects include the fire alarm system replacement which is 98% complete. The new system is functioning and has been approved by the Golder Ranch Fire District.

President Zibrat thanked Mr. La Nasa and asked if there were any questions.

There were none.

*President Zibrat called a seven minute break.*

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

*President Zibrat read the Call to the Audience procedures.*

John Maynard thanked the Board and Superintendent for their service and shared that no one cares more for children than their parents and loved ones and he is disappointed the District is continuing the mask mandate. Mr. Maynard stated it appears the suggested policy change as it relates to student dress may be a veiled attempt to usurp the law in regard to masks. He went on to say there is no comprehensive study that shows an advantage of students wearing masks. He feels students are being bullied and shamed regarding mask wearing. He asked that the District please stop abusing students and drop the mask mandate.

Superintendent Jaeger intervened to correct inaccurate information in Mr. Maynard's statement. He stated that the policy update on the agenda that relates to dress codes does not pertain to mask wearing. Mr. Jaeger asked that Mr. Little pull up the policy update so it could be addressed at this time. He stated there is already a policy on student dress code in the Student Code of Conduct which cannot be changed mid-year. The suggested provision states that student dress shall not materially and substantially interfere with schoolwork. Additionally, students can wear clothing, accessories, and jewelry that display religious symbols or messages. Mr. Jaeger stated the same has been permitted all along, but the District wanted to clarify the policy based on recent court cases. The Superintendent repeated that nothing in this policy update contains anything about masks whatsoever, as the displayed text in the board materials evidenced.

Rafael Polo described his childhood growing up in communist Cuba. He stated that the government indoctrinated students at that time claiming the government would take care of all their needs and they didn't need religion anymore. Mr. Polo claimed that the Governing Board has the power to stop indoctrination. He urged that children be taught critical thinking, not Critical Race Theory.

Mona Gibson remarked that she has spoken out against the mask mandate at the last few meetings and reiterated her viewpoint that masks do not make a difference in slowing the spread of COVID-19. She asked that the Governing Board follow the science as masks are harmful to students. Ms. Gibson also expressed a concern about the Amphi Career Innovation Center which was approved on the Consent portion of the agenda. She questioned its utility in the community, its availability to students not at Amphi High School, and where the funding for the project is coming from.

Dion Heimink Sr. stated that he is a healthcare professional who has treated many COVID-19 patients and when doing so he is required to wear an N-95 mask, face shield, gown, goggles and gloves. He stated these are the only methods proven effective to stop the spread of the virus and store-bought masks are ineffective. Mr. Heimink felt that the masks make children miserable and expressed his dissatisfaction with parents not having a choice regarding mask wearing.

Josephine DiGennaro stated that the first priority when parents send their children to school is psychological and physical safety followed by academics. She questioned the teacher's union providing the Centers for Disease Control and Prevention with healthcare guidance and recommendations for school reopening. Ms. DiGennaro felt that healthy children should not be masked, but if some are higher risk, it is their parents' decision whether they should wear a mask to school or not. She went on to say there is not a one size fits all solution and although COVID-19 can be scary, it should not stop people from living their lives.

Arron Bemis shared that her daughter, Ruby, who was present with her, is a student at Canyon del Oro High School. She stressed the importance of teachers and students being able to see each other's facial expressions. Ms. Bemis feels that masks in school are redundant because there are many other places in the community children are not masked. She stated that she felt masking children should be the parents' decision.

Charles Lathram expressed his dissatisfaction with the room set-up for the meeting this evening and also the amount of fear that has been spread at school regarding masks. He went on to describe what he felt was a very biased assignment related to mask wearing given to his student by an English teacher which he felt qualified as propaganda. He went on to say that a properly worn N-95 was the only mask that is effective at stopping the spread of disease. Mr. Lathram stated kids would need to be given a new mask every class period and dispose of their old one for the masking in schools to be effective.

Daniel Roper stated that not everyone would agree on issues presented, but the American Medical Association, Center for Disease Control and Prevention, American Academy of Pediatrics, and the World Health Organization all agree on mask wearing. He shared that the case number for COVID-19 in Pima County is now seven times higher than it was last year at the same time and only 6% of ICU beds are currently available. Mr. Roper feels that masks are what we need to be doing to help the community; particularly in schools.

Bernie Stannus stated he did not agree with the set-up for the meeting and that it was not an open meeting. He felt that masking restricts breathing, entraps bacteria, and it accomplishes nothing. Mr. Stannus went on to say that he felt wearing a mask was a sign of ignorance because of their ineffectiveness and he was tired of living in a country where this is happening. He also shared that 99% of people recover from the virus.

Kathleen Vicino stated that she is outraged that her son has been bullied by teachers in instances when he removes his mask in class. She went on to say that the Governing Board is hired by voters and it is a privilege for them to serve. Ms. Vicino feels that there is no evidence of mask efficacy and shared that there have been hundreds of mask studies related to influenza that state masks do not stop viruses, but in fact promote bacterial infections. She also shared that the lack of hospital capacity is actually related to a staff shortage.

Pamela Stannus felt that it is well established that masks do not help at all, especially young children. She stated that dress codes are about showing respect for yourself and deterring distracting clothes. Ms. Stannus went on to say that she felt it would be very easy for the Governing Board to add a mask requirement to the dress code. She finished her statement with "No thank you. No masks".

## **8. CONSENT AGENDA<sup>3</sup>**

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

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



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

**A. Approval of Appointment of Non-Administrative Personnel**

*Non-administrative personnel appointments were approved as listed in Exhibit 3.*

**B. Approval of Personnel Changes**

*Certified and classified personnel changes were approved as listed in Exhibit 4.*

**C. Approval of Leave(s) of Absence**

*Leave(s) of absence were approved as listed in Exhibit 5.*

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

*Separations and terminations were approved as listed in Exhibit 6.*

**E. Approval of Stipend for Coaching Volunteers**

*Stipend for coaching volunteers were approved as listed in Exhibit 7.*

**F. Approval of Minutes of Previous Meeting(s)**

*Previous minutes for Governing Board Meeting held on August 10, 2021 were approved as listed in Exhibit 8.*

**G. Approval of Vouchers Totaling and Not Exceeding Approximately \$5,216,523.05**

*A copy of vouchers for goods and services received by the Amphitheater Public Schools and recommended for payment has been provided to the Governing Board. The following vouchers were approved as presented and payment authorized as submitted in Exhibit 9.*

Voucher #	Amount	Voucher #	Amount	Voucher #	Amount
1371	\$1,120,696.00	1035	\$899,978.55	1036	\$91,175.16
1038	\$518,767.01	1039	\$104,209.21	1040	\$724,118.71
1041	\$91,712.58	1042	\$425,780.08	1043	\$585.31
1044	\$113,208.70	1045	\$16,437.91	1046	\$229,174.27
1047	\$76,705.34	1048	\$54,925.77	1049	\$7,937.24
1052	\$22,357.06	1053	\$131,096.17	1054	\$59,361.17
1055	\$448,554.47	1056	\$38,398.14	1058	\$41,344.20

**H. Acceptance of Gifts**

*Gifts were accepted by the Governing Board as listed in Exhibit 10.*

**I. Approval of Parent Support Organization(s) - 2021-2022**

*The Governing Board approved IRHS Wrestling Boosters, Ironwood Ridge Football Boosters, Nighthawk Girls Golf Booster Club, Ironwood Ridge Theatre Booster, Ironwood Ridge Music Association, Cross Middle School Band Boosters as submitted in Exhibit 11.*

**J. Approval of Proposition 301 Teacher Performance Pay Awards and Administrative Performance Pay Awards for 2020-2021 Fiscal Year**

*The Governing Board approved the Proposition 301 Teacher Performance Pay Awards and Administrative Performance Pay Awards for 2020-2021 Fiscal Year as submitted in Exhibit 12.*

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

*The Governing Board approved the Qualified Amphitheater Teacher Performance Evaluation System (ATPES) Evaluators.*

**L. Approval of the Amphitheater Career Innovation Center Concept**

*The Governing Board approved the Amphitheater Career Innovation Center Concept.*

**M. Approval of Out of State Travel**

*The Governing Board approved the request for out of state travel as submitted in Exhibit 13.*

**9. STUDY**

**A. Study of Governing Board Policy Documents: Policy BDF (Advisory Committees), Policy BEDD (Rules of Order), Policy BEDF (Voting Method), Policy BEDH (Public Participation at Board Meetings), Policy BIB (Board Member Development Opportunities), Policy DIE (Audits/Financial Monitoring), Policy DJ (Purchasing [Purchasing Ethics Policy]), Policy EEAEA (Bus Driver Requirements, Training, and Responsibilities), Policy GCB (Professional Staff Contracts and Compensation), Policy GCF (Professional Staff Hiring), Policy GCH (Professional/Support Staff Orientation and Training), Policy GDB (Support Staff Contracts and Compensation), Policy GDF (Support Staff Hiring), Policy IC (School Year), Policy IHA (Basic Instructional Program), Policy IHAMB (Family Life Education), Policy IHAMD (Instruction and Training in Suicide Prevention), Policy IJ (Instructional Resources and Materials), Policy IJJ (Textbook/Supplementary Materials Selection and Adoption), Policy IMB (Teaching About Controversial/Sensitive Issues), Policy JFAA (Admission of Resident Students), Policy JFAB (Tuition/Admission of Nonresident Students), Policy JFB (Open Enrollment), Policy JICA (Student Dress)**

*For complete details of the Study of Governing Board Policy Documents see Exhibits 14 to 37.*

Superintendent Jaeger explained that policy changes were necessitated by recent changes in the law. He invited Ms. Tong to explain further.

Ms. Tong noted the Amphitheater School District is a member of the Arizona School Board Association (ASBA), as are all school districts in Arizona. One of the benefits of membership, is the ASBA reviews policies every year (typically in August) to make sure they are clear, concise and easy to understand. Also, when the laws change, they provide updated policies to reflect that. She said there is no action needed from the Governing Board tonight, she will be reviewing some small language changes, and also new policies that are a result of new laws. The Governing Board will approve them at a later meeting.

Ms. Tong explained the policies are arranged in groups (based on topic) and the B policies pertain to Governing Board meetings. She then talked about the proposed changes.

**Policy BDF-Advisory Committees** The ASBA recommended that any committee or subcommittee meetings held are subject to the conditions of Arizona's Open Meeting Laws.

**Policy BEDD-Rules of Order:** The ASBA recommended that Governing Board remove the information concerning Roberts Rules, and add a section stating that the Governing Board President may recess the meeting without a vote of the Governing Board in order

to maintain decorum and Governing Board meeting rules of order.

**Policy BEDF-Voting Method:** The change was necessitated by a change in the law. It requires that all Governing Board member votes concerning all motions and resolutions shall be done verbally. She clarified members cannot just raise their hand or nod their head. Voting must be out loud, so anyone listening online can hear it. She stated the District is already conducting it votes this way.

**Policy BEDH-Public Participation At Board Meetings:** The ASBA recommended that Governing Board remove the section referencing that a presenter response to public comment could potentially be considered as legal advice. It also added a section stating presentations for unsolicited services will not be permitted. She said there is already a process in place for businesses offering services.

**Policy BIB-Board Member Development Opportunities:** The change was necessitated by a change in the law. It clarifies that no public monies can be used for any trainings, that would blame anybody on the basis of race, ethnicity or sex. She advised the District does not do this, but should consider adopting the change at the September 28, 2021 meeting.

Ms. Tong explained the next items were the Financial policies in the D series. She then talked about the proposed changes.

**Policy DIE-Audits and Financial Monitoring:** The change was necessitated by a change in the law. This requires Governing Boards to approve an audit finding at an open meeting. She advised the Governing Board to consider adopting the change at the September 28, 2021 meeting.

**Policy DJ-Purchasing (Purchasing Ethics Policy):** The change was necessitated by a change in the law. She advised the Governing Board to consider adopting the change at the September 28, 2021 meeting.

Ms. Tong explained only one item required change in the E series policies.

**Policy EEAEA-Bus Driver Requirements, Training, and Responsibilities:** Ms. Tong stated the change was necessitated by a change in the law, and the District has this federal requirement in place already. It states that bus driver applicants are required to possess a commercial driver license issued by the Department of Public Safety. She advised the Governing Board to consider adopting the change at the September 28, 2021 meeting.

Ms. Tong said the next policies were in the G series covering employment policies. She reported some of the changes she spoke about were in the legislative update and now require action. She explained within in the G series there are GC policies covering professional staff and GD series which cover the support staff. She then spoke about the proposed changes that will affect the employees.

**Policy GCB-Professional Staff Contracts And Compensation:** She reported she met with Amphitheater Education Association (AEA) president Lisa Millerd who agreed the changes were directly from HB 2268. The changes require that every fiscal year school districts will provide each employee with a total compensation statement. She advised the Governing Board to consider adopting the change at the September 28, 2021 meeting, to be in compliance with the law going into effect on September 29, 2021.

**Policy GCF-Professional Staff Hiring:** She stated that when she presented the legislative update some of the laws she spoke about would require action in the future. This policy addresses the changes requiring when a district is hiring a new employee,

they shall conduct a search of the prospective employee on the educator information system that is maintained by the Department of Education (ADE). She then referred to the Certification Requirements section of the current policy, which states that staff must hold a teaching certificate in order to teach in a classroom. Ms. Tong said ASBA has felt that portion of the policy was superfluous, since the certification was already required in the contracts. She advised the Governing Board members that they could consider the parts separately and adopt the prospective employee requirement, and decide later if they wish to remove the section on Certification. Additionally, she reported that she has discussed the removal of the Certification section with AEA President, Ms. Millerd, and she too agreed the section was superfluous.

Ms. Tong asked if there were any questions.

Superintendent Jaeger referenced Policy GCF-Professional Staff Hiring, and advised the Governing Board, that the language changes are not compelled by law. He explained some of the deletions recommended by the ASBA concerning non-discrimination in the hiring process, may be counter to the District philosophy on hiring. He reminded the Governing Board that they do not have to make the changes as proposed and can study and discuss the recommendations further before deciding.

Ms. Tong agreed with Superintendent Jaeger and told the Governing Board members that there is no change to District Policy AC-Nondiscrimination/Equal Opportunity. She explained the Governing Board actions to the policy recommendations by the ASBA. They may choose to stay with the current policy, study the recommendations further, take it to Meet and Confer for discussion, or adopt the policy as recommended. She advised them they have the right to proceed as they wish.

Mr. Kopec said he thought the policy should be consistent throughout.

**Policy GCH-Professional and Support Staff Orientation And Training:** The change was necessitated by a change in the law. She said it is similar to Policy BIB-Board Member Development Opportunities. The additional section clarifies that no public monies can be used for any trainings, that would blame anybody on the basis of race, ethnicity or sex. Ms. Tong said the ASBA has recommended deleting the sections on New Employee Orientation Program and Returning Employee Orientation. She discussed the deletions with Ms. Millerd, and Ms. Millerd also felt the sections did not need to be removed, but had some additional suggestions. Ms. Tong felt the policy should remain as it is now, and add the new section as required by law. She reminded them these deletions do not require immediate action. They may study it longer, send it to Meet and Confer for discussion, or adopt the policy as recommended.

Ms. Tong offered to answer any questions.

President Zibrat asked the Governing Board members if they had any questions or comments.

Mr. Kopec felt the additions should be accepted and the policy should remain as is, without the recommended deletions. He asked Ms. Tong if she thought any of the G series policy changes would create more obstacles in the hiring process.

Ms. Tong responded the District already has these practices in place. The only procedure that is not done, is checking new support staff hires with the ADE. At this time the ADE does not have a system in place, but is in the process of creating it. She said safety trainings are already in place, as are new teacher trainings.

Mr. Kopec asked Ms. Tong when she thought the ADE will have the system ready. She explained the data base will build as individuals are reported for violations. She stated the District is already using the system to screen potential certificated staff.

Ms. Tong said the next set of policies are about instruction. She stated that when the ASBA writes new policies that require changes due to new laws, they generally use the statute word for word in the new policies.

**Policy IC-School Year:** The change is required because of a change in the law. This policy reflects a change in the instructional minutes for students. School districts that want to change their instructional model are required to hold at least two (2) public hearings, before they adopt any changes in the instructional model. She advised the Governing Board to adopt the policy change.

**Policy IHA-Basic Instructional Program:** The change is required because of a change in the law. Each District is required to offer staff trainings related to dyslexia screenings. She stated the District is already following the guidelines. Additionally, the policy requires specific civics lessons be taught. She said the Governing Board is approving what is required by statute.

**Policy IHAMB-Family Life Education:** The change is required because of a change in the law. The new statute requires guidelines as to where maturation education can be taught. Also, students are required to have the opportunity to opt in or to opt out.

**Policy IHAMD-Instruction And Training In Suicide Prevention:** The change is required because of a change in the law last year. The law requires students be provided the phone number of a suicide prevention hotline. She said the District currently provides the phone number on the back of the high school students' identification cards. The ASBA is recommending that school districts make it policy.

**Policy IJ-Instructional Resources And Materials:** The change is required because of a change in the law. These changes reflect the Parents Bill of Rights. The policy defines a "textbook" and also gives the parents the opportunity to object to certain learning materials.

**Policy IJJ-Textbook/Supplementary Materials Selection And Adoption:** The change is required because of a change in the statute. Ms. Tong said this policy outlines how a textbook committee should be made up.

**Policy IMB-Teaching About Controversial/Sensitive Issues:** The change is required because of a change in the statute. She said it follows the statute word for word. The new policy states teachers, administrators or other employees of a school district shall not teach certain concepts.

Ms. Tong offered to answer any questions on the instructional policies.

There were none.

Ms. Tong said the J series policies are student policies.

**Policy JFAA-Admission Of Resident Students and Policy JFAB-Tuition/Admission of Nonresident Students:** The change is required for both policies, due to the passing of SB 1420. The policy allows school districts to accept a consular identification card that is

issued by a foreign government as a valid form of identification to establish residency.

**Policy JFB-Open Enrollment:** The change is required due to the passing of HB 2898. The laws states that school districts are required to have certain information on their district and school websites concerning open enrollment. The policy changes follow the statute requirements, and she felt they are broad. This policy will allow school administrators to give more specific information concerning enrollment priorities, procedures, capacity, etc.

**Policy JICA-Student Dress:** Ms. Tong said Superintendent Jaeger already spoke about the recommended changes to the policy. She explained the ASBA suggested the change to clarify what a gang symbol is, and in certain circumstances, the change allows wearing jewelry that displays religious messages.

Ms. Tong apologized for the length of her presentation, and said all school districts study their policies annually. She offered to answer any questions on the student policies.

There were none.

## **10. ACTION**

### **A. Resolution Declaring September 23, 2021 as "Legendary Teacher Day"**

Superintendent Jaeger explained the District has participated in the annual Legendary Teacher Day recognition for many years and asked Ms. Tong to talk about the resolution in greater detail.

Ms. Tong explained the Legendary Teacher Day recognition was created by former Flowing Wells Superintendent, Nick Clement. The concept is to recognize teachers that have really made an impact in students' lives. Mr. Clements' nomination form defines a legendary teacher, and is for all participating school districts to use. She said the Amphitheater District has added some additional parameters that help distinguish and recognize our legendary teachers.

Ms. Tong recommended the Governing Board adopt the resolution as presented.

President Zibrat read the resolution.

*Vice President Day made a motion adopt the resolution. Ms. Cox Golder seconded the motion. There was no discussion. Voice vote in favor - 5: President Zibrat, Vice President Day, Dr. Baker, Ms. Cox Golder and Mr. Kopec. Opposed - 0. The Governing Board approved the Resolution Declaring September 23, 2021 as "Legendary Teacher Day" as submitted in Exhibit 38.*

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


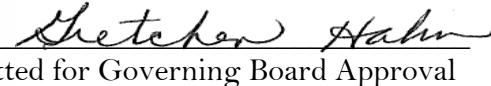
Lisa Millerd talked about the G-series policy change regarding teacher training and orientation. She stated it was her recommendation to outline all of the important statutes teachers would need to be aware of rather than singling them out in orientation. Ms. Millerd said that as the AEA President she speaks with employees all across the District and tries to work out issues when she can. She feels everyone wants what is best for schools and students particularly health and safety. She hears that staff is appreciative when the Governing Board acknowledges their hard work and feels that staff retention is imperative. Ms. Millerd concluded by asking that everyone continue to invest in and empower employees.

**12. BOARD MEMBER REQUESTS FOR FUTURE AGENDA ITEM**

Vice President Day asked for a report on E-sports and stated the Governing Board needs to take a vote to change the ASBA bylaws.

**13. ADJOURNMENT**

*Vice President Day moved to adjourn the meeting. Ms. Cox Golder seconded the motion. There was no discussion. Voice vote in favor - 5: President Zibrat, Vice President Day, Dr. Baker, Ms. Cox Golder, and Mr. Kopec. Opposed - 0. The meeting adjourned at 8:40 p.m.*

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

October 20, 2021  
Date

\_\_\_\_\_  
Susan Zibrat, Governing Board President

October 26, 2021  
Date