

**DRAFT**

**AMPHITHEATER PUBLIC SCHOOLS  
Tucson, Arizona**

**MINUTES OF REGULAR PUBLIC MEETING OF THE GOVERNING BOARD**

**Place, Date and Time of Meeting**

Wetmore Center, Leadership & Professional Development Center, 701 W. Wetmore Road, December 8, 2015 at 5:00 PM

**Board Members Present**

Deanna M. Day, President  
Jo Grant, Vice President  
Dr. Kent Paul Barrabee, Member  
Julie Cozad, Member  
Scott A. Leska, Member

**Central Administrators Present**

Patrick Nelson, Superintendent  
Monica Nelson, Associate Superintendent  
Todd A. Jaeger, J.D., Associate to the Superintendent and General Counsel  
Scott Little, Chief Financial Officer

**Call to Order 5:00 PM**

Ms. Deanna M. Day

Ms. Day called the meeting to order at 5:00 PM. Ms. Grant moved that the Board recess into Executive Session, Ms. Cozad seconded and the motion passed 5-0. The Board recessed into Executive Session at 5:01 PM.

**1. Executive Session**

A. Motion to Recess Open Meeting and Hold an Executive Session for Student Disciplinary Action:

- 1) Consideration and Decision Upon Expulsion Hearing Officer's Recommendation, Pursuant to A.R.S. §15-843(F)(2), Regarding:
  - a. Student # 30040305;
  - b. Student # 30040247; and
  - c. Student # 30016825

B. Discussions or Consultations with Designated Representatives of the Governing Board in order to Consider its Position and Instruct its Representatives Regarding Negotiations for the Purchase, Sale or Lease of Real Property (the Former Canyon Del Oro North Campus), Pursuant to §38-431.03(A)(7).

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

D. Motion to Close Executive Session and Reconvene Open Meeting

Upon return to the Board Room, Ms. Grant moved to close Executive Session and reconvene the Open Meeting. Mr. Leska seconded and the motion passed 5-0. Open Meeting resumed at 6:18 PM.

**CONTINUATION OF OPEN MEETING AT 6:00 PM OR AT THE CONCLUSION OF EXECUTIVE SESSION**

### **Call to Order and Signing of the Visitors' Register**

Ms. Deanna M. Day

Ms. Day called the meeting to order and asked visitors who had not already done so to sign the Visitors' register.

### **Pledge of Allegiance to the Flag**

Donaldson Elementary School Students

Ms. Dawn Tinsley, Donaldson Principal, introduced the pledge leaders, who are some of Donaldson's finest students, serving on the News Crew. Students who participate on the News Crew write the scripts and produce a school news cast. They have a strong on air presence. Ms. Tinsley shared about the students in attendance. Salma Leal is in 5th grade, is Student Council President, hold a Blue Belt in Karate and is an Odyssey of the Mind veteran. Teague Deatherage is in 4H, Odyssey of the Mind, participates in archery and dog training and wants to join the Marines or Navy. Adrian Mendivil is in 5th grade, is a Student Council class representative and would like to follow in his Uncle's footsteps to become a Green Beret. Maya Rivera is in 4th Grade, plays volleyball, is in Odyssey of the Mind and would like to become a Veterinarian. Raini Desisto is in 4th grade, participates in swimming, arts and crafts, Math, and would like to become a Marine Biologist. Ms. Grant presented them with certificates of commendation.

### **Recognition of Student Art**

Donaldson Elementary School

Dr. Barrabee introduced the student art on display. On display was art work inspired by ancient Egyptian culture, the life cycle of Monarch butterflies and color variances.

### **Announcement of Date and Place of Next Regular Governing Board Meeting:**

Tuesday, January 12, 2016, 5:00 PM, Wetmore Center, 701 W. Wetmore Road - Leadership & Professional Development Center, SE Parking & Entrance

## **2. RECOGNITION**

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

Board Book Information: *The Distinguished Service Award (DSA) was established to recognize employees' initiative, collaboration, loyalty, and contribution to the Amphitheater Public School District. Employees are recognized on a monthly basis during the school year. All Amphitheater employees are eligible to be nominated by their colleagues for this recognition. The awardees names are placed on a plaque. We would like to recognize the following individuals for the month of November:*

**Suzan Brown**, Librarian, Coronado K-8 and **Les Sloan**, Bookkeeper II, Wetmore Finance

Mr. Leska presented the DSA winners with certificates of commendation.

### **B. Recognition of National Board Certified Teachers**

Board Book Information: *Two Amphitheater School District teachers completed the National Board Certified Teacher (NBCT) program achieving National Board Certification status this school year. Also, two current NBCTs renewed their NBCT certifications this year. NBCT is a program of the Arizona Department of Education, the Arizona K-12 Center, and the National Board for Professional Teaching Standards. National Board Certification is an advanced teaching credential. As part of the process, teachers must analyze their teaching context and student needs, submit videos of their teaching and provide student work samples that demonstrate growth and achievement.*

New NBCTs are: **Amy Martinez**, Walker Elementary School and **Tara-Jayne Cheney**, Rillito Center

Renewing NBCTs are: **Donna Shreve**, Holaway and Walker Elementary Schools and **Vanessa Hill**, Prince, Rio Vista, and Donaldson Elementary Schools

Ms. Day presented them with certificates of commendation.

**C. Recognition of Rodel Exemplary Teachers**

Board Book Information: *For 13 years, the Rodel Exemplary Teacher Initiative has honored extraordinary teachers for their ability to spur achievement in high-poverty schools and mentor promising student teachers who will lead tomorrow's classrooms. This year, 15 teachers earned the Rodel Foundation's "2016 Exemplary Teacher" elite status, including two from Amphitheater Public Schools. The Rodel Exemplary Teacher program recognizes highly effective teachers through a rigorous selection process that is based on the recommendation of their administration, an analysis of student achievement, ability to mentor new teachers, and interviews and onsite observation by members of the Rodel team. Rodel Exemplary Teachers have the unique opportunity of "paying it forward" by training the next generation of effective teachers. Rodel staff help them hone their mentorship skills by providing further training, which can have a significant positive impact not only on new student teachers entering the profession, but also the teachers they work with on their campuses on a daily basis. Tonight we recognize our 2016 Rodel Exemplary Teachers:*

**Polly Kimminau**, La Cima Middle School  
**Donna Varma**, Rio Vista Elementary School

Dr. Barrabee presented the Rodel awardees with certificates of commendation.

**D. Recognition of Amphitheater High School - Super Bowl High School Honor Roll**

Board Book Information: *Tonight we welcome Amphitheater High School into the Super Bowl High School Honor Roll Community. As part of the NFL Foundation's Super Bowl 50 celebration, the NFL is celebrating players and coaches from the past 49 Super Bowls and their high schools by sending a commemorative Golden Football, produced by Wilson, to the high school of every player or head coach who was on an active roster in a Super Bowl. Amphi is one of 2,000 high schools across the nation being named to the Super Bowl High School Honor Roll this year. As a member of this special group, Amphi High was presented with the Golden Football in honor of Riki Ellison, a 1978 graduate of Amphitheater High School. Ellison was a two-time Super Bowl Champion with the 49ers and played his final three seasons in the NFL with the Raiders. He won a National Championship with the USC Trojans in 1978 and was part of Amphi's State Championship team in 1975. Tonight we recognize Amphitheater High School for being named to the Super Bowl High School Honor Roll.*

Ms. Day, an Amphi High Alumni, presented the school with a certificate of commendation.

Ms. Day called for a short Break beginning at 7:00 PM. The meeting resumed at 7:14 PM.

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

There was no public comment.

**4. INFORMATION<sup>2</sup>**

Mr. Jim Burns, Executive Manager, Operational Support, briefed the Board on the Status of Bond Projects.

**A. Status of Bond Projects**

**I. INSTRUCTIONAL SPACE / PORTABLE REPLACEMENT**

**A. Wetmore Center Leadership & Professional Development**

End phase to remove old carpet and replace is underway. Completion estimated for December 30.

**B. Donaldson Elementary School Addition / Remodel:**

The Donaldson Project will begin Winter Break 2015. A pre-construction meeting was held November 18, 2015.

**C. Mesa Verde Elementary School Addition / Remodel:**

Construction is 85% complete. Completing the interior and exterior finishes on new building.

**D. Keeling Elementary Bus Pull-Out**

The City of Tucson lowered the water lines on November 23 & 24, 2015. Grading and concrete curbing is ongoing.

**II. NEW SCHOOL**

**A. New Elementary School:**

Final drawings have been received. Furniture price estimates have been received. A website is available for project updates [www.amphi.com/stem-school-news](http://www.amphi.com/stem-school-news).

Mr. Burns presented the latest information on Bond Projects and asked if the Board had any questions. Mr. Leska inquired about the lowering of a water line in the easement at Keeling Elementary, specifically how much the work would cost, how much of a contingency budget there is and how near completion the work is. Mr. Burns explained that the amount for lowering the line was not available yet. The project starts with a flat 10% for contingency issues. A risk analysis is done and if it seems it might take more the contingency amount will be raised. Keeling's contingency has been used. The project is 65% complete we do not expect any more contingency work will be needed.

**B. Community Extension Programs, Inc. - Report to Governing Board**

Board Book Information: *Community Extension Programs, Inc., is a non-profit organization which operates before and after-school and other enrichment programs at multiple school sites within the District. Since its initial and original formation as a district-owned community schools program, CEP has been a valuable partner for the District – a resource for parents seeking convenient, on-site care for their children after school, as well as a provider of “intersession”, summer, and other educational programming. Approximately 26 years ago, “Amphitheater Extension Programs” became a wholly separate entity from Amphitheater Public Schools, forming its current 501(c)(3) corporate status, and subsequently also changing its name to Community Extension Programs about 15 years ago. In 2000, CEP became the exclusive provider of on-site after-school programs in the District. That contractual relationship has since been renewed twice before, and is presented again for renewal under separate cover on this same Governing Board Agenda. As part of its agreement with the District, CEP is required to make an annual report to the District Governing Board regarding the scope and status of its operations. CEP Executive Director Bruce Weigold is a former long-time employee of the District, his service including posts as Principal at two different schools. Mr. Weigold will make the report to the Board on behalf of CEP.*

[\[https://v3.boardbook.org/Public/PublicAgenda.aspx?ak=1000433&mk=50178573\]](https://v3.boardbook.org/Public/PublicAgenda.aspx?ak=1000433&mk=50178573), Item 4.B.] (Exhibit A)

Mr. Weigold presented a PowerPoint presentation then asked if the Board had any questions. Mr. Leska thanked him for their service to the District. He recalled that as a young parent he used CEP and is still in contact with some of the staff that made a big difference.

**C. School Reports - Nash Elementary, Amphitheater Middle School & Canyon del Oro High School**

Board Book Information: *Beginning this year, each school principal will present information about their school to the Governing Board. This evening, Michael McConnell, principal at Walker Elementary, Gerad Ball, principal at Coronado K-8, and Jon Lansa, principal at Amphitheater High School, will share news, data, and other information about their schools.*

[\[https://v3.boardbook.org/Public/PublicAgenda.aspx?ak=1000433&mk=50178573\]](https://v3.boardbook.org/Public/PublicAgenda.aspx?ak=1000433&mk=50178573), Item 4.C.] (Exhibit B)

### **Nash Elementary**

Mr. Bob Hehli presented information to the Board about Nash. Dr. Barrabee said he enjoys the enthusiasm at Nash and is sure the students do too. He asked for more information on what the Roadrunner Program is. Mr. Hehli explained that the Roadrunner Program is catching students doing good. When a student is observed doing something good, teachers or staff fill out a form in duplicate. A copy goes home and a copy goes in the golden treasure chest. Every Monday he pulls out one form per grade level and recognizes those students. Ms. Grant asked if the Kindness Crusaders will come back if 5,000 acts of kindness is reached. Ms. Cozad commented on how much she loves the family tiles.

### **Amphitheater Middle School (AMS)**

Ms. Tassi Call, Principal of CDO, presented information to the Board about AMS. Ms. Grant thanked Ms. Call for the presentation. She asked Ms. Call what some of the languages are that are spoken at AMS. Ms. Call replied Arabic, Burundi, Ethiopian languages and Swahili to name a few. Ms. Day asked if they won in the robotics competition. Ms. Call said that the Robotics Team won and will be going to the championship in March. They competed against Amphi High and won. Dr. Barrabee commented that with such diversity AMS addresses it as a source of strength, which is the way to go.

### **Canyon Del Oro (CDO)**

Mr. Paul DeWeerd, Principal of CDO, presented information to the Board about CDO. Dr. Barrabee gave compliments on the longevity of the staff. Continuity is important, training and building relationships with each other, students and family. Ms. Cozad asked about Algebra scores. Mr. DeWeerd explained that many are taking Algebra in 8th grade and taking the course in middle school.

### **D. AdvancEd Accreditation Update**

Board Book Information: *In the 2013-14 school year we hosted an External Review for our AdvancED Performance Accreditation. Continuous improvement is at the heart of the accreditation process. The improvement priorities which were identified by the External Review Team as a part of our system's improvement efforts are being addressed and documented in the AdvancED Adaptive System of School Improvement Support Tools (ASSIST™). Since our review we have been working to improve on the required areas that were identified by the External Review. We are in the process of preparing our Accreditation Progress Report (APR) for AdvancED. Mike Bejarano will present an update to the Governing Board.*

[<https://v3.boardbook.org/Public/PublicAgenda.aspx?ak=1000433&mk=50178573>, Item 4.D.] (Exhibit C)

Mr. Nelson announced that Items 4.D. AdvancEd Accreditation Update was withdrawn from the agenda to be presented at a later date.

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

Ms. Day asked if there were Board Member requests to have any items addressed separately. There were no requests.

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

Minutes of previous meeting(s) were approved as presented.

[<https://v3.boardbook.org/Public/PublicAgenda.aspx?ak=1000433&mk=50178573>, Item 5.A.] (Exhibit D)

### **B. Approval of Appointment of Personnel**

Certified and classified personnel were appointed, as listed in Exhibit 1.

[<https://v3.boardbook.org/Public/PublicAgenda.aspx?ak=1000433&mk=50178573>, Item 5.B.]

**C. Approval of Personnel Changes**

Certified and classified personnel were appointed as listed in Exhibit 2.

[<https://v3.boardbook.org/Public/PublicAgenda.aspx?ak=1000433&mk=50178573>, Item 5.C.]

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

Leaves of Absence requests were approved for certified and classified personnel as listed in Exhibit 3.

[<https://v3.boardbook.org/Public/PublicAgenda.aspx?ak=1000433&mk=50178573>, Item 5.D.]

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

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

[<https://v3.boardbook.org/Public/PublicAgenda.aspx?ak=1000433&mk=50178573>, Item 5.E.]

**F. Approval of Vouchers Totaling and Not Exceeding Approximately \$1,481,949.80 (Final Total)**

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:

**2015-2016 Fiscal Year**

Voucher #269	\$955,691.59	Voucher #270	\$206,654.22	Voucher #271	\$59,856.64
Voucher #272	\$24,413.95	Voucher #273	\$75,258.36	Voucher #274	\$82,430.95
Voucher #275	\$77,644.09				

**G. Acceptance of Gifts**

The Board accepted the gifts and donations as listed.

[<https://v3.boardbook.org/Public/PublicAgenda.aspx?ak=1000433&mk=50178573>, Item 5.G.] (Exhibit 5)

**H. Receipt of October 2015 Report on School Auxiliary and Club Balances**

October 2015 School Auxiliary and Club Balances were approved as presented.

[<https://v3.boardbook.org/Public/PublicAgenda.aspx?ak=1000433&mk=50178573>, Item 5.H.] (Exhibit 6)

**I. Approval of Disposal of Surplus Property via Vintage Tech, LLC**

Disposal of Surplus Property through Vintage Tech, LLC was approved.

[<https://v3.boardbook.org/Public/PublicAgenda.aspx?ak=1000433&mk=50178573>, Item 5.I.] (Exhibit 7)

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

Disposal of Surplus Property through PublicSurplus.com was approved.

[<https://v3.boardbook.org/Public/PublicAgenda.aspx?ak=1000433&mk=50178573>, Item 5.J.] (Exhibit 8)

**K. Award of Contract for Extended Learning and Child Care Services Based Upon Responses to Request for Proposal (RFP) 15-0002**

The Board awarded the revenue contract to Community Extension Programs, Inc. based on the submitted proposal for RFP 15-0002.

[<https://v3.boardbook.org/Public/PublicAgenda.aspx?ak=1000433&mk=50178573>, Item 5.K.] (Exhibit 9)

**L. Approval of Out of State Travel**

Out of state travel was approved for students and/or staff (source of funding indicated).

[<https://v3.boardbook.org/Public/PublicAgenda.aspx?ak=1000433&mk=50178573>, Item 5.L.] (Exhibit 10)

**M. State Tutoring Grant Salary Requirements**

The Board approved the compensation rate required for the State Tutoring Grant.

Board Book Information: *Darlene Mansouri, Director of State and Federal Programs, has informed us that Amphitheater High School will be receiving a State tutoring Grant from the Arizona Department of Education for tutoring this fall. The grant requires a salary based on a \$40 per hour total compensation rate (based on salary and benefits, not including medical). Consequently, the actual hourly salary will be approximately \$33.43 plus benefits. This is more than the currently approved hourly salary for tutoring of \$30.00 per hour plus benefits.*

[<https://v3.boardbook.org/Public/PublicAgenda.aspx?ak=1000433&mk=50178573>, Item 5.M.] (Exhibit 11)

**N. Approval of Parent Support Organization(s) - 2015-2016**

Parent Support Organization applications were approved as submitted.

[<https://v3.boardbook.org/Public/PublicAgenda.aspx?ak=1000433&mk=50178573>, Item 5.N.] (Exhibit 12)

**6. STUDY/ACTION**

**A. Adoption of the FY 2015-2016 Expenditure Budget Revision 1**

The Governing Board approved the first revision of the 2015-2016 Expenditure Budget as submitted.

Board Book Information: *The State of Arizona requires governing boards to revise the operating budget for the school year to reflect actual carry forwards and interest earnings. The Maintenance and Operations fund was adjusted to reflect the actual carry forwards and adjust student counts to reflect actual numbers. The carry forward amounts and interest earnings for the Soft Capital Fund were estimated for the Budget Adoption in July. These budgets have been revised to actual numbers.*

[<https://v3.boardbook.org/Public/PublicAgenda.aspx?ak=1000433&mk=50178573>, Item 6.A.] (Exhibit 13)

**7. ACTION**

**A. Approval of the Governing Board's Legislative Priorities for the 2016 Fiscal Year**

Board Book Information: *This Item was previously presented for review by the Governing Board on November 17, 2015. After the Board's discussion and direction received at that meeting, the following revised Legislative Priorities are now presented for the Board's approval. Changes since the last review are shown in redline format for the Board's ease of review. Board members are reminded that the bullets under each legislative priority are merely potential talking points that can be used in discussion with lawmakers.*

[<https://v3.boardbook.org/Public/PublicAgenda.aspx?ak=1000433&mk=50178573>, Item 7.A.] (Exhibit 14)

Item 7.A. Approval of the Governing Board's Legislative Priorities for the 2016 Fiscal Year was removed from the agenda to be presented at a later date.

**B. Approval of the Proposition 301 Teacher Performance Pay Plan:**

**a. Review of Revised Proposition 301 Teacher Performance Pay Plan Draft;**

**b. PUBLIC HEARING Regarding Adoption of Proposition 301 Teacher Performance Pay Plan and Approval or Wavier of Modifications to Existing Plan, Pursuant to §A.R.S. 15-977; Approval of Proposition 301 Teacher Performance Pay Plan.**

The Board approved the Proposition 301 Teacher Performance Pay Plan as submitted.

Board Book Information: *Forty percent of the revenue which the District receives from Proposition 301 and derived from statewide sales tax revenue provides funding for a performance based incentive pay program for teachers, as defined under the law. The performance pay program is established through a written plan which must be approved by the Governing Board under Arizona law. The relevant state law, A.R.S. §15-977, now describes multiple components that are "required" to be included in the written performance pay plan. Those plan component requirements were added into law relatively recently, and the law permits local governing board discretion to vary from and modify the enumerated components. See, A.R.S. §15-977(E).*

*The Amphitheater Governing Board, on many occasions now, has previously approved the District's 301 performance pay plan, as it has been updated from time to time. In more recent approvals, the Board has modified the components "required" by the statute.*

*Beginning in school year 2014-2015, one of the required plan components was the use of individual teacher performance to determine thirty-three per cent (33%) of the annual performance pay payout. See, A.R.S. §15-977(C)(2). The measure of individual teacher performance to be used is the teacher's performance classification determined by the District's teacher evaluation system, pursuant to A.R.S. §15-203(A)(38). Again, deviation from or waiver of this component was permitted by law.*

*For the last fiscal year (2014-2015), the Performance Pay Plan Oversight Committee recommended that the inclusion of individual teacher performance classifications as prescribed in A.R.S. §15-977(C)(2) be postponed. The committee's rationale was that, while significant progress had been made on the development of the new teacher performance evaluation system (ATPES) to include overall weighted average student outcome measures (OWA), the process had only been in effect for a relatively brief period of time and required further study.*

*This year, the Oversight Committee has recommended the inclusion of performance classifications, but with limited compensation disparities between the performance classification levels. The Committee proposes that teachers classified as highly effective receive 100% of the performance dependent compensation element; teachers classified as effective would receive 95%; and teachers classified as developing would receive 85%. The Administration concurs with the Committee's recommendation.*

*This more limited "spread" of compensation reflects continuing uncertainty as to the reliability of and flux in student achievement data measurement in the State of Arizona (a quantitative measure of course) and its impact upon the qualitative evaluation of teacher performance.*

*A copy of the proposed revised 301 Plan is attached to this Board item. Areas of the plan where substantive revisions have been made by the Oversight Committee are in red font. Data tables have been updated as appropriate as well but are not shown in red font.*

**PROCEDURAL GUIDANCE:** *Even though the Board has previously approved the performance pay plan, the Board must do so again with respect to this revision through a public hearing process, to be effective for the current fiscal year, and thereafter.*

*Following recognition by the Board President, the Administration will review a summary of the Performance Pay Plan and the proposed revisions, as well as other pertinent background.*

*Following the staff presentation, it will be necessary for the President of the Board to declare a public hearing "open". During the hearing, members of the public shall be invited to address the board on matters of concern relating to the Performance Pay Plan, the requirements of the law, and staff or oversight committee recommendations.*

*Following public comment, the Board may take action as it determines. A recommendation follows below.*

*Following Board action, the President then declares the public hearing closed. (Unlike other statutes requiring board action on a matter following a public hearing, this law requires that the board action occur at a public hearing).*

<https://v3.boardbook.org/Public/PublicAgenda.aspx?ak=1000433&mk=50178573>, Item 7.B.] (Exhibit 15)

Mr. Jaeger reviewed the Public Hearing process for the Proposition 301 Item as listed in the item background information. Dr. Lopez provided an overview of the proposed Proposition 301 Plan after which she addressed questions from the Board. Dr. Barrabee said he is not certain about the cut off points and asked how points set



for different levels of effectiveness are determined. Dr. Lopez said they are set based on what the Amphitheater Teacher Performance Evaluation System (ATPES) design team committee determined. Mr. Nelson explained that HB2823 requires districts to report levels and the District asked for a 1 year postponement. This year a plan has to be submitted. Ms. Cozad commented that just because someone is assigned one evaluator, if they feel there is a problem, they can request another. Mr. Leska noted that there is moratorium on the AZ Merit Exam as they are still establishing the baseline and asked if there was still a moratorium on it being included. Mr. Jaeger explained that there is a provision of the law that forced action of scores being included in performance. That is postponed for 2 years. High stakes have been suspended. Mr. Leska asked if scores across the state, which are dismal, are still built into the evaluations. Dr. Lopez clarified that the oversight committee for AZ Merit has not met to determine (they will in January 2016) on how to incorporate it; or if they will. It is not in the evaluation system now. It was based on growth scores and so far it is only a pre-assessment. Mr. Leska asked if it was not going to be built in. Dr. Lopez confirmed it was not. Mr. Leska then had questions regarding the committees: if each school had a different plan, who set it up, how the committees were selected, who selected the committee either school administrators or teachers, if there was a pool of 10 how were selections made, if multiple options were presented what the other options were, was there an option based on the numbers of years in employment. Dr. Lopez responded that the staff at each school sets up the committee. The oversight committee is made up by schools selecting teacher reps, high school, middle school, elementary rotate by feeder pattern and changes every year. The committee members are volunteers.

Ms. Day declared the Public Hearing on the Approval of to Proposition 301 Teacher Performance Pay Plan to be open at 8:45 PM.

Dr. Barrabee asked if they have to make a decision now as there were a few typos that probably should be changed. Mr. Jaeger said that typos and grammatical errors can be changed later. Ms. Cozad asked if Amphitheater Education Association (AEA) would give an opinion. Ms. Kat Pivonka, AEA President, said that AEA members were on the oversight committee and attended meetings. Ms. Cozad asked if they gave feedback. Ms. Pivonka said her understanding was that there was. Dr. Lopez said that AEA provided a new representative, Dr. Stone from Canyon Del Oro who attending one meeting. There were three during the year, so an extra meeting was added. Mr. Leska observed that this was a Public Hearing and there was no one in attendance from our constituency. It was published last Thursday and that wasn't enough time for the constituency to show up. He expressed concern that people would talk and stated he would like a delay. Mr. Nelson pointed out that there were very few changes, and those changes are highlighted in red. Teachers serve on the committee. Dr. Lopez said the deadline is December 31, 2015. Ms. Grant asked at what meeting the Board approved the plan. Dr. Lopez confirmed it was at the November 17, 2015 meeting. Ms. Grant asked if AEA notified teachers with information or that it was being presented. Dr. Lopez said she assumed it was a process they might use. Dr. Barrabee said that the 301 Plan is not new. Dr. Lopez has been working on it for several years and they have done an extraordinary job finessing it for fairness. The changes are small and people are familiar with it. Distribution of funds is the only issue. Dr. Barrabee stated he is satisfied that it does not need to be re-advertised and is ready to vote. Mr. Jaeger said that from a legal perspective he understands the concern. However, the District has largely had the same Proposition 301 plan for 16 years. Any compensation is for Meet and Confer, but is in agreement with AEA that the plan has been vetted though the oversight committee. Ms. Day said the AEA has long been involved. Mr. Leska then asked if the Board could take out some rates and if they could vote even if it's in the statutes. Mr. Jaeger said that the statute allows governing boards to consider and determine to waive certain elements. Mr. Leska asked if even one teacher came to a later public hearing about the plan, wouldn't that be better? Mr. Jaeger said it was up to the Board to choose to vote or postpone. Any further meeting or hearing requires only a 24-hour notice by law. Mr. Leska then asked what would happen if we busted the deadline.

Ms. Cozad made a motion to approve the Proposition 301 Teacher Performance Pay Plan as submitted. Dr. Barrabee seconded the motion and it passed 5-0. Ms. Grant then commented that teachers follow this information closely as they depend on the extra funds.

Ms. Day declared the Public Hearing closed at 9:12 PM.

**BOARD MEMBER REQUESTS FOR FUTURE AGENDA ITEMS**

Ms. Day asked the Board if there were any requests for future agenda items. There were none.

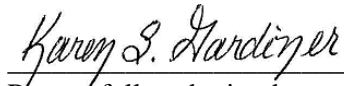
**PUBLIC COMMENT**

There was no public comment.

**ADJOURNMENT**

Ms. Grant moved that the meeting be adjourned and Ms. Cozad seconded the motion. The motion passed 5-0.

Ms. Day declared the meeting adjourned at 9:13 PM.



Respectfully submitted,  
Karen S. Gardiner

\_\_\_\_\_  
Deanna M. Day, Board President

TBD  
Date

Approved: TBD