

**Minutes of the Special Governing Board Meeting  
Amphitheater Public Schools  
Tuesday, March 23, 2021**

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A Special public meeting of the Governing Board of Amphitheater Public Schools was held Tuesday, March 23, 2021, beginning at 5:30 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  
Dr. Roseanne Lopez, Associate Superintendent for Elementary Education  
Mr. Michael Bejarano, Associate Superintendent for Secondary Education  
Ms. Michelle H. Tong, J. D., Associate to the Superintendent and Legal Counsel  
Mr. Scott Little, Chief Financial Officer  
Ms. Kristin McGraw, Director of Student Services  
Ms. Tassi Call, Director of 21<sup>st</sup> Century Education  
Dr. Shannon McKinney, Director of Curriculum and Assessment  
Mr. James Burns, Executive Manager of Operational Support  
Ms. Michelle Valenzuela, Director of Communications

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

President Zibrat called the meeting to order at 5:30 p.m. and invited members of the audience to sign the visitors' register.

**2. PLEDGE OF ALLEGIANCE**

President Zibrat asked Dr. Lopez to lead the Pledge of Allegiance.

**3. ANNOUNCEMENT OF DATE AND TIME OF THE NEXT REGULAR GOVERNING BOARD MEETING**

President Zibrat announced that the next Regular Governing Board meeting would be held on Tuesday, April 13, 2021 at 6:00 p.m., at the Wetmore Center, 701 W. Wetmore Road, Tucson, AZ, 85705 in the Leadership & Professional Development Center.

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

Ms. Lisa Millerd, teacher at Amphitheater High School (AHS) and Amphi Education Association (Amphi EA) President, said at the last meeting she spoke about the responsibilities required of the Amphi EA President as directed by Governing Board policy. She stated this year, she realized there are certain things she cannot control and said she faced difficulties fulfilling some duties. These included communication with District personnel, discussion of critical areas of concern, and meeting regularly with the Superintendent or the Superintendent's designee. She talked about what she has discovered as the Amphi EA President, noting that she has low expectations of direct

participation in the decision making process. She felt that employees are hesitant to speak up to a superior and want feedback that their concerns have been understood by District administration. She thought that communication can be successful if there is mutual trust and respect, but felt it was lacking in the District. Middle and high school students were asked, “What have you learned in the pandemic”? She said several skills they learned would not be assessed on a standardized test, and shared some of their answers; they learned to juggle, to walk on their hands, to be smart with money and save, to be more confident, to communicate better with their parents, and if you try hard enough you can do anything. Other responses included, learning the art of arguing, that watching a little cousin is challenging, and to always have a supply of toilet paper.

## **5. INFORMATION**

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

*For Superintendent’s Power Point Presentation see Exhibit 1.*

Superintendent Jaeger began his report with a few of the events that took place before and during Spring Break.

Interact Club students at Amphitheater High School (AHS) enhanced their campus by working on a painting project during Spring Break. The Interact Club is a program through Rotary International involving students aged 12-18. The purpose of the program is “Service Above Self” to help students improve their leadership skills. He mentioned in the past, many Interact Club students at AHS have been recognized at the annual Rotary Awards dinner for their service.

Since the beginning of March, students at Rio Vista Elementary School have read for more than 10,000 minutes. The students had a popcorn party to celebrate their participation in their Read-a-Thon.

Superintendent Jaeger shared that the third graders at Innovation Academy have been studying fossils and mining. The students discovered how fossils form, and how they are excavated and identified.

Superintendent Jaeger gave an update on public health information and the reopening of schools.

He said on March 24, 2021, vaccines will become available statewide for sixteen year olds and above. He suggested that anyone interested in information about the vaccine, go to the Arizona Department of Health Services (AZDHS) website, or directly to the vaccine registration website at [podvaccine.azdhs.gov](https://podvaccine.azdhs.gov).

He then reviewed the Pima County Health Department (PCHD) metrics. He commented that since the last report, there has been a significant improvement and that there are no indicators in the red category.

Disease Data Indicators: cases over two consecutive weeks; percent positivity; are both in the yellow zone; COVID-19 like illnesses is green.

Health System Availability: lab testing availability and utilization is green; adequate hospital bed capacity to care for two times the current COVID-19 cases (+surge) – statewide; sufficient Personal Protective Equipment (PPE) for emergency responders are both in the yellow.

Public Health Tracking and Investigation: timely case investigation; testing of symptomatic contacts within 48 hours are both in the green; facilities/support for patients who cannot be discharged home – statewide is yellow.

Superintendent Jaeger explained that the PCHD is no longer making recommendations to school districts concerning reopening, but if layered mitigation is in place, they are supporting school district decisions. He referenced Pima County metrics for the week of March 7, 2021, which showed improvement. He said the best news was a decline in cases, resulting in a rate of 53 cases per 100,000 individuals in Pima County, under 50 cases is considered a moderate transmission rate. The COVID-19 test positivity rate is 3.1%. Superintendent Jaeger said based on the guidelines from the state, hybrid learning is currently recommended, but as cases decrease, schools may be open for full in-person learning.

Superintendent Jaeger talked about the new Centers for Disease Control and Prevention (CDC) guidelines. The recommendation for elementary schools is students are to be at least three feet apart in classrooms and wear masks, whether the community transmission rate is low, moderate, substantial, or high. For middle and high schools, students need to be at least three feet apart in classrooms and wear masks, but only if the transmission rate is low, moderate, or substantial. For adults, the recommended guidelines continue to be at least six feet apart from students and other adults, in common areas, and when eating. If activities require increased exhalation, the use of large well-ventilated spaces or outdoors is advised.

Superintendent Jaeger recapped Gubernatorial Order 2021-04, which cited the new CDC guidelines and mandated new AZDHS transmission metrics. The Order required in-person learning to begin on March 22, 2021 and stated districts must offer a virtual alternative.

He explained the District's phased reopening plan. On March 22 and March 23, 2021, teachers had additional planning time and students engaged in SeeSaw/Google Classroom learning with teacher guidance. On March 24, 2021 in-person classes will resume for all students. (Full in-person learning will begin on March 29, 2021). PCHD and AZDHS project a moderate transmission level at that time, therefore the District will continue with layered mitigation protocols.

Superintendent Jaeger talked about the virtual alternative the District offers. 288 students have requested the virtual option. It is called Virtual Alternative Learning and the format is not the same as Amphi Academy Online (AAO). Students continue to be enrolled in their home school and may return to in-person learning when they feel comfortable. The learning options provided to students are learning platforms already in place, and varies from site to site depending on the specific needs at each location. He said a Virtual Alternative Learning update will be provided at the next Governing Board meeting.

Superintendent Jaeger concluded by saying the District has missed seeing the students in-person, and we are ready for them to return.

President Zibrat thanked Superintendent Jaeger and asked if Board members had any questions.

Ms. Cox Golder asked what the Districts' response is if an individual refuses to wear a mask.

Superintendent Jaeger said masks are a legal requirement in Pima County and for the Amphitheater Public School District. There have been some exceptions for medical reasons, and those students have gone through the extensive process to receive a waiver. He stated mask wearing is mandatory and it will be enforced.

Ms. Cox Golder asked if the 288 students requesting the Virtual Alternative Learning option have attended school this year.

Superintendent Jaeger said students have chosen the Virtual Alternative Learning option for different reasons. Some attended during hybrid, but do not feel comfortable returning to a full classroom, and others are concerned about the current metrics. He was hopeful that as students feel more secure in the future, they will return to the classroom. He offered to provide additional information at the next Governing Board meeting.

## 6. 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. – K. be approved as presented. Mr. Kopec seconded the motion. Roll call vote in favor – 5. President Zibrat, Vice President Day, Dr. Baker, Ms. Cox Golder, Mr. Kopec. Opposed – 0. Consent Agenda Items A. – K. passed.*

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

*Non-administrative personnel appointments were approved as listed in Exhibit 2.*

### **B. Approval of Personnel Changes**

*Certified and classified personnel changes were approved as listed in Exhibit 3.*

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

*Leave(s) of absence were approved as listed in Exhibit 4.*

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

*Separations and terminations were approved as listed in Exhibit 5.*

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

*Stipends for coaching volunteers were approved as listed in Exhibit 6.*

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

*Minutes of the February 23, 2021 Governing Board meeting were approved as submitted in Exhibit 7.*

### **G. Approval of Vouchers Totaling and Not Exceeding Approximately \$805,805.50**

*A copy of vouchers for goods and services received by the Amphitheater Public Schools and recommended for payment has been provided to the Governing Board. The following vouchers were approved as presented and payment authorized as listed in Exhibit 8.*

Voucher #	Amount	Voucher #	Amount	Voucher #	Amount
1222	\$181,671.85	1223	\$145,055.32	1225	\$80,911.07
1226	\$93,965.00	1227	\$223,646.33	1228	\$80,555.93

### **H. Acceptance of Gifts**

*Gifts were accepted by the Governing Board as listed in Exhibit 9.*

### **I. Approval of Parent Support Organization(s) - 2020-2021**

*The Governing Board approved Amphi Baseball Booster Club and Lulu Walker PTO as submitted in Exhibit 10.*

### **J. Approval of Out of State Travel**

*Out of state travel was approved as submitted in Exhibit 11.*

### **K. Approval of New Course Names for High School Courses: “Pre-AP” will now be “Honors”**

*New course names for high school courses were approved as submitted in Exhibit 12.*

## **7. ACTION**

### **A. Resolutions and Other Action(s) to Recognize and Honor District Employees for Their Loyalty, Dedication and Contributions; Designation of Specific Dates in April and May as Dates for Appreciation of the District's Educational Support Personnel, Teachers, and Other Educational Professionals**

*For each resolution and Superintendent's Power Point Presentation see Exhibits 13, 14, and 15.*

President Zibrat asked Dr. Baker to read Recognizing the Special Contributions of Teachers and Educational Professionals resolution. President Zibrat then asked Mr. Kopec to read Recognizing the Special Contributions of Educational Support Personnel resolution. She invited Superintendent Jaeger to explain more about the resolutions.

Superintendent Jaeger said for many years at this time of year, the District has adopted a resolution to recognize our employee groups. These resolutions coincide with National Administrative Professionals Day, and National Teacher Day. To acknowledge all staff, the annual recognition has always included a broader group of employees. This year the pandemic has emphasized how essential District employees are.

He talked about the continuing nationwide lack of educators and shared some data regarding the reasons they have left the profession. He said since the pandemic began in March 2020, the District has had 360 staff members leave. Some reasons for leaving included early retirement and the need to work remotely to avoid personal contact with others. Superintendent Jaeger acknowledged the extra efforts by District employees this year. He said the annual resolutions are recognitions that are truly deserved, but this year they are especially significant as so many employees continued to persevere.

Superintendent Jaeger explained that the District is receiving federal Elementary and Secondary School Emergency Relief Funds (ESSER). The funds cannot be used for bonuses, but may be used for retention or recruitment due to the pandemic. The Governing Board may use those funds to compensate employees that continue to work at Amphi. He thanked the Board for their sincere care of the employees of the District.

President Zibrat asked the Board if they were prepared to make a motion.

Vice President Day said no one would have imagined that this year would be the year that it has been. She acknowledged the personal and professional stresses felt by everyone, which resulted in the loss of some District staff. She said the intent of the resolutions is to appreciate the dedication and commitment of staff members, and a day should be set aside to recognize them.

Vice President Day felt that the Board should take action to retain existing staff. She moved to approve, adopt, and publish the resolutions. She also moved that all District employees who remain employed with the District for the 2021-2022 fiscal year be rewarded with a retention stipend that is equivalent to 3% of their projected annual base pay. The stipend is to be over and above the base compensation terms developed through the meet and confer process, and will be calculated after any increases resulting from the process. The Superintendent will determine the COVID-19 funding source available to pay the stipends. She further moved that as a retention incentive, half of the stipend will be paid the first full week of September 2021, and the remainder will be paid the first full week of January 2022. Substitutes will also receive the stipend in one lump sum to be calculated at the end of the 2021-2022 school year. She also moved, if employees participate in any sick-out type of activity, they will be ineligible for the stipend.

Ms. Cox Golder seconded the motion. She said she wished the stipend could be more, and acknowledged that even though staff had concerns for their personal safety, they worked to provide what was best for the students.

President Zibrat shared her thoughts before she called for the vote. She felt for many years school district employees have been taken for granted by the state. There has been a consistent lack of funding which has forced districts to provide essential services with less resources. President Zibrat said because of the pandemic, she understood that some employees felt compelled to leave. She expressed her sincere gratitude for the employees that stayed, and of their dedication to serve the students. She believed adopting the resolutions were an opportunity for the Governing Board to recognize the enduring loyalty and ongoing commitment of the District employees, and would be voting to approve the resolution.

She asked if other Board members would like to make a comment.

Mr. Kopec said he would like to reinforce the remarks made by President Zibrat. He acknowledged even though it has been a tough year, he is extremely thankful for the dedicated employees and is proud to be associated with the District.

Dr. Baker commented that President Zibrat said it so well, he had nothing else to add.

*President Zibrat noted that Vice President Day made a motion and Ms. Cox Golder had seconded the motion. President Zibrat called for a vote. Voice vote in favor – 5: President Zibrat, Vice President Day, Dr. Baker, Ms. Cox Golder, and Mr. Kopec. Opposed – 0. Action 7. A. passed.*

The audience applauded after the vote passed.

## **8. EXECUTIVE SESSION**

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

- 1. Discussion of Employment and Evaluation of the Superintendent, Pursuant to A.R.S. §38431.03(A)(1); and**
- 2. Discussions or Consultations with Designated Representatives of the Public Body in Order to Consider Its Position and Instruct Its Representatives Regarding Negotiations with Employee Organizations Regarding the Salaries, Salary Schedules or Compensation Paid in the Form of Fringe Benefits of Employees of The Public Body Pursuant to A.R.S. §38-431.03(A)(5).**

*President Zibrat asked for a motion to hold Executive Session. Vice President Day moved to recess the public meeting to hold an Executive Session for Discussion of Items 8. A. 1 & 2. President Zibrat seconded the motion. Voice vote in favor – 5: President Zibrat, Vice President Day, Dr. Baker, Ms. Cox Golder, and Mr. Kopec. Opposed – 0. President Zibrat proclaimed they were in Executive Session at 6:27 p.m.*

## **9. RECONVENE PUBLIC MEETING**

*President Zibrat reconvened the public meeting at 7:35 p.m.*

## **10. PUBLIC COMMENT**

President Zibrat asked if there were any other public comments. Ms. Smith noted that there was one from Mr. Daniel Roper, however he was no longer in attendance.

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

Ms. Cox Golder asked for a date for a Board Retreat. There were no others.

**12. ADJOURNMENT**

*President Zibrat asked for a motion to adjourn the meeting. Vice President Day so moved. 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 7:36 p.m.*

  
Minutes respectfully submitted for Governing Board Approval

April 21, 2021  
Date

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

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Ms. Susan Zibrat, Governing Board President

April 27, 2021  
Date