

DRAFT

**AMPHITHEATER PUBLIC SCHOOLS
Tucson, Arizona**

MINUTES OF SPECIAL PUBLIC MEETING OF THE GOVERNING BOARD

Place, Date and Time of Meeting

Leadership and Professional Development Center, 701 West Wetmore Road, June 6, 2017 at 5:00 PM

Board Members Present

Jo Grant, President
Deanna M. Day, Vice President
Scott A. Leska, Member
Vicki Cox Golder, Member
Dr. Scott K. Baker, Member

Central Administrators Present

Patrick Nelson, Superintendent
Monica Nelson, Associate Superintendent
Scott Little, Chief Financial Officer

Others Present

Clyde Dangerfield, Attorney

Call to Order and Signing of Visitor's Register

Ms. Grant called the meeting to order at 5:00 PM and invited those in attendance to sign the visitor's register.

Pledge of Allegiance

Ms. Day led the Pledge of Allegiance

Ms. Grant announced that Executive Session would be moved up to the beginning of the agenda.

PUBLIC COMMENT

Ms. Grant asked if there was any public comment submitted. There was no public comment.

Announcement of Date and Time of Next Regular Governing Board Meeting

Ms. Grant announced the next Regular Meeting of the Governing Board on Tuesday, June 20, 2017, 6:00 PM, in the Leadership & Professional Development Center, 701 W. Wetmore Road, SE Parking and Entrance.

ACTION: APPROVED. MOTION: Ms. Day moved to recess the Open Meeting and hold an Executive Session pursuant to A.R.S. §15-843(F)(2), A.R.S. §15-843 (A) and A.R.S. 38-431.03(A)(3). **SECOND:** Ms. Cox Golder; **DISCUSSION:** There was no discussion. **VOTE:** 5-0 (Voice Vote); **TIME:** 5:02 PM.

2. EXECUTIVE SESSION

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

1. Student Disciplinary Action in the Consideration and Decision Upon Expulsion Hearing Officer's Recommendation, Pursuant to A.R.S. §15-843(F)(2), Regarding:
 - a. Student #30051115;
 - b. Student # 30047543;
 - c. Student # 30057623;
 - d. Student # 30029079;
 - e. Student # 30056063;
 - f. Student # 30047205;
 - g. Student # 30056535;

- h. Student # 30059753;
- i. Student # 30033076;
- j. Student # 30018364;
- k. Student # 30054439;
- l. Student # 30030115;
- m. Student # 30025485;
- n. Student # 30056101;
- o. Student # 30059259;
- p. Student # 30045355;
- q. Student # 30059525
- r. Student # 30034547;
- s. Student # 30013590;
- t. Student # 30018913;
- u. Student # 30052789;
- v. Student # 30052077;
- x. Student # 30042603, and
- y. Student # 30014726.

- 2. Consideration and Determination of Appeal of Long-term Suspension Hearing Officer's Decision, Pursuant to A.R.S. §15-843(A); Determination of Whether to Hold an Expulsion Hearing and Designate a Hearing Officer to Hear Evidence, Prepare a Record and Bring a Recommendation to the Board, Pursuant to A.R.S. §15-843(F)(2), Regarding:
 - a. Student # 30058023;
 - b. Student # 30026678; and
 - c. Student # 30055009.

- 3. Discussion or Consultation for Legal Advice with the Attorney or Attorneys of the Public Body Regarding the Resolution of Case 17C-DP-063-ADE With Regard to the Individuals with Disabilities Education Act, 20 U.S.C. § 1415, Pursuant to A.R.S. 38-431.03(A)(3)

B. Motion to Close Executive Session and Reconvene Open Meeting

Upon return to the Board Room Ms. Grant asked for a motion to close Executive Session and reconvene the Open Meeting.

ACTION: APPROVED. MOTION: Ms. Day moved to close Executive Session and reconvene the Open Meeting. **SECOND:** Ms. Grant; **DISCUSSION:** There was no discussion. **VOTE:** 5-0 (Voice Vote); **TIME:** 8:28 PM.

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

Ms. Grant asked if any Board Members wished to set aside an item on the Consent Agenda for further discussion. Ms. Grant stated she would like to set aside **Consent Agenda Item 1.F. Approval of Essential Recruitment Stipend - One-Time Signing Bonus** for discussion.

ACTION: APPROVED. MOTION: Ms. Cox Golder moved to approve Consent Agenda Items A. - E. and G. - R. **SECOND:** Mr. Leska; **DISCUSSION:** There was no discussion. **VOTE:** 5-0 (Voice Vote).

Discussion began on **Consent Agenda Item 1.F. Approval of Essential Recruitment Stipend - One-Time Signing Bonus**

Mr. Nelson said the best way to begin the discussion was to say that the world has changed. In 2005 Amphitheater was the first district to offer Essential Recruitment Stipends [a yearly stipend], because at that time the District had 11 Math teachers on emergency certification and the District needed to attract Math teachers. Over the next year and a half it worked and the District was able to fill Math positions. Since that time the District has offered Essential Recruitment Stipends to some key positions such as Physics teachers and Chemistry teachers. What the District is facing right now is a hiring crisis. Many people are leaving Arizona or choosing to leave teaching. All the districts in the Tucson metropolitan area are fighting for the same candidates. Almost all of the other districts are offering One-Time Signing Bonuses and we have been losing candidates because of that. Many times our candidates will say they really want to come to Amphi; however, the other district is paying more. The Board is being asked to consider approval of the item as the District still has over 60 openings. Some are in very key positions such as Math and Environmental Science, of which there are three openings. We are not sure it will stem the tide, but may help get some of our key positions filled. The Board is being asked for approval so that we have some flexibility with key positions so that if we find an Environmental Science teacher we can hire right then with a signing bonus.

The Board engaged in discussion of the item. Ms. Grant asked if we already have in place an Essential Recruitment Stipend why this one is needed. Mr. Nelson replied that other districts have caught up with us on Essential Recruitment Stipends and have exceeded that with [the addition] of a One-Time Signing Bonus. Ms. Grant asked why if we have had a stipend since 2004 and have never taken it away we would need this stipend [One-Time Signing Bonus]. Mr. Nelson replied because we can't find teachers. Ms. Grant said what she is asking is if in 2004 the District had an Essential Recruitment Stipend that has been in place, why can't the District offer it under the 2004 stipend. Mr. Nelson said the District still has that stipend. Ms. Grant asked why the existing stipend is not meeting the needs of the District today. Mr. Nelson explained that once the existing Essential Recruitment Stipend is in effect it is for the remainder of their career [in the district]. We currently have eight Math positions open. Other districts have caught up with us in offering Essential Recruitment Stipends and have exceeded that by also offering One-Time Signing Bonuses. Mr. Leska asked if what we have right now is just for Math, and asked if this [the One Time Signing-bonus] was for any and all teachers. What we have right now is an Essential Recruitment Stipend for REACH, Cross-Categorical, ELD, Chemistry, Physics, High School Math and maybe several others. That has worked up to this point. But with a declining pool of candidates, if we offer them a job and district "A" offers them a job and the difference is a \$5,000.00 signing bonus we lose the candidate. Mr. Leska said he thinks what Ms. Grant is saying is, why is it that we can't use 2004's stipend and what's the difference between this new stipend and the one that passed 12 years ago. Mr. Nelson explained that this item is a One-Time Signing Bonus to recruit. Mr. Leska noted the existing stipend was perpetual. Mr. Nelson confirmed that yes; the Essential Recruitment Stipend is still in effect. Math teachers still get an extra \$2,000.00 a year, every year. Ms. Grant asked for final clarification that if, for example, the District hires a Math teacher and gives them a \$5,000.00 bonus will they still get the additional whatever [Essential Recruitment Stipend]? Mr. Nelson confirmed they would absolutely get the Essential Recruitment Stipend as well. Ms. Day asked how much the Essential Recruitment Stipend was. Mr. Nelson confirmed it was \$2,000.00 [per year].

Ms. Grant continued by saying she has several concerns. What prevents a teacher who gets a \$5,000.00 One-Time Signing Bonus going to a neighboring district the next year? Is there anything that prevents that? Mr. Nelson responded that there is not. Ms. Grant asked if then the teacher could only be with the District one year. Mr. Nelson said that was correct. Ms. Grant asked if this is just a band aid and if the District should be looking at the bigger picture; at possibly paying these hard to fill positions more money rather than giving them signing bonuses. Take care of the big picture of long range, of a salary adjustment for Math and Science and whatever else is determined to be hard to fill? Mr. Nelson said in a perfect world, certainly. In terms of having the funding to increase that on a permanent basis with only a 1.37% increase in State funding this year - it's not possible. In a perfect world, absolutely. We'd love to do that. Ms. Grant then asked if it could be made more specific on what the hard to fill positions are. She understands the Cross Cat, the Math, the Science and Environmental Science. Mr. Nelson said that HR is working on criteria now that would provide some parameters just as we have parameters for the Essential Recruitment Stipend for which there are seven criteria. We are in the middle of 60 openings and the next Board Meeting is not until the 20th of June. Ms. Cox Golder asked how much money we would be talking

about with all these positions. Mr. Nelson replied that when he was looking at what would be some key positions that would really have to be filled, there are nine. Environmental Science, Mathematical and Cross-Categorical. Ms. Day pointed out the item says Superintendent and/or designee and suggested that it just be the Superintendent. Ms. Cox Golder said she agrees.

Dr. Baker said that he strongly supports the concept of allowing the administration, whether it be Superintendent Nelson or a designee, the opportunity to try to nail down candidates that we may lose to districts that have higher starting salaries, for example. He'd be more confident voting for it and would vote for it, if it came up for vote today. He'd be more confident if he knew the criteria. Dr. Baker said his biggest concern would be that once it is applied there could possibly be some disparities that were unintended. For example; a person who has in fact taught a year is a second year teacher and they realize that they are making significantly less than someone who is just coming in. That's hard for a teacher to take if they are in the exact same position. We'd want that to be part of the criteria, he thinks, to be sure that those disparities wouldn't occur. Mr. Nelson pointed out that there will be disparities. We are facing a different world.

Mr. Leska suggested that the Board approve the item with the contingency that by the next meeting the Board will receive the criteria, and if we cannot agree on that criteria, because we are going to be voting on that criteria, that this be rescinded until we can get that. Or if the criteria is voted on it is voted in perpetually. That gives the 2 week leeway. Mr. Nelson said that can certainly be done [having the Board vote on the criteria] but that would certainly be out of the norm for the Board to approve criteria. That's an administrative function. The administration will certainly make that available to the Board; however, that is part of an administrative function to determine the criteria that best meets getting these people hired. Ms. Leska said not necessarily because if that is what the Board is asking to see is the criteria with this, and they vote on it all together, mostly likely they'd tweak it a little bit. It would give them the opportunity to approve it or not approve it. Ms. Grant said she would also like to see what the 2004 stipend looked like. She asked if Mr. Nelson could give a general idea of the criteria. Mr. Nelson said the item says 2004 however the Essential Recruitment Stipend did not start until May 2005. Mr. Nelson named a few of the seven criteria already in place for the Essential Recruitment Stipend such as: how many openings there are for a certain position (which was prompted by 11 emergency certified Math teachers in the past) and how long the position has been open. Ms. Grant asked if the criteria for the One-Time Signing Bonus would be similar and Mr. Nelson confirmed that it would be very similar and the Board would be provided with the criteria by the next Board Meeting. Ms. Grant commented that it would be nice to see it and Mr. Leska suggested that it be in a Friday Memo.

ACTION: APPROVED. MOTION: Ms. Day moved that there be a One-Time Signing Bonus of up to \$5,000.00 to assist in filling selected certificated vacancies and the Superintendent will determine when it is appropriate to offer such stipends and at what amount. **SECOND:** Ms. Cox Golder; **DISCUSSION:** Ms. Grant said that basically it is the recommendation [as on the agenda item] but taking out the wording "or designee". Mr. Leska said he would like to add the stipulation that the criteria be given to the Board by Friday. Ms. Grant asked Mr. Leska if he meant this Friday [June 9th]. Mr. Leska said yes, administration has been working on the criteria for 2 weeks so they should have something. Mr. Nelson commented they've been doing other things in those 2 weeks as well. Mr. Leska said if they are using the same criteria as for the Essential Recruitment Stipend it should be easy. Mr. Nelson said they would do their best. Ms. Day suggested that the Board vote on the motion, then ask that it be to the best of administration's ability to get the criteria to the Board by Friday. Ms. Grant expressed her agreement. Mr. Leska commented that the motion is already on the table and it doesn't matter what he thinks, if he votes no just because of that it will still pass, so it doesn't matter; but he still wants to know what he is voting on and what the criteria is. Ms. Grant said the Board was voting on essential stipends [One-Time Signing Bonuses] especially Math Science and Cross-Category and that is what the Board is saying to target. Ms. Grant asked if there was any further discussion and called for the vote. **VOTE:** 5-0 (Voice Vote).

1. CONSENT AGENDA³

A. Approval of Minutes of Previous Meetings **APPROVED**

Minutes from the May 24, 2017 Special Board Meeting were approved.

[<https://v3.boardbook.org/Public/PublicAgenda.aspx?ak=1000433&mk=50244689>, Item 1.A.] (Exhibit A)

B. Addendum to Approval of Appointment of Personnel APPROVED

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

[<https://v3.boardbook.org/Public/PublicAgenda.aspx?ak=1000433&mk=50244689>, Item 1.B.] (Exhibit 1)

C. Addendum to Approval of Personnel Changes APPROVED

Certified and classified personnel changes were approved as listed in Exhibit 2.

[<https://v3.boardbook.org/Public/PublicAgenda.aspx?ak=1000433&mk=50244689>, Item 1.C.] (Exhibit 2)

D. Approval of Leave(s) of Absence APPROVED

Leave(s) 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=50244689>, Item 1.D.] (Exhibit 3)

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

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

[<https://v3.boardbook.org/Public/PublicAgenda.aspx?ak=1000433&mk=50244689>, Item 1.E.] (Exhibit 4)

F. Approval of Essential Recruitment Stipend - One-Time Signing Bonus APPROVED

A one-time signing bonus of up to \$5,000.00 was approved to assist in filling selected certificated vacancies. The Superintendent will determine when it is appropriate to offer such stipends and at what amount.

[<https://v3.boardbook.org/Public/PublicAgenda.aspx?ak=1000433&mk=50244689>, Item 1.F.]

G. Approval of New Position - Software/Database Application Specialist (replacing Manager of Student Information Services) APPROVED

The new position of Software/Database Application Specialist, to replace the position of Manager of Student Information Services, was approved as submitted.

[<https://v3.boardbook.org/Public/PublicAgenda.aspx?ak=1000433&mk=50244689>, Item 1.G.] (Exhibit 5)

H. Approval of Vouchers Totaling and Not Exceeding Approximately \$869,862.56 (Final Total) APPROVED

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

FY 2016-2017

Voucher #577	\$66,206.37	Voucher #578	\$118,368.66	Voucher #579	\$178,181.77
Voucher #580	\$284,300.52	Voucher #581	\$205,586.47	Voucher #582	\$182,826.59
Voucher #583	\$143,133.67	Voucher #584	\$465,990.04		

I. Acceptance of Gifts APPROVED

The listed Gifts and Donations were accepted with gratitude.

[<https://v3.boardbook.org/Public/PublicAgenda.aspx?ak=1000433&mk=50244689>, Item 1.I.] (Exhibit 6)

J. Receipt of April 2017 Report on School Auxiliary and Club Balances APPROVED

The April 2017 Report was accepted as presented.

[<https://v3.boardbook.org/Public/PublicAgenda.aspx?ak=1000433&mk=50244689>, Item 1.J.] (Exhibit 7)

K. Award of Contract for Diesel Fuel Bio Diesel B-5 Blend and Unleaded Gasoline Based Upon Responses to Request for Bid (RFB) 05-23-2017 APPROVED

The Board approved the award of contract to Pro Petroleum based on their bid response to RFB 05-23-2017 for the B-5 Diesel Phoenix OPIS (Oil Price Information Service) pricing and the Unleaded Phoenix OPIS

pricing. The contract will begin on July 1, 2017 and expire on June 30, 2018 with the option to renew for four additional fiscal years.

[<https://v3.boardbook.org/Public/PublicAgenda.aspx?ak=1000433&mk=50244689>, Item 1.K.] (Exhibit 8)

L. Award of Contract for Employee Uniforms (Transportation Maintenance Facility Employees) Based Upon Responses to Request for Bid (RFB) 05-24-2017 APPROVED

The Board approved the award of contract to Unifirst based on their bid response to RFB 05-24-2017. The contract will begin on July 1, 2017 and expire on June 30, 2017 with the option to renew for four additional fiscal years.

[<https://v3.boardbook.org/Public/PublicAgenda.aspx?ak=1000433&mk=50244689>, Item 1.L.] (Exhibit 9)

M. Award of Contract for Industrial Water Systems, Water Treatment, Maintenance and Repair Based Upon Responses to Request for Bid (RFB) 05-05-2017 APPROVED

The Board approved the award of contract to International Chemtex Corporation based on their bid response to RFB 05-05-2017. The contract will begin on July 1, 2017 and expire on June 30, 2018 with the option to renew for four additional fiscal years.

[<https://v3.boardbook.org/Public/PublicAgenda.aspx?ak=1000433&mk=50244689>, Item 1.M.] (Exhibit 10)

N. Award of Contract for Nursing Services (RN, LPN, & CNA) for Special Needs Students Based upon Responses to Request for Proposal (RFP) 04-19-2017 APPROVED

The Board determined that a single contract is not advantageous and approved the award of multiple contracts to RO Health, Inc., Favorite Healthcare Staffing, Inc., Delta-T Group, Phoenix, Inc., Sunbelt Staffing, LLC. and NSI Nursing Service, Inc. based on each vendor's submitted proposal for RFP 04-19-2017. The contracts will begin on July 1, 2017 and expire on June 30, 2018 with the option to renew for four additional fiscal years.

[<https://v3.boardbook.org/Public/PublicAgenda.aspx?ak=1000433&mk=50244689>, Item 1.N.] (Exhibit 11)

O. Award of Contract for Yearbooks Based upon Responses to Request for Proposal (RFP) 04-14-2017 APPROVED

The Board approved award of contract to Herff Jones Yearbooks based on their submitted proposal for RFP 04-14-2017. The contract will begin on July 1, 2017 and expire on June 30, 2018 with the option to renew for four additional fiscal years.

[<https://v3.boardbook.org/Public/PublicAgenda.aspx?ak=1000433&mk=50244689>, Item 1.O.] (Exhibit 12)

P. Award of Contract for Amphitheater High School Fire System Replacement Based Upon Response to Request for Bid (RFB) 05-22-2017 APPROVED

The Board approve award of contract to Commonwealth Electric Company of the Midwest based on their bid response to RFB 05-22-2017 contingent upon the School Facilities Board (SFB) approving the funding for this project at the next SFB meeting. The Board also determined that the price submitted for this project is fair and reasonable, and that other prospective bidders had reasonable opportunity to respond to this solicitation.

[<https://v3.boardbook.org/Public/PublicAgenda.aspx?ak=1000433&mk=50244689>, Item 1.P.] (Exhibit 13)

Q. Approval of Disposal of Surplus Property via PublicSurplus.com APPROVED

Disposal of surplus property via PublicSurplus.com was approved as submitted.

[<https://v3.boardbook.org/Public/PublicAgenda.aspx?ak=1000433&mk=50244689>, Item 1.Q.] (Exhibit 14)

R. Approval of Out of State Travel APPROVED

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=50244689>, Item 1.R.] (Exhibit 15)

3. ACTION

A. Approval of Confidential Settlement Agreement in Resolution of Case 17C-DP-063-ADE, Pursuant to the Individuals with Disabilities Education Act, 20 U.S.C. § 1415 (6.05.17) APPROVED

[<https://v3.boardbook.org/Public/PublicAgenda.aspx?ak=1000433&mk=50244689>, Item 3.A.]

ACTION: APPROVED. MOTION: Ms. Day moved to approve the Confidential Settlement Agreement in Resolution of Case 17C-DP-063-ADE, Pursuant to the Individuals with Disabilities Education Act, 20 U.S.C. § 1415 (6.05.17) as presented in Executive Session. **SECOND:** Ms. Grant; **DISCUSSION:** There was no discussion. **VOTE:** 4-1 (Voice Vote) Mr. Leska cast the “Nay” vote.

BOARD MEMBER REQUESTS FOR FUTURE AGENDA ITEMS

Ms. Grant asked if there were Board Member requests for future agenda items.

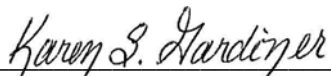
Mr. Leska asked for a Friday Memo on the criteria that will be used to offer the Essential Recruitment Stipend of a One-Time Signing Bonus. Ms. Day asked for a Friday Memo on the types of discipline cases, how many and the results by school for the past 3 years.

PUBLIC COMMENT

There was no public comment.

ADJOURNMENT

Ms. Grant asked for a motion to adjourn. **ACTION: APPROVED. MOTION:** Ms. Day moved that the meeting be adjourned. **SECOND:** Ms. Cox Golder; **DISCUSSION:** There was no discussion. **VOTE:** 5-0 (Voice Vote); **TIME:** 8:51 PM.



Respectfully submitted,
Karen S. Gardiner

Jo Grant, President

TBD
Date

Approved: TBD