

## **CORRECTED MINUTES - DRAFT**

### **AMPHITHEATER PUBLIC SCHOOLS Tucson, Arizona**

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

##### **Place, Date and Time of Meeting**

Wetmore Center, 701 West Wetmore Road, April 12, 2011, 6:30 p.m.

##### **Board Members Present**

Ms. Diana Boros, Vice President  
Dr. Kent Paul Barrabee, Member  
Dr. Linda Loomis, Member  
Mrs. Susan Zibrat, Member

##### **Board Member Absent**

Mr. Jeff Grant, President

##### **Central Administrators Present**

Dr. Vicki McLeod Balentine, Superintendent  
Todd A. Jaeger, J.D., Associate to Superintendent and General Counsel  
Mr. Patrick Nelson, Associate Superintendent  
Mr. Scott Little, Chief Financial Officer

#### **OPENING OF MEETING**

##### **Call to Order**

Ms. Boros, Vice President, called the meeting to order at 6:32 p.m. and announced that due to Mr. Grant's absence, she would preside over this evening's meeting.

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

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

1. Discussion and Consultation with Representatives of the Governing Board in Order to Consider Its Position and Instruct Its Representatives for the Meet and Confer Process Pertaining to Compensation and Benefits for Certificated, Professional Non-Teaching, Support and Administrative Staff for the 2011-2012 Fiscal Year, Pursuant to A.R.S. §38-431.03(A)(5).

A motion was made by Dr. Loomis that the Board recess into Executive Session pursuant to A.R.S. §38-431.03(A)(5). Dr. Barrabee seconded the motion and it passed unanimously, 4-0. Mrs. Boros called a recess at 6:33 p.m. for the purpose of holding Executive Session.

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

Upon return to the Board Room, Mrs. Zibrat moved to reconvene the meeting into open session. Dr. Barrabee seconded the motion and it passed, unanimously, 4-0. The time was 7:05 p.m. Mrs. Boros declared the meeting in open session.

#### **CONTINUATION OF OPEN MEETING**

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

Mrs. Boros called the meeting to order at 7:06 p.m. and invited members of the audience to sign the visitors' register. Procedures for addressing the Board were described.

##### **Pledge of Allegiance**

Ms. Stacy Gist, Principal from Donaldson Elementary School, introduced the following students, who led the Pledge of Allegiance: Camryn Estrella, Stephanie Jones, Richelle Sandin, Matthew Williams, and Justin Perry. Each student was presented with a Certificate of Commendation.

Dr. Barrabee acknowledged the Art Display in the Board Room. He commended the Donaldson Elementary School students and staff for their contributions.

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

Mrs. Boros announced the next special meeting of the Governing Board: Tuesday, April 26, 2011, 6:00 p.m., Wetmore Center, 701 W. Wetmore Road.

**PUBLIC COMMENT**

Mr. Chris Ackerley, Vice President of AmphiEA and also serves as Director for the Arizona Education Association and it is in this capacity he is proud to announce that at the upcoming annual statewide governance meeting the following Amphitheater Public Schools people will be presented with the "Salute to Excellence" awards: Josh Tabor, math teacher at Canyon del Oro High School and Drs. Carla and Robert Springer, community members who provide invaluable volunteer services throughout the District.

Dr. Barrabee rejoiced acknowledgement of the contributions made by the Springers via the presentation of such an award and also stated his congratulations to Mr. Tabor.

**2. INFORMATION<sup>2</sup> AND RECOGNITION(S)**

**A. Status of Bond Projects**

Mr. Chris Louth, Bond Projects Manager, was introduced to present this month's (PowerPoint) status update on the current Bond-funded Projects (as provided with Board book materials). Mr. Louth noted that the reporting format is listed within the five categories, as identified by the Blue Ribbon Committee, as areas of need. *[A Bond-election initiative to fund capital improvement projects was voter-passed on November 6, 2007; this is the monthly update, which began at the 12/11/07 Governing Board meeting.]*

**I. HEALTH, SAFETY, AND SECURITY**

A. Facility Support Services Center (FSS): Construction is 92% complete. Interior finishes are in process, and occupancy is anticipated in May. This project is ahead of schedule and budget.

**II. INSTRUCTIONAL SPACE / PORTABLE REPLACEMENT**

A. Coronado K-8 Classroom, Kitchen, and Fine Arts Addition / Remodel: Construction is 92% complete. Phase 3 Construction, the new computer lab, music appreciation, and east restrooms, is complete and in use. Phase 4 construction, the remodel of the old computer lab into a new choir room and removal of the portables is underway. This project is on schedule and budget.

B. Rillito Center Addition: Construction is 38% complete. Roof decking, interior framing, and MP&E are in process. This project is on schedule and on budget.

C. Nash Elementary Classroom Addition: Construction is 4% complete. Portable demolition and over-excavation are complete. The building pad is being prepped and underground utility installation is starting. This project is on schedule and budget.

D. Walker Elementary Classroom Addition: Construction has just started with the installation of a temporary construction fence.

III. NEW CLASSROOMS/INCREASED CAPACITY; IV. TECHNOLOGY INFRASTRUCTURE UPDATES; and

V. TRANSPORTATION: No new activity to report at this time.

**B. Recognition of CDO Academic Decathlon Team**

Board Book information: *CDO's Academic Decathlon team won the 2011 Arizona State Academic Decathlon at Red Mountain High School on Saturday, March 12, 2011. Forty teams and more than 350 students competed. Led by Anna Hainsworth's remarkable performance, the team defeated arch-rivals Mesa Mountain View and Mesa Red Mountain by the following scores (out of a possible 60,000: 46,272.0 CDO; 45,112.3 Mesa Mountain View; and, 44,368.6 Mesa Red Mountain.*

*Our score puts us at #5 in the U.S. currently. Individually, Anna Hainsworth led all scores with ,8828 points (out of a possible 10,000), which is the third highest score in the United States this year. Phillip Gotobed*

*placed third in Scholastic Division, while Chelsea Parraga placed first and Cameron Donnelly placed second in the Varsity Division. The victory represents hundreds and hundreds of hours of work since last June. CDO will represent Arizona at the National Academic Decathlon in Charlotte, NC during the last week of April.*

*The team is composed of Anna Hainsworth, Marissa Watts, Jeannie Wilkening, Phillip Gotobed, David Argentati, Selina Baeza-Loya, Chelsea Parraga, Cameron Donnelly, Judith Menzl, Brittany Rudolph, and Krista Cullen.*

Mr. Yetman invited Ms. Hainsworth to present her award winning "My Dream" speech, which she performed at the competition; she received an enthusiastic round of applause from all in attendance.

The Governing Board congratulated the above-named team members and coach, Chris Yetman, on their achievement and presented them with certificates of commendation.

### **C. Recognition of 2010-2011 National Merit Competition Finalists**

The Governing Board commended the following students and recognized them for their accomplishments in the 2010-2011 National Merit competition: Alexander H. Zhang and Connor D. Blanck from Ironwood Ridge High School; and, Anna Hainsworth and Eli Medvescek (a December graduate who is now attending an IB school in Africa) from Canyon del Oro High School. Each was presented with a Certificate of Commendation.

### **D. Resolution Recognizing the Special Contributions of Teachers and Other Professional Personnel**

Board Book information: *The contributions made by Educational Support Personnel. In doing so, the Board noted that the contributions of teachers are also formally recognized once a year on a national basis. This year, National PTA Teacher Appreciation Week will be May 2-6, 2011, with National Teacher Day being observed on May 2, 2011.*

*National Teacher Appreciation Week has been so designated by the National PTA in cooperation with the NEA. Observance has been celebrated by schools across the country in one form or another, since 1944. The National Education Association has also declared that the Tuesday of Appreciation Week be observed as "National Teacher Day."*

*There is currently no federal celebration of teachers. Congress has only twice declared a National Teacher's Day – in 1953, at the behest of Eleanor Roosevelt and in 1980 after much lobbying by the NEA. Both Congressional declarations were for those years only. The contributions of teachers, of course, can be seen – and should be celebrated – day in, day out, year in, year out, regardless of Congress' action or inaction on the subject.*

*A resolution has been prepared to not only recognize the contributions of teachers generally, but also those of Amphitheater teachers specifically, and to call for a federal recognition. This form of resolution also recognizes the many professional employees who may not fit into the traditional notion of "teacher" but who are also deserving of recognition for the instructional and related services they provide to students as well.*

Dr. Balentine reviewed the item's information and read the prepared Resolution into record.

Dr. Barrabee expressed appreciation to the teachers and professional staff for their contributions.

Dr. Barrabee moved to approve the Resolution recognizing the special contributions of teachers and other professional personnel, as submitted. Dr. Loomis seconded the motion. Mrs. Boros echoed Dr. Barrabee's comments crediting the teachers and staff for the fine education received by District students. Mrs. Boros called the vote, which passed unanimously, 4-0 (Exhibit 5, pp 1- 2).

### **E. Auditor General's Dollars to the Classroom 2010 Report**

Dr. Balentine invited Mr. Little to provide an overview based upon information contained in the Auditor General's report entitled, *Arizona School District Spending (Classroom Dollars) Fiscal Year 2010.*

Mr. Little reviewed the information provided within the PowerPoint presentation, which summarized the information contained in the report. He reviewed information from several local districts used for comparison purposes – using both percentages and actual dollars of various spending levels and funding sources (grants, Career Ladder, overrides, etc.) that are associated with the dollars spent in the classroom. The state average for 2010 is 55.9% dollars to the classroom; the report indicates that Amphi is at 57.5%. He noted that the District's administrative percentage is 8.0%, which is 1.5% below the state and 2.8% below the national average and contradicts perceptions and comments made by legislators that administrative costs are excessive. Mr. Little reviewed the total dollars and percentages spent per pupil in the following categories and provided state and national averages: Classroom dollars, Non-classroom dollars (administrative), Plant operations, Food Service, Transportation, Student Support, and Instructional support. Student support and Instructional support are areas that should be considered as services to the classrooms as they support students and classrooms. He believes that the approach of comparing school districts as percentages is 'flawed' as it does not take into account the inherent differences among school districts – different denominators that cause the results to be skewed. He noted the complete report is available for review at: [http://www.azauditor.gov/Reports/School\\_Districts/Districts/Amphitheater\\_USD/2011/Amphitheater\\_USD.pdf](http://www.azauditor.gov/Reports/School_Districts/Districts/Amphitheater_USD/2011/Amphitheater_USD.pdf)

Dr. Barrabee expressed appreciation to staff for providing this background information to better interpret the reported numbers. He does not agree with the "one size fits all" formula currently utilized in determining the effective and appropriate use of funds; he concurs – it is a flawed instrument for meaningful comparisons. He is concerned about the influence that these mis-perceptions will have on the community.

Dr. Balentine noted that while the Dollars to the Classroom is a yearly audit – there is no assessment of dollars to the classroom for Charter Schools; and, leaves the public/community misinformed. Their administrative costs are likely to be greater than the 9.5% state average. Also, it is important to remember that school districts have no other (funding) resources; the implication is that school districts 'supplant' their budgets to offset the lost dollars. (Exhibit 6, pp 1-3)

#### **F. Review of Legislative Budget Reductions**

Board Book information: *Information on the fiscal impacts of recent legislation will be presented. A detailed analysis of each bill is in process. This item is for the Governing Board's information and review.*

Dr. Balentine invited Mr. Little to provide an overview on recent legislative budget cuts.

Mr. Little reviewed the information within the PowerPoint presentation summarizing a variety of recently announced legislative budget reductions (SB 1612, 1614, 1617), and sections specific to education. He stated that details are unfolding and discussions continue during this initial phase in attempting to analyze the impact of these cuts and what is necessary in determining final calculations – including tax rates.

These specific provisions reduce public-school district and charter-school equalization assistance in budgets for this current school year – 2011; cutting this year's budget by the amount that the state's budget was short (revenue shortfalls of \$101 million). He noted that the budget cuts were announced very late into the school year (April) and, while school districts were anticipating some budget cuts, the cuts were higher than anticipated – for Amphi this translates to approximately \$1.5 million dollars. This does not address the additional budget cuts anticipated for next school year. A key component within the Governor's proposal in an attempt to avoid school districts' budget cuts was the extension of a rollover of equalization (\$240 million) for an additional month; the legislature voted that down. Mr. Little described a change effective July 1, 2011 regarding contributions to the Arizona State Retirement System (ASRS). Currently, employers and employees split the contributions (50%/50%); this change requires a 53%/47% split (employee/employer) resulting in a \$507,000 annual reduction in employee take-home pay and a loss of M & O (Maintenance & Operations) capacity of \$412,000.

In response to an inquiry by Dr. Barrabee, Mr. Little described the "school equalization" as the portion of the school funding formula that determines the split in funding between the local taxpayer and the state. Interpretations on some of these bills are still forthcoming. [The complete PowerPoint presentation can be reviewed at: <https://v3.boardbook.org/Public/PublicItemDownload.aspx?ik=31148009> ]

Dr. Barrabee asked about plans for using the federal jobs bill funding "Keep Our Educators Working Act" related to this current issue. Dr. Balentine noted that the jobs bill funding is being used to offset budget cuts imposed last year – reversal of the 2% salary reductions, cancellation of two furlough days, and compensation to offset part of the ASRS rate increase for 2010-2011. Mr. Little approximates the total impact of budget cuts to the District between 12-14%. Dr. Barrabee warns against the conciliatory information being reported by legislators; this is much more serious than the minimal impacts being realized by a mere 2% budget cut(s) of all funding and that it is important to advise the community of the realities.

Mrs. Zibrat inquired about the cuts to JTED (Joint Technical Education District); how can the legislature impose cuts on a voter-approved program. Mr. Little clarified that only the formation of the (Pima County) JTED program was voter approved; however, the funding is in the control of the legislature. Voters approved the levy of a rate of 5 cents per \$100 of the secondary assessed valuation to fund the program but as JTED grew their ADM (average daily membership), it also placed a greater demand on state equalization dollars; and, the legislature made the decision to cut their budget(s), as well. [SB 1617, 7: prohibits funding for 9th grade students in JTED programs.] Dr. Balentine added that an amendment to this bill was released earlier this day and she recommends that we remain status quo until details are received.

Mrs. Boros requested that this presentation be made available on the District's website. Furthermore, she is requesting additional information be included supporting the actual percentage (greater than the stated 2%) of dollars and programs being impacted by these budget reductions so that our voters have a complete picture. She is concerned that the community and the District's teachers and staff – the people who are bearing the greatest burden in these times of budget cuts, are actually unaware of the realities. It is important that the Community is aware of the full extent of these budget cuts being imposed on the District as a whole. (Exhibit 7, pp 1-10)

### **3. CONSENT AGENDA**

Mrs. Boros asked if there were Board member requests to have any items addressed separately; there were none. A motion was made by Dr. Loomis to approve consent agenda Items A-Q, as presented. The motion was seconded by Mrs. Boros and passed unanimously, 4-0. Appointment of personnel is effective, provided all district, state, and federal requirements are met.

#### **A. Approval of Minutes of Previous Meeting**

The minutes of the March 29, 2011 Special Governing Board and Executive Session meetings were approved.

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

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

#### **C. Personnel Changes**

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

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

Leave of absence requests were approved for certified and classified personnel, as listed in Exhibit 3.

#### **E. Separation(s) and Termination(s)**

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

#### **F. Approval of Vouchers Totaling and Not Exceeding Approximately \$2,461,073.58 (Final Total)**

The following vouchers were approved as presented and payment authorized:

|         |              |         |              |         |              |
|---------|--------------|---------|--------------|---------|--------------|
| Vo. 196 | \$106,787.31 | Vo. 197 | \$240,578.43 | Vo. 198 | \$226,824.51 |
| Vo. 199 | \$107,907.73 | Vo. 200 | \$134,416.44 | Vo. 201 | \$644,559.16 |

#### **G. Receipt of Monthly Status Report**

A summary of comparative totals as of March 2011 is as follows:

|                 |                 |                             |                 |
|-----------------|-----------------|-----------------------------|-----------------|
| Budget Capacity | \$89,563,501.00 | Expenditures & Encumbrances | \$89,563,501.00 |
|-----------------|-----------------|-----------------------------|-----------------|

Totals' Comparisons:

|                            |                 |                                     |                 |
|----------------------------|-----------------|-------------------------------------|-----------------|
| Expenditures as of 3/31/10 | \$62,326,247.65 | M & O Budget Capacity for 2009-2010 | \$90,463,293.00 |
| Expenditures as of 3/31/11 | \$54,616,532.26 | M & O Budget Capacity for 2010-2011 | \$89,563,501.00 |

Bond Balance Outstanding: \$59,870,000.00

Tax Rates: Primary – 3.1469; Secondary – 1.4643

**H. Authorization to Establish (a) Bank Account for Tax-Sheltered Annuities Account Transfers**

Board Book information: *The District utilizes TSA Consulting Group for the management of its 403(b) and 457 tax sheltered annuity plans. The District is implementing an electronic funds transfer program in order to expedite the deposit of funds into the employee accounts. TSA Consulting Group has an exclusive arrangement with Wachovia Bank (Jacksonville, Florida) for the transfer of funds. TSA Consulting Group absorbs all fees associated with this account. The District will have Tom Jacobs (Senior Accountant), Joyce Martin (Benefits Manager), and Scott Little (CFO) as authorized users of the account.*

The Governing Board approved the establishment of a bank account for the purposes of electronic transfers of Tax-Sheltered Annuity Account funds. [State of Arizona authorization forms are shown as Exhibit 8, pp 1-6.]

**I. Approval of Out of State Travel**

Out of state travel was requested for students and staff (source of funding indicated): from Canyon del Oro High School to take 24 students from CDO Jazz Big Band to the Jazz Competition in San Antonio, Texas, April 14-17, 2011 (student activity funds, gifts and donations, and tax credit donations); from Prince Elementary School to take 7 students from Odyssey of the Mind Club to the Odyssey of the Mind World Finals in Baltimore, Maryland, May 26-31, 2011 (maintenance and operations funds and tax credit donations). Travel was previously approved at the September 7, 2010, Board meeting for 10 students from Canyon del Oro High School to attend the International Career Development Conference in Orlando, Florida, April 29 - May 3, 2011; the dates have changed to April 29 - May 4, 2011, and were approved, as submitted. Travel was previously approved at the October 26, 2010, Board meeting to take 40 La Cima Middle School students to the Catalina Island Marine Institute in Toyon Bay, California, April 26-30, 2011; a change in chaperones was approved, as submitted. Travel was previously approved at the October 5, 2010, Board meeting, to take 60 students from orchestra and musical theater to the Forum Music Festival in Anaheim, California, May 5-8, 2011; a change in chaperones was approved, as submitted.

Out of state travel was approved for staff (source of funding indicated): from the District Offices to attend the Parents as Teachers Foundational and Model Training for Educator Certification in St. Louis, Missouri, April 10-15, 2011 (State funds designated for classified training).

**J. Approval of Grant(s)**

The Governing Board approved receipt of the following grants: Caryn Tate from Painted Sky Elementary School - a \$500 McDonald's MAC Grant to be used towards the purchase of an interactive listening library and a personal listening equipment center; and, Rebecca Green from Painted Sky Elementary School – an \$80 McDonald's MAC Grant to be used towards the purchase of "HeidiSongs" DVD's.

**K. Approval of Textbook(s) for Adoption**

In accordance with Section 15-721 of the Arizona Revised Statutes, the Governing Board approved the following textbook that has been on display to the public for 60 days: *The Practice of Statistics, 4<sup>th</sup> Edition*; publisher - W. H. Freeman; author - Starnes, Yates, and Moore.

**L. Award of Contracts for Athletic Trainer Supplies Based Upon Responses to Request for Bid (RFB) 10-1028**

Board Book information: *Request for Bid (RFB) 10-0028 for Athletic Trainer Supplies contained 149 line items; 11 line items were no bid by all 12 responding vendor, and three line items were deemed no award by the Athletic Department. The remaining 135 line items were split among three vendors: United Health (53), School Health (43) and Moore Medical (39).*

*Each vendor will receive a line item award based upon their ability to supply the required product and the price offered. A complete bid recap and award determination is on file at the Amphitheater Purchasing*

*Department. The Administration recommends the Governing Board make the determination a single award is not advantageous to the District and approve the Award of Contracts for Athletic Trainer Supplies to United Health, School Health, and Moore Medical.*

The Governing Board awarded contracts for athletic trainer supplies to *United Health, School Health, and Moore Medical*, based upon responses to RFB 10-1028 and the determination that a single award is not advantageous to the District.

**M. Award of Contracts for Physical Education and Middle School Athletic Uniforms Based Upon Responses to Request for Bids (RFB) 10-0032 and 10-0035**

Board Book information: *Request for Bid (RFB) 10-0032 for Middle School Athletic Uniforms contained 26 line items; five vendors responded. One line item was deemed no award by the Athletic Department, and 25 line items were awarded to Buddy's All Stars.*

*Request for Bid (RFB) 10-0035 for Physical Education Uniforms contained 37 line items; six vendors responded. The 37 line items were split between four vendors: Walt's Supply (23), Buddy's All Stars (7), K & S (5) and Sunvalco (2). Each vendor will receive a line item award based upon their ability to supply the required product and the price offered. A complete bid recap and award determination is on file at the Amphitheater Purchasing Department.*

*The Administration recommends the Governing Board make the determination a single award is not advantageous to the District and approve the Award of Contracts for Physical Education & Middle School Uniforms to Buddy's All Stars, Walt's Supply, K & S and Sunvalco.*

The Governing Board awarded contracts for physical education and middle school athletic uniforms to *Buddy's All Stars, Walt's Supply, K & S, and Sunvalco*, based upon responses to RFB 10-1032 and 10-0035 and the determination that a single award is not advantageous to the District.

**N. Award of Contracts for Athletic Equipment Based Upon Responses to Request for Bids (RFB) 10-0033, 10-0036, 10-0037, 10-0038, 10-0039, 10-0040 and 10-0041**

Board Book information: *Request for Bid (RFB) 10-0033 for Multi-Sport Equipment contained 31 line items; 14 vendors responded. One line item was deemed no award by the Athletic Department. The remaining 30 line items were split between three vendors: Buddy's All Stars (13), Sports Supply (9), and Cannon (8).*

*Request for Bid (RFB) 10-0036 for Soccer Equipment contained 24 line items 13 vendors responded. Twenty-four line items were awarded to Buddy's All Stars (24).*

*Request for Bid (RFB) 10-0037 for Tennis Equipment contained 11 items; 11 vendors responded. Eleven line items were split between two vendors: Gamma Sports (7) and Cannon (4).*

*Request for Bid (RFB) 10-0038 for Track Equipment contained 59 line items; 13 vendors responded. Two line items were deemed no award by the Athletic Department. Fifty-seven line items were split between four vendors: Buddy's All Stars (25), VS Athletics (17), Cannon (13) and First to Finish (2).*

*Request for Bid (RFB) 10-0039 for Volleyball Equipment contained twenty-one line items. Fourteen vendors responded. One line item was no bid by all fourteen vendors. The twenty line items were split three between two vendors; Buddy's All Stars, (18) and Sports Supply (2).*

*Request for Bid (RFB) 10-0040 for Weight Room Equipment contained 21 line items; six vendors responded. One line item was deemed no award by the Athletic Department. Twenty line items were split between two vendors: Promaxima (16) and Sports Supply (4).*

*Request for Bid (RFB) 10-0041 for Wrestling Equipment contained 14 line items; nine vendors responded. One line item was deemed no award by the Athletic Department. Thirteen line items were split between two vendors: Buddy's All Stars (11) and Cannon (2).*

*Each vendor will receive a line item award based upon their ability to supply the required product and the price offered. A complete bid recap and award determination is on file at the Amphitheater Purchasing Department.*

*The Administration recommends the Governing Board make the determination a single award is not advantageous to the District and approve the Award of Contracts for Athletic Equipment to Buddy's All Stars, Sports Supply, Cannon, VS Athletics, First to Finish, Promaxima and Gamma Sports.*

The Governing Board awarded contracts for athletic equipment to *Buddy's All Stars, Sports Supply, Cannon, VS Athletics, First to Finish, Promaxima and Gamma Sports* based upon responses to RFB 10-0033, 10-0036, 10-0037, 10-0038, 10-0039, 10-0040 and 10-0041, as submitted, and the determination that a single award is not advantageous to the District.

**O. Award of Contracts for Physical Education Equipment Based Upon Responses to Request for Bid (RFB) 10-0034**

Board Book information: *Request for Bid (RFB) 10-0034 for Physical Education Equipment (Elementary and Middle School equipment) contained 95 line items; 11 vendors responded. One line item was no bid by all 11 responding vendors, and two line items were deemed no award by the Athletic Department. The remaining 92 line items were split between five vendors: Gopher Sport (27), School Specialty (19), Sports Supply (18), S&S Worldwide (14) and Cannon (14).*

*Each vendor will receive a line item award based upon their ability to supply the required product and the price offered. A complete bid recap and award determination is on file at the Amphitheater Purchasing Department.*

*The Administration recommends the Governing Board make the determination a single award is not advantageous to the District and approve the Award of Contracts for PE Equipment to Gopher Sport, School Specialty, Sports Supply, S&S Worldwide and Cannon.*

The Governing Board awarded contracts for physical education equipment to *Gopher Sport, School Specialty, Sports Supply, S&S Worldwide, and Cannon*, based upon responses to RFB 10-0034 and the determination that a single award is not advantageous to the District.

**P. Award of Contracts for Health Services Supplies Based Upon Responses to Request for Bid (RFB) 10-0042**

Board Book information: *Request for Bid (RFB) 10-0042 for Health Services Supplies contained 94 line items; which were divided among four vendors: United Health (46), Moore Medical (35), School Health (8) and Henry Schein (5); seven vendors responded.*

*Each vendor will receive a line item award based on their ability to supply the required product and the price offered. A complete bid recap and award determination is on file at the Amphitheater Purchasing Department.*

*The Administration recommends the Governing Board make the determination a single award is not advantageous to the District and approve the award of Contracts for Health Services Supplies to United Health, Moore Medical, School Health and Henry Schein.*

The Governing Board awarded contracts for health services supplies to *United Health, Moore Medical, School Health and Henry Schein* based upon responses to RFB 10-0042 and the determination that a single award is not advantageous to the District.

**Q. Authorization for Sale of Permanent and Temporary Easements to Pima County at La Cima Middle School in Order to Facilitate Improvements to La Canada Drive**

Board Book information: *Pima County, through an agent, has approached the District seeking acquisition of three permanent drainage easements, two permanent public slope easements, and two temporary*



*construction easements on property owned by the District and located at La Cima Middle School. These easements are required as part of an overall plan to improve and widen La Canada Drive between River and Ina Roads.*

*The La Cima school property is composed of several different parcels of platted land. Therefore, the proposed easements encroach upon several distinct pieces of titled property, even though we might perceive it as one school site. The County has prepared an Acquisition Agreement for its proposed purchase of the easements, and a copy of the agreement is attached. The exhibits to the agreement specifically describe the easements to be conveyed under the agreement both through legal descriptions and through drawings which cite the specific parcels affected. The affected parcel is indicated on each legal description title and on the bottom of each drawing. The proposed easements are as follows:*

| <u>Easement Type</u> | <u>Corresponding Document(s)</u> | <u>Easement Size</u> | <u>Affected Parcel</u> |
|----------------------|----------------------------------|----------------------|------------------------|
| Drainage Easement 1  | Exhibits A and A-1               | 23,862 sq. ft.       | 4-B                    |
| Drainage Easement 2  | Exhibits A and A-1               | 1,100 sq.ft.         | 4-C                    |
| Drainage Easement 3  | Exhibits A and A-1               | 530 sq. ft.          | 5-D                    |
| Slope Easement       | Exhibits C and C-1               | 2,894 sq. ft.        | 4-C                    |
| Slope Easement       | Exhibits C and C-1               | 4,200 sq. ft.        | 5-D                    |
| Construction Easmt.  | Exhibits D and D-1               | 15,004 sq. ft.       | 4-C                    |
| Construction Easmt.  | Exhibits D and D-1               | 23,736 sq. ft.       | 4-C                    |

*As the Board can see, all of the easements are small in size relative to the entire school site and two of them would only be used during the period of construction. Because Pima County is using federal funds to pay for the widening project, however, the County is required to offer just compensation for the land affected by the easements.*

*The County, as a courtesy, will also be improving the District's driveway ingress and egress as part of this agreement at no cost to the District. This is the reason temporary construction easements are required.*

*Doug Aho, Executive Manager of Operational Support and the Associate to the Superintendent (undersigned) have met with Pima County's representatives to discuss the County's offer for the easements and have review the documents.*

*An appraisal of the value of the easements has also been received by the District. The appraisal sets the fair market value for the easements at \$17,800, and that is the amount offered by the County.*

*It is recommended that the Board approve the conveyance of the requested easements to Pima County and authorizes the Associate to the Superintendent to execute all necessary documents to effect the easements, including the Acquisition Agreement and title documents."*

The Governing Board approved the conveyance and sale of two permanent and two temporary easements between Pima County and the District located at La Cima Middle School; and, authorized the Associate to the Superintendent to execute all necessary documents, including the acquisition agreement and title documents, to effect the agreement as described (Exhibit 9a, pp. 1-5, Exhibit 9b, pp. 1-16)."

#### **4. STUDY/ACTION**

##### **A. Selection of Governing Board Delegate and Alternate at Arizona School Boards Association (ASBA) Delegate Assembly; Determination of Governing Board Position on ASBA Legislative Action Agenda Items; Direction to Delegate**

Board Book information: *The Arizona School Boards Association, of which the District is a member, is holding its ASBA Delegate Assembly on June 25, 2011. The purpose of this annual assembly is to develop ASBA's legislative action agenda for next fiscal year's legislative sessions (rather than the current sessions). The*

*assembly meets each year to consider input from districts across the state on action agenda items that have been culled from written proposals from district for inclusion in the organization's official agenda.*

*While all superintendents and governing board members from member districts are invited to and may participate in the discussions held during the Assembly, each member district is only permitted one vote on each matter presented to the assembly for a vote.*

*Thus, one component of this item is the selection of the Board's official and voting delegate to the assembly. The Board is also advised to select an alternate delegate who would be authorized to attend the assembly, along with the delegate, and to vote in the event the delegate was unable to do so for some reason.*

*After doing so, the Board may through discussion and/or motion direct the delegate and alternate delegate how to vote or otherwise represent the interests of the Board in the development of the official ASBA political agenda. A copy of the current (2011) ASBA agenda is attached for reference and discussion.*

*In addition to playing a role in the development of the ASBA legislative agenda through appointment of its delegate and alternated delegate to the assembly, the Governing Board also develops and pursues its own legislative agenda. The Board's legislative agenda for the District need not, and sometimes does not, comport with the ASBA agenda.*

*At its October 5, 2010 meeting, for example, the Board determined the following as Amphitheater Legislative Priorities for the current 2012 Legislative Session(s):*

- 1. Increase Funding for K-12 Education*
- 2. Provide Adequate Support for Special Education*
- 3. Eliminate All Student Tuition Organization Tax Credits*
- 4. Eliminate the Extracurricular Tax Credit Program*
- 5. Expand Career Ladder Funding*
- 6. Maintain Desegregation Funding*
- 7. Provide Adequate Funding to Serve English Language Learners*
- 8. Establish a Reliable and Adequate Source of Funding for the School Facilities Board*
- 9. Provide User-friendly and Practical Reporting Requirements and Provide Funding Support for the Same; and,*
- 10. Protect and Support Education Due Process Rights*

*At tonight's meeting, as it has in the past, it is presumed that the Governing Board would direct submission of these Amphitheater priorities to ASBA as legislative agenda items.*

*Prior to the Board's consideration of this item, individual Board members may also identify other proposals that they would like the Board as a whole to advance to ASBA. A blank ASBA form has therefore been provided to allow individual members to develop proposals. Board members will observe a small, unimportant graphical deviation from the form in the action items that have already been prepared on behalf of the Board.*

*General Counsel is, of course, also available and able to assist by drafting proposals for individual members who have a topic or issue of concern they wish to see addressed and have staff develop into a proposal for the Board consideration.*

*The Administration recommends that the Governing Board:*

- 1. Appoint a delegate from the Board membership to attend the*
- 2. Appoint an alternate delegate from the Board membership to attend the ASBA Legislative Conference and Delegate Assembly and, in the absence of the delegate, vote on behalf of the Board;*
- 3. Provide direction, as it determines, to the delegate and alternate delegate on legislative matters of concern to the Board and/or provide direction on how the delegate or alternate delegate should vote on matters;*
- 4. Determine, as appropriate, the action agenda items to be submitted to ASBA for consideration by the assembly for inclusion in the official ASBA Legislative Action Agenda for the 2011-2012 legislative sessions.*

*Dr. Balentine introduced the item; noting also that a voting delegate and alternate are to be selected for attendance to the June 25<sup>th</sup> conference. This is ultimately an opportunity for the District to weigh in on the*

“Priorities” as defined by ASBA, as well as, the discussion and identification of the District-level 2011 Legislative Priorities.

Dr. Loomis made a motion to appoint Dr. Barrabee as its Delegate to vote on behalf of the Board at the ASBA Legislative Conference and Delegate Assembly to be held on June 25, 2011; to appoint Mrs. Boros as the Board’s Alternate Delegate; to have the Board provide direction to the Delegate and Alternate Delegate on how to vote on matters; and, to have the Board determine action items to be submitted to ASBA for consideration by the assembly for inclusion in the official ASBA Legislative Action Agenda for the 2011-2012 legislative sessions. The motion was seconded by Mrs. Zibrat and unanimously carried, 4-0.

#### **B. Reduction in Force Plan for Fiscal Year 2011-2012, Pursuant to Governing Board Policy GCQA**

Board Book information: *For several years now, the District has experienced substantial legislative cuts and funding shortages that have dramatically impacted the District’s programs and services. Just this current fiscal year alone, even after passage of Prop 100, the District experienced funding cuts of nearly \$11,000,000 – detailed in Table 1.*

| <i>Budget Cut</i>              | <i>Amphi Impact</i> |
|--------------------------------|---------------------|
| <i>80% cut to soft capital</i> | <i>\$2,827,568</i>  |
| <i>All Day K funding loss</i>  | <i>\$2,629,290</i>  |
| <i>Building Renewal</i>        | <i>\$2,180,897</i>  |
| <i>Grant Reductions</i>        | <i>\$ 942,000</i>   |
| <i>Career Ladder Cut</i>       | <i>\$ 325,408</i>   |
| <i>Reduced 301</i>             | <i>\$1,934,000</i>  |
| <b>Total Reductions</b>        | <b>\$10,839,163</b> |

Table 1

*But, as has repeatedly been the case in recent years, the very real cuts detailed in Table 1 were not the “end of the story”. Only just days ago, the Arizona Legislature passed an additional cut of \$101,000,000 to public education for the current fiscal year with less than three months remaining in the year. Amphitheater’s portion of that cut approximates \$1.5 million, and with more than 75% of the fiscal year already past, the District must now absorb that cut in a matter of days.*

*Many times, numbers involved in state budget matters are thrown about with little context or perspective, and their meaning and real impact can consequently be lost. To provide some perspective on the scale of cuts the District has been experiencing and continues to experience, one might consider the equivalents for \$1,000,000 in lost District funding which are listed in Table 2. As Table 2 demonstrates, a budget cut on the order of the recent \$1,500,000 just imposed by the legislature is no small matter.*

| <b>\$1,000,000 in District Funding is Equivalent to...</b>                   |
|--|
| <i>25 employees with compensation of \$40,000 per year</i>                   |
| <i>The district’s electric bill for 1/6<sup>th</sup> of the entire year.</i> |
| <i>An increase of class size of 1.5 per classroom</i>                        |
| <i>The costs for all athletic programs for an entire year</i>                |

Table 2

*The total budget cut for Amphitheater District for the current fiscal year after the most recent cut made last week now total \$12,347,243. This extraordinary amount follows reductions made in previous years – also at astounding levels. Two years ago, for example, the legislature cut more than \$4 million dollars from the Amphitheater budget. And, just last year, it cut a total of \$7,846,333. (See Table 3)*

| <b>Recent Budget Cut History for Amphitheater</b> |                    |
|---|--------------------|
| <i>Funding Category Cut by State</i>              | <i>Amount Cut</i>  |
| <b>2008-2009</b>                                  |                    |
| <i>Maintenance and Operations</i>                 | <i>\$1,769,748</i> |
| <i>Soft Capital (Textbooks, Computers)</i>        | <i>\$ 364,276</i>  |

|                                    |                    |
|------------------------------------|--------------------|
| <i>Building Renewal</i>            | <i>\$2,180,897</i> |
| <i>Total Cuts for 2008-2009</i>    | <i>\$4,314,921</i> |
|                                    |                    |
| <b>2009-2010</b>                   |                    |
| <i>Career Ladder (Teacher Pay)</i> | <i>\$ 340,416</i>  |
| <i>Soft Capital</i>                | <i>\$2,686,862</i> |
| <i>Building Renewal</i>            | <i>\$2,180,897</i> |
| <i>Total Cuts for 2009-2010</i>    | <i>\$5,208,175</i> |

Table 3

*Thus, in the last three fiscal years (inclusive of the current fiscal year), the District has lost a total of \$21,870,339 in funding due to state budget cuts.*

*This year, the tremendous impact of accumulated state budget cuts combined with impact of decreasing enrollment to compel the first full scale reduction in force which the district had experienced in decades. The reduction in force eliminated approximately 60 FTE positions and combined with more than \$5,000,000 of other budget cuts and program modifications to help ensure the District could balance its budget on the funding received. Many additional reductions simply put off for yet another year many vital physical plant improvements that denial of building renewal funding again made impossible.*

*Last week, the Arizona legislature passed (and the Governor signed into law) another set of sweeping and significant budget cuts for public schools for next fiscal year (2011-2012). While their specific financial effect upon the Amphitheater District was still being estimated at the time this agenda item was released, a description of the cuts made is known. The reductions for next year include:*

- 1. Phase out of the Career Ladder Program over the next 5 years, reducing the formula percentage used by 1% per year (going to 4% for FY 2012, 3% for FY 2013, etc.);*
- 2. Reduction of the Capital Outlay Revenue Limit by approximately \$62 per student;*
- 3. Additional reduction in soft capital of \$23 million (added to the current \$165 reduction, this results in a total soft capital cut of \$188 million or roughly 85%);*
- 4. No inflationary increase to the base level as provided for by Prop 301;*
- 5. Continuation of suspended building renewal funding;*
- 6. A FY 2012 reduction of \$35 million in state funding and budget reduction for districts using Edu Jobs funds to cover the reduction;*
- 7. Elimination of the 50/50 split in retirement contribution between districts and employees, with 3% of the total burden shifting from the District to employees, and the District's savings from the shift going to the state.*

*The ongoing impact of these dramatic and enormous budget reductions again combine with decreasing enrollment to necessitate programmatic reductions for next fiscal year that will unfortunately affect employees in the district by reducing jobs.*

*A reduction in the certificated work force ("RIF") is governed by Governing Board policy GCQA which was recently revised through the meet and confer process and after district wide input from employees. The resulting regulation (GCQF-R) requires initiation of a RIF through the Governing Board's study and approval of a written RIF plan which must contain certain information:*

- 1. a detailed description of the cause(s) necessitating a RIF;*
- 2. a description of other measures, if any, already implemented to avoid or minimize a RIF (e.g. reduction by attrition, district initiated transfers, etc.);*
- 3. a designation of the part(s) of the total educational program or particular program or activity in which the RIF is necessary and the number of positions to be reduced in each program or activity; and*
- 4. a timetable for the implementation of the RIF.*

*When a RIF for certificated staff is required, the new policy directs that certain criteria be used to determine the particular staff members whose positions will be eliminated or reduced. The criteria to be used for any RIF affecting next year are:*

- Disciplinary action (Letters of Reprimand and Suspensions without Pay Only)*
- Performance as determined by formal evaluation*

- *Certifications*
- *Experience*
- *Attendance*
- *Student achievement*

*These criteria were also developed through the meet-and-confer process and correspond directly to the input received from teachers throughout the District by survey. These criteria were developed after the Arizona legislature passed a law prohibiting use of seniority or tenure (continuing) status as a criteria.*

*This item is presented for the Board's consideration and approval of a RIF plan for the 2011-2012 fiscal year. At the time this agenda item was submitted, the RIF plan was still being drafted, pending completion of budgetary and staffing reviews that are currently ongoing and unresolved, particularly in light of the recent legislative budget cuts made just days ago.*

*A proposed RIF plan for certificated staff will be presented to the Governing Board by supplement to this item within the coming days.*

*Support staff reductions are governed by a separate policy – GDQF – and are determined primarily by seniority among employees holding an affected position within a work site. Support staff positions are generally more affected by matters of attrition and mobility than contracted positions. Consequently, the actual impact of budgetary reductions on support positions is often a tentative matter throughout a fiscal year. Nonetheless, it is anticipated that the budgetary realities facing the District will result in reductions in support staff positions. While Policy GDQF does not provide for a "RIF plan" for support positions, the supplement to this agenda item to be provided will also describe the support staff classifications which are anticipated to require reduction.*

*It is anticipated that this item will be supplemented on or before Friday, April 8. This item is presented to permit the Board to study, discuss and approve the proposed Reduction in Force Plan, which the Administration recommends.*

Dr. Balentine introduced the item, stating that due primarily to (the significant) budget cuts, as well as, some decreases in enrollment, the recently approved RIF policy will likely be implemented. She invited Mr. Jaeger to provide an overview of the preliminary Plan and the ensuing draft-version timeline as directed by this RIF policy.

Mr. Jaeger reviewed the RIF Plan developed through Meet and Confer (presented as a PowerPoint report). He provided a brief narrative beginning with legislative action(s) resulting in substantial budget cuts, the need for updated RIF policies and regulations to process reductions in force (staff), and key factors necessary to maintain a transparent programmatic process. Intentions are to continue Plan updates through the Board-approval process and the posting of those Plan updates onto the District's website. (He noted that policy documents are also available on the website.) Staff is hopeful to minimize the reduction in force. He stated that the key cause of the reduction in force proceedings for both last year and the impending action this year is the substantial and deep cuts to the Amphi budget.

[The PowerPoint presentation and related RIF policy information can be viewed at:  
<http://www.amphi.com/departments/legal/meetconfer/home.html>]

Mr. Jaeger reviewed Board Book materials. Override funds, like M & O budgets, will also realize cuts – including staff positions. He summarized the budget-cutting methods used in the last two years including: absorbing the majority of the initial cuts administratively and in 2010-2011 a comprehensive list of program modifications/eliminations/reductions were developed, some 50+ positions were RIF'd, significant staff pay reductions and furloughs affecting all employees, utilities' efficiencies, attrition through resignations and retirement (paperwork is typically submitted to H.R. at this time of year), etc. Due to unknown variables, it is difficult at this time to provide finite RIF numbers. Upcoming attrition and other circumstances will potentially to evolve and will impact the Plan process; however, current projections for the upcoming year anticipate the reduction of some 29.3 FTE positions. There are no specifics known at this time related to programmatic changes. As much as possible the priority was, and has been, to minimize the affects in the classroom. As a result of the new RIF Plan, Administration will work closely with the sites in assessing the allocations and the necessary reductions pursuant to the protocols established within the Policy.

Mr. Jaeger presented and reviewed a draft timeline for the anticipated RIF-related activities beginning with the review of programmatic considerations April 13-26<sup>th</sup> through formal notifications expected between May 11<sup>th</sup> and June 21<sup>st</sup>. At this time, intentions are to submit final RIF personnel actions to the Governing Board for approval by June 21st. It is hopeful to find suitable positions for those on the RIF list, as well as, recall opportunities. These RIF actions and timelines are pursuant to Policy GCQA.

Mr. John Fife, President of the AmphiEA, addressed the Governing Board. The thrust of his comments were triggered by a quote from the Governor, "... a budget is a reflection of our priorities," reflect the irony between the on-going budget cuts in education and the concerns expressed about the quality of education and dollars spent in the classroom. He recommends further study time to investigate other possibilities for cutting budget dollars; dollars that will not directly impact the classroom such as the anticipated RIF and increases to class sizes.

Dr. Barrabee expressed his appreciation for Mr. Fife's comments, as well as the outstanding team effort shown in developing this operational plan. He believes that the community needs to become involved in the discussion.

Dr. Balentine explained that the document being presented at tonight's meeting does not implement a reduction of the District workforce, and that Administration is seeking the Board's approval of the Plan's narrative. She added that the Reduction in Force Plan 2012 lists specific procedures to be followed to include an anticipated timeline for action – with the understanding that some modifications will be presented at subsequent Board meetings. Mr. Jaeger added that the approval of the narrative plan is being requested at this time in direct response to employee concerns expressed last year – that the process happened too late into the spring/year and without sufficient advance information. This year's effort will ensure that staff have the necessary information. Staff will post the plan and RIF policy information onto the District's website ([www.amphi.com](http://www.amphi.com)).

Dr. Barrabee made a motion to approve the Reduction in Force Plan, as developed by Administration and the Association through the District's meet-and-confer process. Mrs. Boros seconded the motion. She added that she appreciates how the RIF Plan is delineated; she appreciates the sheer magnitude of the process and how important maintaining transparency is for staff. Mrs. Boros called the vote, which passed unanimously, 4-0. (RIF plan – Exhibit 9, pp. 1-16; RIF timeline – Exhibit 10, pp. 1-2)

### **C. Review and Approval of Compensation and Fringe Benefits Package for the 2011-2012 Fiscal Year for Administrative, Administrative Exempt, Certificated, Support, Support Exempt, and Professional Non-Teaching Employee Groups**

Board Book information: *The Joint Meet-and-Confer Committee composed of District administrators/managers representing the Governing Board and members of the Amphitheater Education Association representing various employee groups, recently concluded a series of meetings to discuss employee compensation and benefit terms for the next (2011-2012) fiscal year.*

*The state budget casts a dark shadow over this year's meet and confer process. In years past, the Committee was at least able to propose a package which was premised on increases provided by Proposition 301 – which guarantees inflation-indexed increases. As we know, however, the legislature has denied even that previously reliable source of funding. Beyond the denial of these traditionally available inflationary funds, the combined team grappled with the reality that nearly \$25,000,000 has been cut from the District's budgets in recent years, with yet more cuts to come for next year.*

*The cuts of years past have led to job losses and have prevented the District from helping employees keep financial pace with inflation and increasing costs for health care. Last year, the cuts also necessitated a compensation package that included a 2% pay reduction for all staff and three days of furlough for most staff. It was only through the District's receipt of federal Education Jobs Bill funding that it became possible to reverse much of those pay losses.*

*Next year, employees and the District will be facing an increase of 0.9% in Arizona State Retirement System rates. And, just days ago, the legislature passed, and the Governor signed into law, a bill which would shift a greater percentage of the total retirement contributions to employees. These ASRS increases represent, of course, increases in out-of-pocket costs for employees and will impact employees next fiscal year as take-home pay reductions.*

*The Education Jobs Bill and the Federal Stimulus funds have enabled the District to minimize the impact of budget reductions in the last two years. Those funds end this year, creating funding "cliffs." Nonetheless, the impact of those temporary funds do make it possible for the District to stem, at least for next year, some of the impact of budget reductions for employees.*

*The Meet and Confer teams therefore recommend a package this year which includes slight "increases" to compensation that will only serve to cover the employee's state retirement contribution increases. In addition, the package recommends continuing the reversal of the 2% pay reduction and furlough days.*

*Recognizing the uncertainties existing at the time the attached proposal was crafted, both parties agreed that the Meet and Confer team might need to reconvene in the future – if new funding of more than \$100,000 results.*

*The Administration recommends that the Governing Board approve the Compensation and Fringe Benefits Package for the 2011-2012 Fiscal Year as described above and in the attached, signed agreement of the Joint Meet and Confer Committee. All members of the committee, whose names are listed in the attachment, are thanked for their dedication and effort, particularly in these very difficult times.*

Dr. Balentine introduced the agenda item noting that this year's Meet and Confer process was very positive and collaborative in nature. Mr. Jaeger was invited to provide an overview of the Board Book materials regarding the process and the earnest efforts by the teams involved. This proposed package is submitted for Board review and approval. He highlighted the proposed agreement, which includes a slight increase intended to offset the ASRA rate increase in the amount of .09% so that the out-of-pocket costs to employees is net zero and to maintain the restoration of the 2% pay cut and the three (3) furlough that were partially implemented for the 2010-2011 school year. Finally, in the event that additional funding is secured totaling more than \$100,000, the teams agreed to reconvene to review options. Mr. Jaeger noted that the proposed package has been made available for review via posting onto the District's website.

Mr. John Fife, President of the AmphiEA, addressed the Governing Board stating that the Association's Executive Board met on April 7<sup>th</sup> and voted unanimously to send the proposed package to the membership for ratification and scheduled several ratification meetings. The membership voted to approve the proposed package with a 90% of the membership voting in favor of the proposed package. He noted, however, that while accepting of the Package, the Association is disappointed that another year passes without salary increases. He also recommends and awareness and caution against repeating a situation that occurred some years ago whereby teachers/staff who had been employed for a number of years by the District were being paid less than new teachers because of the freeze/moratorium in step increases. He stated that this is again possible due to a lack of step movement for a number of years.

Dr. Barrabee expressed appreciation to the teams for maintaining a positive climate during this time of (budget) crisis.

A motion was made by Dr. Barrabee to approve the Compensation and Fringe Benefits Package for the 2011-2012 Fiscal Year, as described. Dr. Loomis seconded the motion and it passed unanimously, 4-0. (Exhibit 10, pp. 1-2)

## **5. STUDY**

### **A. Study of New Arizona Interscholastic Association (AIA) Bylaw; Article 15, Student Eligibility Rule (15.3.1.2)**

Board Book information: *The Arizona Interscholastics Association has recently established a new eligibility rule for online charter students. Rule 15.3.1.2 now permits online charter school students to try out for and participate in interscholastics in their school district of residence, if the school district's governing board expressly permits the same. The rule requires each Governing Board, on an annual basis, to establish a formal policy as to whether it will permit online student participation for that school year, and the policy so established must remain in effect for that entire school year.*



*However, the AIA rule also prohibits an online charter student from participating in interscholastics for a school district in which the student was previously enrolled within the same school year.*

Dr. Balentine reviewed the Board Book materials, noting that Administration recommends that the Board take the position this year that there is no access to interscholastics for students enrolled in on-line charter schools. The item is presented as a study item and provides an opportunity for discussion and for staff to respond to questions.

Dr. Barrabee supports the Administration's view and recommendation, noting that the District would otherwise be confronted with an un-compensated mandate and given the financial crisis the District is currently facing, it is unwise for the District. The highest priority at this time is supporting the students within the District.

Mr. Jaeger responded to an inquiry by Mrs. Boros; under Arizona law, students within the District who are home-schooled, shall be permitted to participate in extra-curricular programs in the district in which they reside – that all fees and registrations, etc., and all terms and conditions for their participation must be the same as that of students enrolled in their home-district schools. At this time, this is not mandated (legislative) for on-line charter school students – that decision is at the discretion of the local school board.

Dr. Barrabee will submit suggestions to Administration in written format regarding policies (AIA and A-F) for consideration at an upcoming meeting when these policies will again be reviewed, and submitted for approval.

Dr. Balentine stated that an audit of the Governing Board's policies is conducted periodically in conjunction with the Arizona School Boards Association (ASBA) to ensure that policies and key components remain current. At this meeting, Administration is beginning the audit process for policies A-F. She recommends that Board members contact Mr. Jaeger regarding specific policy-related inquiries or to provide input for consideration at the appropriate upcoming Study/Action meeting. Dr. Balentine stated that Governing Board policies will be scheduled for review; to include an initial Study session followed by a second Study/Action session, with a recommendation of action for approval.

**B. General Review of the Structure of Governing Board Policies;  
Review of Policies Contained in Board Policy Classifications A (Foundations and Basic Commitments);  
B (School Board Governance and Operations); C (General School Administration); D (Fiscal  
Management); E (Support Services); and F (Facilities Development).**

The Governing Board members received policy statements listed in Study Items A and B above that include Administration's notations about recommended changes [available on the District's website]. Some suggestions for change were presented to Mr. Jaeger and discussed. Mrs. Boros requested that Board members submit their suggestions for changes directly to Mr. Jaeger. Mr. Jaeger will incorporate such changes, and note them within an updated document for review by the Board at its May meeting.

**B. Periodic Legislative Review**

Mr. Jaeger highlighted the following proposed education-related House bills provided to Board book holders that have seen recent action or progress: HB 2002, HB 2219, HB 2234, HB 2415, HB 2421, HB 2581, and HB 2710. [The complete packet of current legislative items can be found on the Amphi website at: <https://v3.boardbook.org/Public/PublicItemDownload.aspx?ik=31152537>.]

**BOARD MEMBER REQUESTS FOR FUTURE AGENDA ITEMS**

Dr. Loomis - a report (Friday report) regarding high school summer-school opportunities.

Mrs. Boros - proposed scheduling meetings with school-level Parent Teacher Organizations to review funding for extra-curricular programs; and, a follow-up report on the Elementary Report Card Pilot program.

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

There were no public comments.

**ADJOURNMENT**

A motion was made by Mrs. Zibrat, seconded by Mrs. Boros and passed unanimously, that the meeting be adjourned. Mrs. Boros declared the meeting adjourned at 9:48 p.m.



Approved: (originally approved at: 4.26.11)