

**Minutes of the Special Governing Board Meeting
Amphitheater Public Schools
Tuesday, September 23, 2025**

A Special public meeting of the Governing Board of Amphitheater Public Schools was held on Tuesday, September 23, 2025, beginning at 5:30 p.m. at the Wetmore Center, 701 W. Wetmore Road, Tucson, AZ 85705 in the Leadership and Professional Development Center.

Governing Board Members Present

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

Superintendent's Cabinet Members

Mr. Todd A. Jaeger, J.D., Superintendent
Ms. Tassi Call, Associate Superintendent for Elementary Education
Mr. Matthew Munger, Associate Superintendent for Secondary Education
Mr. Scott Little, Chief Financial Officer
Mr. Richard La Nasa, Executive Director of Operational Support
Mr. John Hastings, Director of Human Resources
Ms. Elizabeth Jacome, Director of Curriculum & Assessment
Ms. Kristin McGraw, Director of Student Services
Ms. Julie Valenzuela, Director of 21st Century Education
Ms. Michelle Valenzuela, Director of Communications

1. CALL TO ORDER

President Zibrat called the meeting to order at 5:30pm.

2. EXECUTIVE SESSION

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

A. Consideration and Decision Upon Long-term Suspension/Expulsion Hearing Officer's Recommendations, Pursuant to A.R.S. § 15-843(F)(2), Regarding, Student # 30054228

B. Consideration and Decision Upon Long-term Suspension/Expulsion Hearing Officer's Recommendations, Pursuant to A.R.S. § 15-843(F)(2) Regarding, Student # 30080898

Vice President Day moved that the Board go into an Executive Session to address the matters identified in Item 2. of the Board's agenda and pursuant to the legal authorities listed on the agenda under Item 2. President Zibrat seconded the motion. Voice vote in favor- 5. President Zibrat, Vice President Day, Ms. Cox Golder, Dr. Gemma, and Mr. Kopec. Opposed-0.

President Zibrat proclaimed that they were in Executive Session at 5:30pm.

3. RECONVENE PUBLIC MEETING

The public meeting reconvened at 6:03pm.

4. PLEDGE OF ALLEGIANCE

Ms. Cox Golder led the Pledge of Allegiance.

5. ANNOUNCEMENT OF DATE AND PLACE OF NEXT REGULAR GOVERNING BOARD MEETING

President Zibrat announced the next Regular Governing Board Meeting will be held on Tuesday, October 14, 2025 at 6:00 p.m., Wetmore Center, 701 W. Wetmore Road, Tucson AZ 85705 in the Leadership & Professional Development Center.

6. INFORMATION

A. Presentation on the Department of Learning and Instruction's Professional Learning Plan 2025-2026

For the Office of Learning and Instruction Professional Learning Plan PowerPoint see Exhibit 1

Superintendent Jaeger explained that District Administration has done a lot of work over the years to build up professional learning programs for staff. He asked Ms. Elizabeth Jacome, Director of Curriculum and Assessment to come forward and present the state of professional learning in Amphitheater.

Ms. Jacome stated that the professional learning plan is designed to foster continuous growth for all educators by aligning with the values of equity, continuous, job-embedded learning that is aligned with the Amphitheater College and Career Readiness Framework, and demonstrates evidence-based planning. She went on to explain professional learning is influenced by Curriculum Coordinators, Curriculum Instructional Program specialists (CIPS), district committees that collaborate and provide recommendations on curricular decisions, and required state and district trainings.

Ms. Jacome went on to speak about the Student-Centered Coaching Model which utilizes the supports of site based Curriculum, Intervention, Instructional Support Specialists (CISS) to provide coaching cycles of different lengths to meet individual needs. She shared that examples of professional learning that occurs on Early-Release Wednesdays includes site-based learning, professional learning communities, department meetings, student support meetings, planning time, and designated district-professional learning days. Ms. Jacome explained the use of Communities of Practice (CoP's) which provide opportunities for teachers to deepen their professional learning through collaboration with District colleagues. There are also several opportunities throughout the year to allow teachers to become AVID Trained Educators.

In preparing for this presentation, Ms. Jacome said that she looked at professional learning that was relaunched right after COVID. Limitations at that time included only three curriculum coordinators, and seven CISS; there was limited capacity and Professional Learning was confined to large group settings.

Ms. Jacome spoke about last year's CoP's which were limited to elementary classroom teachers and secondary core curriculum teachers. District CoP's were organized by content, subject area, and there were three modules of AVID District Communities of Practice. She also spoke about the use of data from surveys that helped craft the Professional Learning plan for 2025-2026.

Ms. Jacome stated that this year's plan includes opportunities for all teachers, learning facilitated by Coordinators, CISS, and teachers, flexible, teacher driven learning plans that provide agency over learning, and model personalized learning strategies. She gave an overview of learning opportunities such as Specialized CoP's, Guided CoP's, and Personalized Professional Learning Plans (PPLP). Ms. Jacome shared specific details of upcoming CoP dates including AVID District CoP's for new and continuing educators.

Ms. Jacome said the Office of Learning and Instruction will monitor the professional learning sessions, seek feedback, and remain responsive to the needs of teachers and students. She offered to answer any questions.

Dr. Gemma said that it was an excellent presentation and commended the customization of the program for teachers. He asked if professional learning hours count toward re-certification. Ms. Jacome stated yes they do.

B. Presentation on Data & Accountability: Business Intelligence Tools

For the Presentation of Data & Accountability: Business Intelligence Tools PowerPoint see Exhibit 2.

Superintendent Jaeger explained that for years the District has been seemingly data-rich, but data unaware due to the absence of a way for schools to utilize their data in a timely manner. He explained Mr. Jason Weaver, Program Evaluation and Data Analyst, was tasked with finding a tool that would examine data and put it into forms that was understandable for end users.

Mr. Weaver explained that there has been a long recognized need for a way schools and staff can access and utilize data in a timely way and the limitations of "off the shelf" products to do so.

He explained that Business Intelligence (BI) involves tools and processes that convert raw data into actionable insights. In education specifically it can analyze attendance, performance trends, enrollment changes, and

supports data-driven decision making in these areas. He noted dashboards can be crafted for whatever information is needed.

Mr. Weaver went to speak about Tableau Business Intelligence Tool which:

- Transforms raw data into meaningful insights
- Provides live information on key metrics
- Shows real time, student level data that can be accessed and acted upon

Mr. Weaver went on to show examples of various dashboards that showcased data on student achievement, enrollment, and attendance. He went on to explain where Tableau can get data, loading data, and sharing information. He also explained role-based access that helps ensure security and student privacy. Mr. Weaver explained the use of Tableau was piloted last year with three schools and this year it has expanded access to each principal and assistant principal at each school in the District. He shared the deeper, more relevant conversations with principals about data which travels back to teachers and how the use of this technology supports a data driven culture of decision making and continuous improvement.

Mr. Weaver offered to answer any questions. Dr. Gemma expressed his awe and commented what an excellent tool this is for principals. He asked if it would be possible to correlate something like teacher attendance with student attendance. Mr. Weaver stated if data existed on both of those constructs, you could analyze if there was a correlation.

7. PUBLIC COMMENT

There was no public comment.

8. CONSENT AGENDA

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

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

President Zibrat asked if any items needed to be removed for further discussion or comment. There were none.

Ms. Cox Golder moved for Consent Agenda Items 8. A.– O. be approved as presented. Mr. Kopec seconded the motion. Roll Call vote in favor – 5. President Zibrat, Vice President Day, Ms. Cox Golder, Dr. Gemma, and Mr. Kopec. Opposed – 0. Consent Agenda Items 8. A.-O. passed.

A. Approval of Appointment of Non-Administrative Personnel

The Governing Board approved that Appointment of Non-Administrative Personnel as submitted in Exhibit 3.

B. Approval of Personnel Changes

The Governing Board approved Personnel Changes as submitted in Exhibit 4.

C. Approval of Leave(s) of Absence

The Governing Board approved Leave(s) of Absence as submitted in Exhibit 5.

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

The Governing Board approved Separation(s) and Termination(s) as submitted in Exhibit 6.

E. Approval of Stipend for Coaching Volunteers

The Governing Board approved the Stipend for Coaching Volunteers as submitted in Exhibit 7.

F. Approval of Vouchers Totaling and Not Exceeding Approximately \$6,870,718.07

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

Voucher #	Amount	Voucher #	Amount	Voucher #	Amount
1061	\$28,117.43	1062	\$303,314.55	1063	\$16,144.67
1064	\$41,474.16	1065	\$56,641.33	1066	\$14,829.52

1067	\$98,694.91	1068	\$58,282.28	1069	\$385,358.97
1070	\$4,333.97	1071	\$47,774.25	1072	\$5,788,191.30
1073	\$7,144.39	1075	\$20,416.34		

G. Acceptance of Gifts

The Governing Board approved the Acceptance of Gifts as submitted in Exhibit 9.

H. Receipt of August 2025 Report on School Auxiliary and Club Balances

The Governing Board approved Receipt of August 2025 Report on School Auxiliary and Club Balances as submitted in Exhibit 10.

I. Approval of Parent Support Organization(s) - 2025-2026

The Governing Board approved Painted Sky PTO, CDO Swimming Booster, Walker Elementary PTO, Keeling PTO, Prince PTO, Harelson PTO, Donaldson Elementary PTO, CDO Womans Soccer Booster, IRHS Girls Basketball Booster, CDO Wrestling Booster, and Holarway Elementary PTO as submitted in Exhibit 11.

J. Approval of One-Time Increase to Job Order Contract Limit

The Governing Board approved One-Time Increase in Job Order Contract Limit.

K. Approval of an Additional Sole Source Vendor- (Lexia) for Fiscal Year 2026

The Governing Board approved an Additional Sole Source Vendor (Lexia) for Fiscal Year 2026.

L. Approval of Arizona Department of Administration School Facilities Division Building Renewal Grants

The Governing Board approved the Arizona Department of Administrative School Facilities Division Building Renewal Grants as submitted in Exhibit 12.

M. Approval of Third Amendment to Option and Lease Agreement with New Cingular Wireless PCS, LLC

The Governing Board approved the Third Amendment to Option and Lease Agreement with New Cingular Wireless PCS, LLC as submitted in Exhibit 13.

N. Approval of Amendment to Intergovernmental Agreement with Pima County to Extend Pima Early Education Program (PEEP)

The Governing Board approved the Amendment to Intergovernmental Agreement with Pima County to Extend Pima Early Education Program (PEEP) as submitted in Exhibit 14.

O. Approval of Out of State Travel

The Governing Board approved requests for Out of State Travel as submitted in Exhibit 15.

10. STUDY

A. Study of Changes in District Attendance Rates

For the Changes in District Attendance Rates PowerPoint see Exhibit 16.

Superintendent Jaeger explained that since the pandemic, attendance has declined as the message during that time was in-person attendance didn't matter. He claims this was a disservice to students and families, but is hopeful since there has been some improvement due to new policies and enforcement. He asked Mr. Munger to present information.

Mr. Munger stated he and Ms. Call wished to share attendance patterns as the first quarter of school is nearing its end. He explained that chronic absenteeism is twice as high as it was prior to the pandemic. Chronic absenteeism is defined as absences exceeding 10% of the school year, which in Amphitheater equals 17 days.

Mr. Munger went on to detail the changes in Attendance Procedure which went into effect at the beginning of the 2025-2026 school year. The changes included modifications in language to comply with statutes, the possibility of loss of privileges such as student travel and extracurriculars for chronic absenteeism, and more communication with parents including weekly progress reports that include a snapshot grades,

absences, and tardies. He went on to share data that demonstrates a slight uptick in overall district attendance since last year with improvements across all grade levels resulting in a decline in chronic absenteeism. He offered to answer any questions. There were none.

B. Study of Arizona Conflict of Interest Laws for School Board Members

For the Arizona Conflict of Interest Laws for School Board Members PowerPoint presentation see Exhibit 17.

Superintendent Jaeger explained that the information being presented about Conflicts of Interest is required to be shared on an annual basis and it is also at the urging of the Auditor General that this information be shared with Governing Board members specifically to be followed by district employees as well.

He explained Title 38 applies to all public officers and employees and it states that public officers must have no personal interests in the transactions with the government they represent which comes from 1967 case law. Superintendent Jaeger went on to explain that school districts are political subdivisions of the state of Arizona which is distinct from state agencies. He said the law doesn't preclude any interest but a "substantial interest" and explained the definitions of substantial interest and how the state defines "relatives". Superintendent Jaeger explained that if a conflict exists, the individual must disclose the interest and refrain from any decision-making or action related to the conflict.

Superintendent Jaeger went on to explain what "refrain from" means and substantial versus remote interests. He shared several questions one could ask themselves to help determine if a conflict exists. If the answer is affirmative to the questions, disclosure of the conflict is required. Superintendent Jaeger went on to outline the consequences of failing to disclose a conflict which can include criminal charges, forfeiture of public office, contract cancellation, and private citizen suits.

Superintendent Jaeger explained that according to state statute, no employee of a school district or their spouse may hold membership on a governing board in the same district. He also provided the pertinent statutes for the Board to review. He offered to answer any questions. There were none.

11. ACTION

A. Resolution Declaring September 25, 2025 as "Legendary Teacher Day"

For the Resolution Declaring September 25, 2025 as "Legendary Teacher Day" see Exhibit 18.

Vice President Day moved to approve the Resolution Declaring September 25, 2025 "Legendary Teacher Day". Ms. Cox Golder seconded. Voice vote in favor-5. President Zibrat, Vice President Day, Ms. Cox Golder, Dr. Gemma, and Mr. Kopec. Opposed-0.

Vice President Day read the Resolution.

12. PUBLIC COMMENT

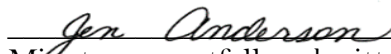
There was no public comment.

13. BOARD MEMBER REQUESTS FOR FUTURE AGENDA ITEMS

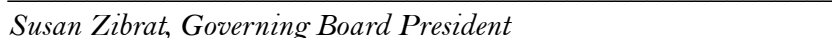
There were none.

14. ADJOURNMENT

Vice President Day moved to adjourn. Ms. Cox Golder seconded the motion. There was no discussion. Voice vote in favor-5. President Zibrat, Vice President Day, Ms. Cox Golder, Dr. Gemma, and Mr. Kopec. Opposed-0. The meeting adjourned at 7:36pm.


Minutes respectfully submitted for Governing Board Approval
Jen Anderson, Executive Assistant to the Superintendent & Governing Board

October 3, 2025
Date


Susan Zibrat, Governing Board President

October 14, 2025
Date