

**Minutes of the Regular Governing Board Meeting**  
**Amphitheater Public Schools**  
**Tuesday, November 18, 2025**

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A Regular public meeting of the Governing Board of Amphitheater Public Schools was held on Tuesday, November 18, 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  
Dr. Michael Gemma, Member  
Mr. Matthew A. Kopec, Member

**Governing Board Member Absent**

Ms. Vicki Cox Golder, 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 Determination of Appeal of Long-term Suspension Hearing Officer's  
Decision Pursuant to A.R.S. § 15-843(A), Regarding Student # 30046831**

*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. Mr. Kopec seconded the motion. Voice vote in favor- 4. President Zibrat, Vice President Day, Mr. Kopec, and Dr. Gemma. Opposed-0.*

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

**3. RECONVENE PUBLIC MEETING**

The meeting reconvened at 6:06pm.

**4. PLEDGE OF ALLEGIANCE**

Superintendent Jaeger asked Mr. Chris Trimble, Principal of Wilson K-8 School to come forward and introduce his students who are leading the Pledge of Allegiance. Mr. Trimble introduced members of Wilson's Elementary Student Council, Avery, Cayden, Ella, Olivia, and Kynlie as well as students from Wilson's Eighth Grade Student Council Abigail, Gavin, Lilliana, and Zyler. Mr. Trimble spoke about the students' exemplary leadership on campus. The students came forward and led the Pledge of Allegiance.

Dr. Gemma thanked the students for attending the meeting and commended them on taking leadership roles on their campus at such young ages. He presented the students with certificates of recognition. A picture was taken with the students, Mr. Trimble, the Governing Board, and Superintendent Jaeger to mark the occasion.

## **5. RECOGNITION OF STUDENT ART**

Mr. Trimble stated that his two art teachers were unable to attend the meeting, but shared that Ms. Hitt and Mr. Grantham both work tirelessly to create classroom environments where students feel confident and inspired to take creative risks. He stated that they both send their gratitude for the District's support of the arts.

Mr. Trimble went on to describe the artwork on display which encompasses several grade levels, artistic techniques, and mediums. He explained that the 3D artwork located in the display case in the lobby is from the middle school classes. Mr. Trimble thanked the Governing Board for recognizing the students' hard work.

Dr. Gemma presented Mr. Trimble with certificates of recognition for Ms. Hitt and Mr. Grandtham.

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

President Zibrat stated the next Regular Governing Board meeting is scheduled for Tuesday, December 9, 2025 at 6:00 p.m. at the Wetmore Center, 701 W. Wetmore Road, Tucson AZ, 85705, in the Leadership and Professional Development Center.

## **7. RECOGNITIONS**

### **A. Recognition of the Canyon del Oro High School 2025 Division II Girls Golf Team State Runner-Up**

Superintendent Jaeger stated that he is always so proud and excited to recognize students for their various achievements. He asked Director of Interscholastic, Mr. Armando Soto, to introduce this recognition.

Mr. Soto spoke about the 2-day State Tournament and introduced the CDO Girls Golf Coach, Mr. Brent Watkins. Mr. Watkins shared his gratitude for the recognition and stated he has been coaching for 15 years. He spoke about the dynamics of high school golf being a team sport as well as the ups and downs of the state tournament. Mr. Watkins also spoke about how much work and effort the girls have put in this year and how much they have improved.

Mr. Watkins introduced team members, Maddy, Kennah, Chloe, Camryn, and Liliana and spoke about each players' role on the team.

Mr. Kopec presented the students with certificates of recognition. A picture was taken of the Governing Board, Superintendent Jaeger, Mr. Watkins, and students to mark the occasion.

### **B. Recognition of Canyon del Oro 2025 DII Swim State Runners-up and State Champions**

Mr. Soto spoke about the two-day state tournament and introduced Head Coach Jen Inboden and assistant coaches Don Enright, and Ana Roper. Ms. Inboden shared that this is the 9<sup>th</sup> year that the swim team has made an appearance at a board meeting for placing first or second in state. She also stated that freshman, Naomi Weibel has earned an All American consideration time and during this season broke four different school swimming records, one of which was the oldest dating back to 1979.

Ms. Inboden spoke about the boys team finishings including their individual runners-up titles and their team first place win. She praised the boys' amazing performance in the last race of the evening securing their first place victory.

Dr. Gemma stated that athletics are an important part of any high school and that they can carry the pride of earning a state championship with them their whole lives. He presented the students and coaches with certificates of recognition. A picture was taken with the students, coaches, Governing Board, and Superintendent Jaeger.

### **C. Recognition of Amphi High School 1975 and 1979 State Champion Football Teams**

Superintendent Jaeger explained that this was the first time he can remember a recognition of this nature occurring at a Governing Board meeting. He asked Mr. Soto to introduce the item.

Mr. Soto explained that the 1975 Amphi High School football team was a team of 'firsts' meaning they were the first Amphitheater High School football team to bring home the state championship trophy and they were the first district high school to bring home the trophy as well. He introduced Jim Krohn, the quarterback for

the 1975 team who went on to play for the University of Arizona, and then professionally for the Canadian Football League and the United States Football League.

Mr. Krohn thanked the Governing Board for recognizing the team in time for the 50<sup>th</sup> reunion of their victory occurring in December. He brought up his fellow teammates, Blake Freking, George Belcher, Art Gutierrez, Dale Stott, Ray Wilson, Andy Carlton, Mark Barker, David Damiani, Randy Barkley, and Shea Heslep.

Vice President Day stated she was pleased to see so many team members attend this evening and recognized other Amphi Panthers in the audience. She presented the team members with certificates of recognition. A picture was taken with the Governing Board, Superintendent Jaeger, and team members to mark the occasion.

Mr. Soto explained that the 1979 State Champion team was a team of 'lasts' meaning they were the last school from Southern Arizona to win the big school state championship in AAA and it's a distinction they still carry. He also shared that there were members of the football team who were also on the state championship baseball team later that school year. Mr. Soto introduced Mr. Sam Molina, starting quarterback for the 1979 team. Mr. Molina expressed gratitude at being able to stand with the 1975 team. He introduced fellow teammates Duane Huff and Jerry Lykins and spoke about the leadership skills, work ethic, and teamwork learned while on the team that they still carry with them to this day.

Vice President Day spoke about the Amphi Foundation Alumni Society and expressed her pleasure at being able to recognize people who have such pride about their time in Amphi. She presented the team with certificates of recognition. A picture was taken with the Governing Board, Superintendent Jaeger, and team members.

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

President Zibrat asked Superintendent Jaeger to introduce the awards.

Superintendent Jaeger stated that each month during the school year a certificated and classified staff member is recognized with a Distinguished Service Award. He asked Ms. Angela Wickers, Principal of Amphi Middle School, to come forward to introduce the classified recipient.

Ms. Wickers, introduced Ms. Ana Vega, Administrative Assistant at Amphi Middle School. She explained Ms. Vega began at AMS as a security monitor, then became the Behavior Intervention Monitor, Registrar, and now her current role as the Administrative Assistant. Ms. Wickers spoke about Ms. Vega's heart, grit, and natural leadership. She explained Ms. Vega is always hungry to learn new things, willing to face challenges, and maintain professionalism through it all. Ms. Wickers praised her as a respected, trusted, and valued employee.

A video presentation was shown highlighting Ms. Vega's contributions to the District.

President Zibrat asked Ms. Vega if she would like to share anything. Ms. Vega thanked her family and AMS colleagues for their support. President Zibrat presented Ms. Vega with a certificate of recognition from the Governing Board, a Distinguished Service Award and a gift card donated by the Amphi Foundation.

Superintendent Jaeger asked Mr. David Humphreys, Principal at La Cima Middle School to come forward to introduce the certificated recipient.

Mr. Humphreys introduced Ms. Amy Martinez, Choir and Musical Theater teacher. He shared that Ms. Martinez has served the District for 27 years and helps students find their voice, many for the first time. Mr. Humphreys said that Ms. Martinez nurtures courage, creativity, and a sense of belonging. La Cima student, Evelyn Narter stated Ms. Martinez teaches how to love others, grow from mistakes, and think positively. She noted as a new student this year, she met her best friend in Ms. Martinez's class and has learned many tools to be successful.

A video presentation was shown highlighting Ms. Martinez's contributions to the District.

Ms. Martinez shared she is a proud product of Amphi and has been inspired by many. She thanked her family and supporters in the audience.

President Zibrat presented Ms. Martinez with a certificate of recognition from the Governing Board, a Distinguished Service Award and a gift card donated by the Amphi Foundation.

A picture was taken of the Governing Board, Superintendent Jaeger, Ms. Vega, Ms. Wickers, Ms. Martinez, and Mr. Humphreys to mark the occasion.

**E. Recognition of the Arizona Science Teachers Association Elementary Science Teacher of the Year**

Superintendent Jaeger explained that not only does Amphitheater recognize its staff, but often outside entities and organizations recognize exemplary work when they see it. He asked Michael McConnell, Principal of Innovation Academy, to come forward to introduce this recognition.

Mr. McConnell introduced Micaela Rodrigues and commented that this recognition reflects her exceptional expertise in STEM Integration, and unwavering commitment to student centered learning. He went on to discuss Ms. Rodrigues' skill in designing literacy-based STEM projects, her innovative practices, and hands-on experiences that allow students to apply critical thinking and innovation.

Ms. Rodrigues stated she was proud and humbled to represent the District. She praised her colleagues and Mr. McConnell from Innovation Academy.

Mr. Kopec presented Ms. Rodrigues with a certificate of recognition. A picture was taken of the Governing Board, Superintendent Jaeger, Ms. Rodrigues, and Mr. McConnell.

**F. Recognition of Raytheon Leaders in Education Award Finalists**

Superintendent Jaeger shared that every year for the last ten years, Amphitheater has had a finalist in the running for the Raytheon Leaders in Education Award along with several winners. This year, two of the finalists come from Innovation Academy and he asked Mr. McConnell to introduce them.

Mr. McConnell stated he was proud to honor Ms. Mandi Cordell and Ms. Ashlee Manley-Watson which reflects their exceptional commitment to students and STEM education. He noted that both have taught at Innovation Academy since it opened and have been crucial in shaping the culture, curriculum, and innovation that defines their STEM program.

Mr. McConnell praised Ms. Cordell's passion for inquiry based learning, classroom model, leadership, and dedication. He went on to praise Ms. Manley-Watson's creativity, compassion, early-childhood expertise, commitment, and contributions to overall student well-being. Mr. McConnell shared his gratitude for both of their contributions to their school, community, and District.

Ms. Cordell thanked her daughters in the audience and their Amphi family. Ms. Manley-Watson shared that she is a proud Amphi alumnus and thanked Mr. McConnell for the opportunity to work at Innovation Academy.

Mr. Kopec presented Ms. Cordell and Ms. Manley-Watson with certificates of recognition. A picture was taken with the Governing Board, Superintendent Jaeger, Ms. Cordell, Ms. Manley-Watson, and Mr. McConnell to mark the occasion.

*President Zibrat called for an 8 minute break. The meeting resumed at 7:30pm.*

**8. INFORMATION**

**A. Superintendent's Report**

*For the Superintendent's Report PowerPoint see Exhibit 1.*

Superintendent Jaeger shared highlights of recent events in the District:

- First-graders from Painted Sky visited a pumpkin patch to explore fall traditions, practice observation skills, and enjoy time outdoors
- Wetmore had a wonderful time hosting trick-or-treaters from Prince, Nash, and Walker and later visited Rillito Center
- Canyon del Oro's Student Government invited the Harelson Elementary Student Council to attend CDO's Homecoming Assembly to experience the energy of a high school pep assembly
- Students from Rillito Center participated in a Special Olympics bowling competition and had a great time enjoying time together

- Wilson K-8, Holaway Elementary, and Ironwood Ridge all hosted Veterans Day events to honor service members
- Thank you to Realtor Lisa Bayless, for hosting nine Amphitheater students at the Annual Oro Valley State of the Town Luncheon
- Amphi High and Ironwood Ridge hosted recent “This is High School” events which allows fifth graders from feeder schools to explore programs and experiences that await them in high school

Superintendent Jaeger went on to give an update on Arizona's Private School Voucher system also known as Empowerment Scholarship Accounts (ESA). He explained that the ESA program offers parents state funding for private schooling including micro-schools established in their own homes. He offered data from the 2024-2025 4<sup>th</sup> quarter report from the Arizona Department of Education which states issuing vouchers for over 85,000 students totaling nearly \$900,000. Superintendent Jaeger spoke about the lack of oversight, accountability, and transparency within the program and the policy of automatically approving voucher purchases under \$2000. He spoke about an investigative report by News 12 in Phoenix which discovered ESA funds being used to purchase non-educational expenses. Superintendent Jaeger stated when the program was approved the total over three years was estimated to cost \$222 million, but the actual cost has been \$2.2 billion which is siphoned off of state education funding. He shared that most Arizona public schools receive an average of \$5,615 per student each year while voucher students receive over \$10,000 a year. Superintendent Jaeger concluded by saying that regardless of voucher programs, Arizona spends 67% less than the national average per student each year.

Superintendent Jaeger stated he wanted to address some of the issues that have arisen regarding the rights of transgender students in the District. He acknowledged that community members from different sides of the issue were present at the meeting and he respected each person's right to do so, but he wished to lay a little groundwork that is essential to the conversation.

Superintendent Jaeger spoke about the District's non-negotiable legal obligation to follow the law. He noted that Amphitheater District is not an independent nation state and therefore are bound by the laws and judicial precedents established by the United States.

He spoke about Title IX of the Educational Acts of 1972 which prohibits discrimination on the basis of sex in any educational program or activity receiving federal financial assistance. Superintendent Jaeger also spoke about several cases from the United States Court of Appeals for the Ninth Circuit which have held that denying a student access to facilities consistent with their gender identity constitutes illegal discrimination under Title IX. He stated that when the federal court system has established clear precedent applicable to the District and legal counsel has advised the District of the same, personal feelings, or beliefs of District Administration and the Governing Board are irrelevant.

Superintendent Jaeger stated that the public is within their rights to express their opinions on this subject, but cautioned against blaming district policy or personal ideology. He reiterated that the Ninth Circuit has already ruled on this subject and the Governing Board has no power to change the law, but must adhere to it.

Superintendent Jaeger concluded his report with an update on school consolidations stating that he will be delivering his formal recommendations to the Governing Board at the December 9<sup>th</sup> meeting. He encouraged the public to continue providing feedback through the Amphi website and that the Board will plan to vote on the school consolidation recommendations at the January 13<sup>th</sup> meeting.

## **B. Status of Construction Projects**

*For the Status of Construction Projects PowerPoint, see Exhibit 2.*

Superintendent Jaeger asked Mr. La Nasa to deliver his monthly report detailing construction projects in the District. Mr. La Nasa shared details about the following projects:

- Canyon del Oro High School Auto Shop evaporative cooler replacements using BRG Funds
- Canyon del Oro High School Drafting Classroom HVAC replacement using BRG Funds
- Rio Vista Elementary School Roof Top Chiller replacement using BRG Funds

Mr. La Nasa's report itemized the grant funding awards from September and October equaled just over \$4 million which brings the 2025-2026 new grant funding total to almost \$6.8 million. He noted that there are roofing projects in the queue, but they will likely not be funded this school year.

He offered to answer any questions about his report. There were none.

#### **9. PUBLIC COMMENT (30 Minutes Maximum)**

President Zibrat noted that there are many requests for public comment and that each of the Public Comment periods for the meeting are limited to thirty minutes each. She explained that in order to hear from the widest range of voices and perspectives, the comment cards have been sorted. President Zibrat thanked the audience for their understanding and participation and read the protocol for Public Comment.

Rebecca Anderson is an Amphi teacher and parent. She spoke about the hope and beauty that diversity offers in public school classrooms. Ms. Anderson stated that the children in her classroom collaborate, form friendships, and respect one another despite their differences and backgrounds. She expressed her support for the rights of transgender students.

Kimberly McAllister stated she felt every student in public schools needs to be valued and protected and requested that the situation with a biological male using the girls restroom at CDO High School be addressed. She spoke about the mental health of biological girls and the negative affect of having to share their space with biological males. Ms. McAllister asked that another solution that respects the privacy and dignity of everyone be explored.

Rosemary Bolza is the grandparent of a student at Rio Vista Elementary. She spoke about the great service public schools provide students and her appreciation for the Rio Vista community. Ms. Bolza spoke about her experience as a sexual assault nurse examiner and the importance of people being comfortable to talk about their bodies and having access to a bathroom where they feel comfortable.

Patti Martin is a mother and the Chair for Turning Point Action Mom's Coalition. She spoke about the importance of protecting female only spaces and the importance of respect and privacy. Ms. Martin went on the share about families who are unhappy with this situation withdrawing their students from the school. She asked that a detailed policy be made regarding separate spaces for boys and girls.

Judith Keagy is a former parent of students in Amphi and current volunteer. She spoke about her Christian beliefs, but also respect for the separation of church and state. Ms. Keagy spoke about the importance of kindness and the acceptance of people regardless of their backgrounds.

Elethia Yetman is a teacher at CDO and expressed her appreciation for the District following the law and that this works in the favor of transgender students. She spoke about her experience with transgender students in her classroom and as the parent of one herself. Ms. Yetman asked people who disagree to consider the perspective of the transgender student and keeping school a safe place for everyone to exist.

Iliana Rodriguez is a homeschooled student who is unable to compete in her senior year of wrestling at Ironwood Ridge High School due to receiving an Empowerment Scholarship. She spoke about the positive experience she has had in the wrestling program the last three years and her disappointment to not participate. Ms. Rodriguez hopes that a solution can be found.

Cory Williams is an Amphi Alumnus and Co-Chair of Turning Point Action Moms Coalition and asked that the usage of girls versus boys locker rooms and bathrooms be officially placed on a meeting agenda. She spoke about the segregation of restrooms in the Pima County Jail, the compromise of student safety, and the importance of including stakeholders in the discussion to determine what is in the best for their students.

Ann Allen is the parent of a homeschooled student who receives an ESA and spoke about her son being pulled from the Ironwood Ridge football team prior to the last game of the season as he had been deemed ineligible. She expressed that District Procedure 5-213.A was not communicated at the mandatory parent meeting prior to the start of the fall sports season. Ms. Allen went on to critique the attestation form used by the District and asked the Governing Board to permit ESA students to participate in sports through the end of the 25-26 school year.

Raquel Alegria is a former Amphi student who has siblings currently in the District. She appreciated the explanation of the District having to follow the order of law regarding transgender students' bathroom usage and even if they disagree with it, understand and respect following the law. Ms. Alegria expressed her concern about teacher's sharing their personal beliefs in the classroom and the way her conservative siblings feel targeted. She asked that this issue be considered and that all students should feel safe and respected.

## **10. CONSENT AGENDA**

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

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

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

*Vice President Day moved for Consent Agenda Items 10. A.- N. be approved as presented. Dr. Gemma seconded the motion. Vote in favor – 4. President Zibrat, Vice President Day, Dr. Gemma, and Mr. Kopec. Opposed – 0. Consent Agenda Items 10. A.-N. passed.*

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

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

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

*The Governing Board approved minutes from the October 28, 2025 Governing Board meeting as submitted in Exhibit 8.*

### **G. Approval of Vouchers Totaling and Not Exceeding Approximately \$2,097,320.79**

*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 9.*

Voucher #	Amount	Voucher #	Amount	Voucher #	Amount
1113	\$145,216.14	1114	\$52,583.30	1115	\$20,514.80
1116	\$100,994.63	1118	\$9,545.59	1119	\$84,605.44
1120	\$157,770.30	1121	\$130,392.83	1122	\$378,670.08
1123	\$39,854.61	1124	\$8,311.66	1125	\$52,302.28
1126	\$132,566.52	1127	\$7,721.11	1128	\$310,341.34
1129	\$24,493.44	1131	\$26,769.53	1132	\$257,081.98
1133	\$138,196.58	1134	\$13,922.71	1135	\$5,465.92

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

*The Governing Board approved the Acceptance of Gifts as submitted in Exhibit 10.*

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

*The Governing Board approved Canyon del Oro Theatre Booster as submitted in Exhibit 11.*

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

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

**K. Approval of Food Service Adult Meal Price Increase SY '25-'26**

*The Governing Board approved Food Service Adult Meal Price Increase SY 25-26.*

**L. Approval of Cum Laude Honors and Recognition System for Graduating Seniors**

*The Governing Board approved Cum Laude Honors and Recognition System for Graduating Seniors.*

**M. Approval of Supplemental Texts and Materials**

*The Governing Board approved Supplemental Texts and Materials as submitted in Exhibit 13.*

**N. Approval of Out of State Travel**

*The Governing Board approved Out of State Travel as submitted in Exhibit 14.*

**11. STUDY**

**A. Presentation on District Data as it relates to the School A-F Letter Grades**

*For the Presentation on District Data as it Relates to the School A-F Grades PowerPoint, see Exhibit 15.*

Superintendent explained that there is much to celebrate as there are 11 schools who received A ratings. He asked Mr. Jason Weaver, Program Evaluation and Data Analyst, to update everyone on school achievement reports.

Mr. Weaver offered an overview of his presentation and shared that Board members had each received a hard copy of the PowerPoint presentation.

He provided an overview of the proficiency levels students can obtain on assessments as the bulk of letter grades are determined by student performance on these assessments. Mr. Weaver also showed how each of the different categories are weighted in determining letter grades from K-8 schools and the criteria for high schools which varies slightly.

Mr. Weaver shared the A-F letter grade definitions and the specific letter grades for each of the District's schools. He highlighted several schools with improved grades from last year including Keeling Elementary's first 'A' rating, and Amphi High School, Donaldson Elementary, La Cima Middle, and Nash Elementary Schools all receiving improved letter grades from the year prior. Mr. Weaver spoke about distribution of letter grades since 2017 and the shifts in recent years to more schools receiving higher letter grades. He also offered data charts breaking down Amphi proficiency rates in English Language Arts and Mathematics compared to state proficiency, proficiencies broken down by grade levels, and the district proficiency rates in Southern Arizona.

Mr. Weaver spoke about the work that still needs to be done to continue to improve student achievement which is guided by the Amphitheater College and Career Framework. He explained this framework is centered around instruction, systems, culture, and leadership practices. Mr. Weaver went on to say that principals regularly engage in structured data analysis and data focused school improvement work which is used to drive goal setting and action plans that in turn drive instruction.

Mr. Weaver outlined how guaranteed and viable curriculum, personalized learning and instructional best practices, and data, assessment, and professional learning communities all contribute to the amazing work being done by the Learning and Instruction team, school leadership, and teachers to help improve student achievement.

He offered to answer any questions. There were none.

**12. STUDY/ACTION**

**A. Study and Approval of Proposed Recommendations Developed through the Meet and Confer Process for: Revisions to Governing Board Policy 4-402.B (Employee Grievances-Support Staff Formal**

## **Grievance Procedure)**

*For the Recommendations of the Meet and Confer Committee PowerPoint see Exhibit 16.*

Superintendent Jaeger explained that each year, the District enters into a Meet and Confer process and the first track is to explore policy and working conditions for employees. He asked Ms. Tassi Call, Associate Superintendent for Elementary Education, to discuss the first set of recommendations from the committees.

Ms. Call recognized the Meet and Confer committee members and praised the work that they have done over the last several years and their dedication to the students of the District.

Ms. Call explained the committee process which includes a survey sent out to all employees in September about workplace and policy issues. The results of that survey drive the work of the teams during October and November. She explained that both the Support Staff and Professional Staff policy work was completed by November 23<sup>rd</sup>.

Ms. Call shared the proposed revision to policy 4-402.B which redlines “and neither party shall be represented” in the grievance policy. She said that this change reduces confusion and allows employees to feel comfortable if they wish to have representation at meetings during the grievance process. 95% of respondents to the employee survey agreed with the change. Ms. Call went on to share common themes in employee survey comments which were short in general.

She offered to answer any questions. There were none.

*Dr. Gemma moved to approve the proposed Revisions to Governing Board Policy 4-402.B (Employee Grievances-Support Staff Formal Grievance Procedure). Mr. Kopec seconded the motion. Voice vote in favor – 4. President Zibrat, Vice President Day, Dr. Gemma, and Mr. Kopec. Opposed – 0. Study Action item 12.A. passed.*

## **13. ACTION**

### **A. Resolution Declaring the Tuesday Before Thanksgiving as “Kindness Day”**

*For the Resolution Declaring the Tuesday Before Thanksgiving as “Kindness Day”, see Exhibit 17.*

Superintendent Jaeger stated this resolution has been in place for several years now and appreciates this particular observance is more important than ever before. He proposes the Board consider the resolution and if approved, a Board member read it into the record. Superintendent Jaeger noted there were members of the audience who wished to make Public Comment about this item in particular before it's improved.

Superintendent Zibrat read the procedures for Public Comment for a specific agenda item.

Chris Lopez expressed his support for the Governing Board. He spoke about his support of transgender youth and most opposition is rooted in fear. Mr. Lopez thanked the Board for adhering to the law and protecting trans kids.

Superintendent Jaeger interjected and explained that this part of the meeting and the blue comment cards were for addressing the agenda item at hand, which is the Kindness Day Resolution. He stated other comments for items not on the agenda can be expressed during the Public Comment portion of the meeting and denoted on a yellow card.

Christopher Heinzer is a resident in the District and shared he is happy to hear the District is committed to the value of kindness. He shared that this was his first school board meeting and he wanted to see how things were going to turn out. Mr. Heinzer reiterated his appreciation for how the meeting ran and the District's commitment to kindness.

*Vice President Day moved to approve the Resolution Declaring the Tuesday Before Thanksgiving as “Kindness Day”. Mr. Kopec seconded the motion. Voice vote in favor – 4. President Zibrat, Vice President Day, Dr. Gemma, and Mr. Kopec. Opposed- 0. Action item 13.A. passed.*

*Vice President Day read the Resolution aloud.*

#### **14. PUBLIC COMMENT<sup>1</sup> (30 Minutes Maximum)**

Jessica Wheatley is an Amphitheater parent and employee. She shared that she wanted to speak to advocate for all children, not just her own. Ms. Wheatley said that she was encouraged by the District's commitment to follow the law and protect students. She went on to speak about her own experiences teaching and coaching a diverse population of students over the years and the ability to find solutions and meet the needs of all children.

Miguel Jacinto is a former student and congratulated the District on their academic success. He spoke about parents who have removed their students from the public school system for not aligning with their religious beliefs. Mr. Jacinto spoke about the importance of educators remaining neutral and having respect for all belief systems which may make parents feel more comfortable sending their children to public school.

Daniel Rodriguez is an Amphi alumnus and currently resides within the District. He raised concerns and criticism of the Governing Board policy which deems ESA homeschool students ineligible to compete in interscholastic activities at District schools. Mr. Rodriguez spoke of the negative impact for the wrestling team in losing three members and his desire for inclusion and the ability to participate.

Brenda Filippelli lives in the District and is a former employee. She offered criticism of Procedure 5-213.A and of the manner in which her grandson was removed from the Ironwood Ridge football team 78 days after the passage of the policy. Ms. Filippelli spoke about the lack of communication about this policy and belief that students should have been grandfathered in. She shared statistics of the birthrate and number of Amphitheater students receiving ESA funds according to the Department of Education.

Lilith Gaither spoke in support of transgender students and their need to not be victims of bullying, exclusion or violence. She criticized recent social media posts which she feels villainize transgender students. Ms. Gaither offered statistics regarding the mental health of transgender youth and affirmed her support of those students.

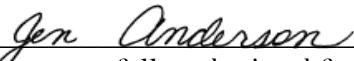
#### **15. BOARD MEMBER REQUESTS FOR FUTURE AGENDA ITEMS**

There were none.

#### **16. ADJOURNMENT**

*President Zibrat adjourned the meeting at 9:30pm.*

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

December 5, 2025

Date

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*Susan Zibrat, Governing Board President*

December 9, 2025

Date