

Minutes of the Regular Governing Board Meeting
Amphitheater Public Schools
Tuesday, April 13, 2021

A Regular public meeting of the Governing Board of Amphitheater Public Schools was held Tuesday, April 13, 2021, beginning at 5:30 p.m. at the Wetmore Center, 701 W. Wetmore Road, Tucson, AZ 85705 in the Leadership and Professional Development Center. This meeting was held under COVID-19 pandemic related conditions.

Governing Board Members Present

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

Superintendent's Cabinet Members Present

Mr. Todd A. Jaeger, J.D., Superintendent
Dr. Roseanne Lopez, Associate Superintendent for Elementary Education
Ms. Michelle H. Tong, J. D., Associate to the Superintendent and Legal Counsel
Mr. Scott Little, Chief Financial Officer
Ms. Kristin McGraw, Director of Student Services
Ms. Tassi Call, Director of 21st Century Education
Dr. Shannon McKinney, Director of Curriculum and Assessment
Mr. James Burns, Executive Manager of Operational Support
Ms. Michelle Valenzuela, Director of Communications

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

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

2. EXECUTIVE SESSION*

A. Executive Session for:

- 1. Discussion or Consultation with the Attorneys of the Public Body, Pursuant to A.R.S. § 38-431.03(A)(3) and/or (4), Concerning the Meet and Confer Process; and**
- 2. Discussions or Consultations with Designated Representatives of the Public Body in Order to Consider Its Position and Instruct Its Representatives Regarding Negotiations with Employee Organizations Regarding the Salaries, Salary Schedules or Compensation Paid in the Form of Fringe Benefits of Employees of The Public Body Pursuant to A.R.S. § 38-431.03(A)(5)**

President Zibrat asked for a motion to hold Executive Session. Vice President Day moved to recess the public meeting to hold an Executive Session for Discussion of Items 2. A. 1 & 2. Ms. Cox Golder seconded the motion. Voice vote in favor – 5: President Zibrat, Vice President Day, Dr. Baker, Ms. Cox Golder, and Mr. Kopec. Opposed – 0. President Zibrat proclaimed they were in Executive Session at 5:30 p.m.

3. RECONVENE PUBLIC MEETING

President Zibrat reconvened the public meeting at 6:20 p.m.

4. PLEDGE OF ALLEGIANCE

Superintendent Jaeger announced the students leading the Pledge of Allegiance were from Cross Middle School and he asked Principal Chris Guterrez to introduce the students. Mr. Guterrez invited Anissa and Lucio to come forward and he spoke about their academic and school accomplishments. The students then led the Pledge of Allegiance.

President Zibrat gave the students the opportunity to introduce the family members who came with them. On behalf of the Board the students were presented with a certificate of commendation. A group picture with the students, Mr. Guterrez, Superintendent Jaeger, and the Governing Board was taken to mark the occasion.

5. RECOGNITION OF STUDENT ART

Superintendent Jaeger invited Mr. Gutierrez to talk about the art on display. He said Sara Wilson, Cross Middle School art teacher, provided him with information to describe the art on display. Students learned about the seven elements of art: line, color, value, space, shape, form and texture. They used that knowledge to create seven element booklets, linoleum block prints, contour lines, still life, and landscapes.

To mark the Governing Board's appreciation, a certificate for the artwork presentation was given to Mr. Gutierrez for the Art Teacher and the students at Cross Middle School.

6. ANNOUNCEMENT OF DATE AND TIME OF THE NEXT SPECIAL GOVERNING BOARD MEETING

President Zibrat announced that the next Special Governing Board meeting would be held on Tuesday, April 27, 2021 at 5:30 p.m., at the Wetmore Center, 701 W. Wetmore Road, Tucson, AZ, 85705 in the Leadership & Professional Development Center.

7. RECOGNITIONS

A. Presentation of Distinguished Service Awards

Superintendent Jaeger invited Ms. Valenzuela to present the Distinguished Service Awards. Ms. Valenzuela said she was excited to present these awards. The Communications department looks forward to preparing the monthly video presentations and getting to know the staff receiving the award. She explained that the Distinguished Service Awards (DSA) are presented monthly to recognize employees' initiative, collaboration, loyalty, and contributions to the Amphitheater School District. These employees represent a high level of dedication and commitment to the Amphi family, and the values and mission of the District.

Ms. Valenzuela then announced that the Distinguished Service Award recipient for the month of April for certificated staff is Ms. Kellie Higgins, teacher at Amphitheater Middle School. A video presentation was shown honoring Ms. Higgins for the work she has done in the District. Ms. Higgins was unable to attend the meeting to receive the award.

Ms. Valenzuela announced that the Distinguished Service Award recipient for the month of April for support staff is Mr. Mario Cardenas, Behavior Intervention Monitor at Keeling Elementary School. A video presentation was shown honoring Mr. Cardenas for the work he has done in the District. Mr. Cardenas said he was grateful to receive the award and thanked Keeling Elementary School, principal Ms. Annette Orelup, the entire staff at Keeling, and his wife.

On behalf of the Board, President Zibrat congratulated the award winners. Ms. Higgins and Mr. Cardenas received a certificate of recognition from the Governing Board, a DSA award, and a gift card from the Amphi Foundation. Mr. Cardenas, the Governing Board, and Superintendent Jaeger stood for a group picture to mark the occasion. Also, in their honor as DSA recipients, a plaque

with their name is on display in the Leadership and Professional Development Center. Superintendent Jaeger thanked both recipients for their hard work, and he thanked the Amphi Foundation for their continued support of the DSA program.

B. Recognition of Ironwood Ridge High School Superintendent's Student Advisory Council

Superintendent Jaeger introduced this item by thanking all the students who participated on the Superintendent's Student Advisory Council. He explained that he meets with the students regularly throughout the year and especially this year he has appreciated their invaluable input about their school and the District.

He invited Ironwood Ridge High School Principal, Mr. Matthew Munger, to introduce the students. Mr. Munger thanked the Board for recognizing the students and said their leadership has been exemplary over the last year. He invited Student Government advisor, Ms. Alissa McGowan to introduce the students.

Ms. McGowan said she is very proud of the students, this year they have shown true leadership skills and advocated for themselves and the entire student body. She stated even though some students were unable to attend, she wanted to acknowledge everyone. She read the names and position of all the Council members: Ali Cordova, Student Body Secretary, Chloe Cramer, Student Body Vice President, Ethan DeSilva, Student Body President, Rumur Rouille, Student Body Historian, Jayni Eldridge, Junior Class Secretary, Jarrod Taylor, Junior Class President, Sierra Wayment, Junior Class Vice President, Bennett Whitaker, Junior Class Treasurer, Rachel Barriga, Sophomore Class President, Kate Cherrington, Sophomore Class Vice President, Alenzia Frederick, Sophomore Class Treasurer, Kennedy Blanchard, Freshman Class President, Sami Sotelo, Freshman Class Vice President, Shea Stevens, Freshman Class Secretary, Kyra Foster, Senior Class Representative, Kaia McMahan, Freshman Class Representative at Large, Danny Parra, Freshman Class Treasurer, Kayla Spahr, Junior Class Historian, Hannah Tarplay, Student Body Treasurer, Abby Torgeson, Junior Class Representative. Ms. McGowan thanked the Board for recognizing the students.

Superintendent Jaeger said he has truly appreciated the Student Advisory Council input he has received from all three schools this year. The interactions have helped him to understand the impact the pandemic has had on the students and their peers.

President Zibrat invited the students who were present to introduce their family members or make a comment.

A student representative thanked the Board for recognizing them. She acknowledged some really hard decisions had to be made this year, and appreciates what the Board has done.

On behalf of the Board, the students received certificates of recognition for their participation on the Superintendent's Student Advisory Council. To mark the occasion, a group picture was taken with the students, Ms. McGowan, the Governing Board, and Superintendent Jaeger.

C. Recognition of 2021 Canyon del Oro High School State Wrestling Runner-Up

Superintendent Jaeger said the District has some great athletes and invited Canyon del Oro High School Principal, Ms. Tara Bulleigh to introduce the state wrestling runner-up.

Ms. Bulleigh said Mylei Seigla was the runner-up in the 132-pound weight class, but unfortunately was unable to attend the meeting. She spoke about her many athletic accomplishments, including her desire to be the state champion. Mylei sent a message with Ms. Bulleigh to be shared with the Board. She said will be present at the Board meeting next year at this time, so she can be recognized as the state champion.

D. Recognition of 2021 Ironwood Ridge High School State Wrestling Champion and Runner-Up

Superintendent Jaeger invited Ironwood Ridge High School Principal, Mr. Munger to introduce the recipients.

Mr. Munger said the wrestlers worked very hard this year and ten athletes qualified for the state competition. He announced sophomore Enzo Spina, was the champion in the 106-pound weight class and senior Brent Ward, was runner-up in the 158-pound weight class. He spoke about the many athletic accomplishments of the wrestlers and praised them for their dedication and commitment this year.

Mr. Munger recognized the coaches that helped keep the students safe this year. They thanked the Board for honoring the students at this meeting, and said they need to be commended for making sacrifices to stay healthy. They also thanked Mr. Munger, Assistant Principal and Athletic Director Ms. Kristie Stevens, and Coach Rob Lord for their continued support of the athletes.

The students were invited to introduce their family members.

On behalf of the Board, the students were presented with a certificate of commendation. A group photograph of the students, the coaches, the Governing Board, and Superintendent Jaeger was taken to mark the occasion.

E. Recognition of 2021 Amphitheater High School Spiritline Partner Stunt Coed Division II Champions

Superintendent Jaeger said these students continue to be successful year after year and invited Amphitheater High School Assistant Principal, Mr. David Humphreys to introduce the champions.

Mr. Humphreys acknowledged that this year has been challenging, but the coaches and students continued to persevere. He asked Head Coach Kayla Kipley to introduce the students.

Ms. Kipley said Hector Carbajal and Vanessa Medrano have been paired as partners for two years and Gisselle Ramos was their spotter. Coach Kipley said the students were determined to be state champions, and despite many obstacles she is extremely proud of their success. She thanked Assistant Coach Pablo Ceden for his support and dedication this season.

On behalf of the Board, President Zibrat congratulated the students and asked if they would like to make any comments. The students thanked their coaches for their support and encouragement this season.

The students and their coaches were presented with a certificate of commendation. To mark the occasion, a group photograph of the students, their Coaches, the Governing Board, and Superintendent Jaeger was taken.

8. PUBLIC COMMENT¹

President Zibrat read the Call to Audience procedures.

Ms. Lisa Millerd, teacher at Amphitheater High School (AHS) and Amphi Education Association (AEA) President, felt the Amphi Education Association, the Governing Board, and the District Administration need to work towards a collaborative relationship. She suggested the Meet and Confer groups meet over the summer to review the policies and to make adjustments. Ms. Millerd spoke about communication. She hears that employees enjoy doing their jobs. She also hears some employees feel they are not valued. She concluded by saying the employees are the experts and want to contribute.

9. INFORMATION²

A. Health Services and University of Arizona Resource Project Collaboration

Superintendent Jaeger invited Amphitheater Health Services Director, Dr. Cherie Gaither, to introduce the item and the guests that will be presenting.

Dr. Gaither spoke about a collaboration, which began in 2017 with the University of Arizona, called the Stock Inhaler Program. It is designed to educate and provide guidance to school staff to treat students who are experiencing respiratory distress and do not have access to their own rescue inhaler. She said she needed assistance to implement another collaborative program and Hannah Launius will explain in greater detail.

Dr. Gaither introduced Dr. Lynn Gerald, Associate Director, of Clinical Research at the Asthma and Airway Disease Research Center at the University of Arizona. Dr. Gerald said she was appreciative of the partnership with Dr. Gaither and the Amphitheater School District for their current and upcoming programs. She introduced Hannah Launius, Master of Public Health student, who has been working on this program.

Ms. Launius said she is a graduate of Amphi and thanked Dr. Gaither for being her mentor and inspiration. She also thanked Dr. Gerald, her preceptor Ashley Lowe, undergraduate MEZCOPH student Emma Faith, and the Amphitheater Communications Department for helping her with this project. Ms. Launius said the new program came about because Dr. Gaither was interested in having updated resources available for Amphi families, and Ms. Launius personally had an interest in public health in a school setting. The project began during the beginning of the COVID-19 lockdown, so it was important to have information available online. Ms. Launius said she talked to Dr. Gaither about what information should be included, verified the existing resources, and located new sources. Once the information was compiled, they worked with the Communications Department to create web based resources. She stated that there are over 200 resources available. She noted that if there were sources that were in Spanish those were also included. The project is approximately 400 pages long and 23 complete binders will be printed at the University of Arizona College of Medicine. The binders will be available at each school with removable pages that can be copied as needed.

Ms. Launius asked if there were any questions.

President Zibrat thanked Ms. Launius and asked her how she envisioned this project to be used in the future. Ms. Launius responded that many students and families use the school health offices as their first source for information, so they will be the primary users. Additionally, other staff members may also access the material since it is available on the website.

B. Superintendent's Report; Update on Pandemic Conditions and Operations

For Superintendent's Power Point Presentation see Exhibit 1.

Superintendent Jaeger began his report with a few of the events that have recently taken place.

Students at Harelson Elementary School created Bobcat Bead Memory Strands. The project was titled 'Persevering through 2020-2021.' The premise was to create strings of hanging beads using large colored glass beads. Each bead color symbolized a positive trait they witnessed this year. To help reflect on this year, students designed their own strands with the goal to create a strand for each staff member at Harelson.

The month of April is Autism Awareness Month and students at Amphi Academy Online learned about what autism is and how it affects people. They studied Temple Grandin, an autism researcher and author. Students also worked on a special project by learning ways they can support and be a friend to someone with autism.

At Canyon del Oro High School Early Childhood Education Program, high school students help staff the preschool. They worked with students in the kitchen to create their own pizzas.

At La Cima Middle School, third-quarter honor roll students were recognized. They used pandemic-safe ways to celebrate, including elbow bumps and treat bags, to honor each student who worked so hard and made the list.

At Ironwood Ridge High School, the Senior to Senior Program was featured on KOLD News. It is a wonderful connection between high school seniors and people at a local retirement community. The pen-pal program has had a positive impact on everyone involved.

Superintendent Jaeger then gave an update on public health information.

He said each week there continues to be an update from the Pima County Health Department (PCHD). He stated the only restriction to receiving a vaccination in the county is age, and is now currently available to individuals 18 years and older. The most up to date information about vaccines can be found by accessing the website podvaccine.azdhs.gov.

Superintendent Jaeger reviewed the PCHD metrics. He commented that since the last report, there has been no significant change and that there are no indicators in the red category. He hoped to see improvement in the future as the yellow categories change to green.

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

Health System Availability: lab testing availability and utilization is green; adequate hospital bed capacity to care for two (2) times the current COVID-19 cases (+surge) – statewide; sufficient Personal Protective Equipment (PPE) for emergency responders are both in the yellow.

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

He referenced Pima County metrics for the week of March 28, 2021, which showed continuing improvement. He said the rate of cases is 56 per 100,000 individuals in Pima County, and the COVID-19 test positivity rate is 3.0%. Even though the data is trending in the right direction, the transmission category for the county is considered substantial.

Superintendent Jaeger said since individuals 18 years and older are now eligible to receive the vaccine, the District has been in discussion with PCHD regarding holding vaccination clinics for interested students.

He shared some information about upcoming topics to be presented at future Board meetings, including an update on the Recovery, Intervention, Support, Enrichment (RISE) and Amp Up! programs, and finalized plans for end of year activities. Also, there will be a review of assessment data from fiscal year 2020-2021, federal government funding for learning recovery strategies, programs and personnel, and the adoption of English Language Arts (ELA) curriculum materials.

President Zibrat thanked Superintendent Jaeger and asked if there were any questions, there were none.

C. Status of Construction Projects

Mr. Burns said he usually presents an update on the status of the Bond projects, but he has changed the report title to Status of Construction Projects and will give an overview of all ongoing construction projects in the District.

For detailed information on the Status of Construction Projects report see Exhibit 2.

Amphitheater High School (AHS) Arizona School Facilities Board (SFB) projects include a structural evaluation of the 300 wing, the AHS main gym roof replacement, Central Plant 5 boiler replacement and Central Plant 2 hot water line leak. Central Plant 1 hot water line leak is complete.

Canyon del Oro High School (CDO) SFB projects include campus roofing phase II for building P, which is 80% complete, and Heating, Ventilation, and Air Conditioning (HVAC) controls repair to building T.

Ironwood Ridge High School (IRHS) SFB projects include roofing replacement to building A and E, which are 100% complete, building B which is 90% complete, building D which is 70% complete, and building F, which is 10% complete. A design Purchase Order (P.O.) has been issued for the weatherization assessment for buildings E and F. An Emergency Authorization (EA) grant has been submitted for HVAC controls repair in the Fine Arts building and the central plant pump rebuild.

Amphitheater Middle School (AMS) Special Funded Projects include the installation of a bottle filler in the administration building and future installation in the Multi-Purpose Room (MPR). SFB projects include completion of classroom 810 HVAC replacement.

Copper Creek Elementary School SFB projects include Multi-Purpose Room (MPR) roof assessment.

Cross Middle School SFB projects include the submission of the roof replacement design documents.

Donaldson Elementary School SFB projects include the completion of MPR boiler replacement.

Harelson Elementary School SFB projects include the design P.O. issued for the Funhouse weatherization.

Holaway Elementary School Bond Projects for the Summer 2021 include east side security fence improvements.

Mesa Verde Elementary School SFB projects include the roof replacement.

Rillito Center SFB projects include the design grant submission for buildings A and D weatherization.

Wilson Elementary School Bond projects include the fire alarm system replacement, which is 30% complete.

D. Periodic Legislative Update

For Periodic Legislative Update Power Point Presentation see Exhibit 3.

Superintendent Jaeger asked Ms. Tong to give a review of what is happening in the legislature.

Ms. Tong shared that April 16, 2021 is the last day for consideration of bills in conference committees and April 20, 2021 is the 100th day of regular session. She said since there is no budget at this time they may extend the session.

She gave an update on the following education bills signed by the Governor.

HB2018 - Schools; Audits; Financial Records; Budgets

This bill requires school districts and charter schools to submit a copy of their audit reports to the County School Superintendent and Arizona Department of Education (ADE), which ADE must publish, and Governing Boards must publicly accept that report by a roll call vote.

HB2023 Schools - Employees; Employment; Discipline

This bill requires ADE to investigate written complaints of immoral or unprofessional conduct by a noncertificated employee. This will require school districts to search the ADE educator

information system on all prospective employees prior to hiring them. If a prospective employee is being investigated by ADE, a school district or charter school may not employ them.

SB1028 Alternative Assessment; Special Education

This bill requires the State Board of Education (SBE) to set up rules for students who receive special education services to take an alternative statewide test. It establishes an “Alternative Assessment Study Committee” to discuss the alternative assessments and related issues. The change may not apply to every student, but will be determined after the study is complete.

SB1097 Pupils; Excused Absences; Mental Health

This bill requires ADE to create criteria which will allow an excused absence for students due to their mental or behavioral health.

SB1114 Schools; Required Posting; Abuse Hotline

This bill requires schools to post hotline information for school safety. The posting should contain the telephone number of the centralized intake hotline for suspected abuse and neglect of children, instructions to call 911 for emergencies, and directions for accessing the website of the Department of Child Safety.

SB1139 Classroom Site Fund; Distribution

This bill removes the requirement that school districts and charter schools must spend Classroom Site Fund (CSF) monies in the following ways. 40% for increased teacher compensation based on performance and employment related expenses, 40% for maintenance and operation purposes, and 20% for teacher base salary increases and employment-related expenses. The performance based compensation system is no longer required to have individual teacher performance account for 33% of the 40% allocation for teacher compensation.

SB1165 Schools; Performance Evaluations

This bill gives school districts the option of not conducting performance evaluations of principals and certificated teachers for school year 2020-2021. It also states the absence of a performance evaluation does not disqualify a teacher from being able to receive performance pay from the Classroom Site Fund.

SB1377 Civil Liability; Public Health Pandemic

This bill provides liability protections for all businesses including public school districts during the pandemic. If a business has acted in good faith to protect against the pandemic, they would not be held liable. The claimant must prove by clear and convincing evidence that the person or provider failed to act, or acted with gross negligence and willful misconduct.

SB1404 State Seal of Biliteracy; Assessment

This item started as a bill regarding election criteria for school district Governing Boards. As it progressed it became a “strike everything amendment”. The bill changed, and now applies to the requirements needed for students to obtain a state seal of biliteracy on their high school diploma.

Ms. Tong concluded saying, at this point there is no state budget and there is no proposal of how schools will be funded for fiscal year 2021-2022. She felt the state currently seemed to be centered on tax cuts.

She said the next Legislative Update will be presented on May 11, 2021 and asked the Board if there were any questions. There were none.

President Zibrat thanked Ms. Tong for the update.

10. CONSENT AGENDA³

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

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

President Zibrat asked if there were any Items that should be pulled for further discussion. Superintendent Jaeger asked for Consent Agenda Item 1.A. be pulled for his recommendation. President Zibrat approved.

Superintendent Jaeger introduced and recommended the following candidates for administrative positions in the District.

Dr. Anne Dudley was being recommended for the principal position at La Cima Middle School. Superintendent Jaeger talked about Dr. Dudley’s education, and work experience including her student teaching with the District.

Ms. Deanna Campos was being recommended for the Assistant Principal position at Amphitheater Middle School. Superintendent Jaeger spoke about Ms. Campos education, and additional work experience with Amphi.

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

A. Approval of Appointment of Administrative Personnel

Administrative personnel appointments were approved as listed in Exhibit 4.

B. Approval of Appointment of Non-Administrative Personnel

Non-administrative personnel appointments were approved as listed in Exhibit 5.

C. Approval of Personnel Changes

Certified and classified personnel changes were approved as listed in Exhibit 6.

D. Approval of Leave(s) of Absence

Leave(s) of absence were approved as listed in Exhibit 7.

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

Separations and terminations were approved as listed in Exhibit 8.

F. Approval of Stipend for Coaching Volunteers

Stipends for coaching volunteers were approved as listed in Exhibit 9.

G. Approval of Vouchers Totaling and Not Exceeding Approximately \$3,672,402.25

A copy of vouchers for goods and services received by the Amphitheater Public Schools and recommended for payment has been provided to the Governing Board. The following vouchers were approved as presented and payment authorized as listed in Exhibit 10.

Voucher #	Amount	Voucher #	Amount	Voucher #	Amount
1229	\$422,345.22	1230	\$194,626.91	1232	\$55,609.05
1233	\$178,654.99	1234	\$341,216.01	1235	\$424,110.46
1236	\$17,515.00	1237	\$95,616.72	1238	\$757,473.62
1239	\$40,155.80	1240	\$1,291.36	1241	\$78,370.38
1242	\$73,704.78	1243	\$31,587.95	1244	\$547.00
1245	\$1,166.48	1246	\$380,489.26	1247	\$201,821.02
1249	\$24,187.97	1250	\$116,862.57	1251	\$181,005.66
1252	\$31,571.04	1253	\$22,473.00		

H. Acceptance of Gifts

Gifts were accepted by the Governing Board as listed in Exhibit 11.

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

The Governing Board approved La Cima Music Booster Club, Amphitheater HS Parent Association, Ironwood Ridge Baseball Booster, and JOM Indian Education Committee as submitted in Exhibit 12.

J. Receipt of February 2021 Report on School Auxiliary and Club Balances

The Governing Board approved the February 2021 report on school auxiliary and club balances as submitted in Exhibit 13.

K. Results Based Funding Bonus Payout

The Governing Board approved the Results Based Funding Bonus Payout as submitted in Exhibit 14.

L. Approval of Contract Forms for 2021-2022 Fiscal Year and Direction to Administration to Issue Appropriate Contracts to Renewing Contracted Staff

The Governing Board approved the Contract Forms for 2021-2022 fiscal year and directed administration to issue appropriate contracts to renewing contracted staff submitted in Exhibits 15 through 30.

M. Approval of Pandemic Recovery Job Descriptions

The Governing Board approved pandemic recovery job descriptions as submitted in Exhibit 31.

N. Approval of Out of State Travel

Out of state travel requests were approved as submitted in Exhibit 32.

O. Approval of Supplemental Texts and Materials

Supplemental texts and materials were approved as submitted in Exhibit 33.

P. Approval to Display Myers' Psychology for AP (Advanced Placement) Textbook Adoption Materials for 60 Days

The Governing Board approved the display of Myers' Psychology for AP (Advanced Placement) textbook adoption materials for 60 days.

Q. Approval of Facility Rental Program Fees

The Governing Board approved the facility rental program fees as submitted in Exhibit 34.

R. Approval of School Facilities Board (SFB) Grant for Amphitheater High School Main Gym Bleacher Repairs

The Governing Board approved the School Facilities Board (SFB) grant for Amphitheater High School main gym bleacher repairs as submitted in Exhibit 35.

S. Approval of School Facilities Board (SFB) Grant for Canyon del Oro High School Building T HVAC Controls Repair

The Governing Board approved the School Facilities Board (SFB) grant for Canyon del Oro High School building T HVAC controls repair as submitted in Exhibit 36.

T. Approval of School Facilities Board (SFB) Grant for Ironwood Ridge High School Central Plant Water Pump Re-build

The Governing Board approved the School Facilities Board (SFB) grant for Ironwood Ridge High School central plant water pump re-build as submitted in Exhibit 37.

U. Approval of School Facilities Board (SFB) Grant for Ironwood Ridge High School Fine Arts Building HVAC Controls Repair

The Governing Board approved the School Facilities Board (SFB) grant for Ironwood Ridge High School Fine Arts building HVAC controls repair as submitted in Exhibit 38.

11. STUDY/ACTION

A. Adoption of Resolution Authorizing the Issuance & Sale of Refunding Bonds of the Amphitheater Unified School District No. 10 of Pima County, Arizona

President Zibrat asked Superintendent Jaeger to introduce the item. Superintendent Jaeger explained there was an opportunity for the District to refinance some bonds, doing so will save the taxpayers a significant amount of money. He appreciated Mr. Little pursuing the opportunity and asked him to describe the item in greater detail.

Mr. Little reminded Board members that the District issued new bonds in March 2021. He said a recent bond rating upgrade and a favorable interest rate in the market has given the District a chance to refinance up to \$16,000,000 of outstanding debt. Refinancing the bonds, could result in a potential savings of \$1,800,000 in taxpayer money over the remaining bond payments.

He recommended the Board approve the resolution and asked if there were any questions. There were none. Vice President Day complimented Mr. Little for doing a good job.

President Zibrat moved that the Board accept the Adoption of Resolution Authorizing the Issuance & Sale of Refunding Bonds of the Amphitheater Unified School District No. 10 of Pima County, AZ as presented in the Agenda Item. Ms. Cox Golder moved to approve, Vice President Day seconded the motion. Roll call vote in favor - 5: President Zibrat, Vice President Day, Dr. Baker, Ms. Cox Golder, and Mr. Kopec. Roll call vote opposed - 0. Study/Action Item 11.A. passed.

B. Approval of Employee Compensation and Pay Rates to be Effective on and after July 1, 2021

President Zibrat asked Superintendent Jaeger to introduce the item. He said compensation rates are determined annually through the Meet and Confer process. He asked Ms. Tong to explain the item and recommendation in greater detail.

Ms. Tong said the Meet and Confer teams ran out of time to reach a joint agreement on compensation rates. It was necessary to recommend a package for approval to the Board at this time. Because it is important for employees to receive their contract offer before the end of the school year. She explained the contracts are sent via District email and per statutory requirement employees have 15 days to return the contract.

She talked about the specific timeline for the Meet and Confer process and stated that this compensation package recommendation did receive the majority vote by the members of the team.

Ms. Tong reviewed the compensation package. The proposed plan would add 1.5% to the base pay of qualified employees, and pay a "301 stipend" to employees eligible through the District's 301 Plan for the 2021-2022 school year. The stipend amount (estimated at approximately \$400) will be determined once the final weighted student count numbers are known, and be paid as a lump sum by December 31, 2021. It will also maintain the District's current contributions for employee benefits. If the District receives Prop 208 funds that can be used for fiscal year 2022 salaries the joint Meet and Confer compensation committee may reconvene.

She recapped that on March 23, 2021 the Governing Board approved a 3% retention stipend, and with the recommended 1.5% increase to the base wage, the proposal would result in a total wage increase of 4.5% for fiscal year 2021-2022.

Ms. Tong stated that the participants in the Meet and Confer process worked extremely hard this year. She expressed her appreciation of the commitment of time by all the committee members, especially the facilitators. She also talked about factors used to reach the recommendation, including employee survey results and their compensation after a long, hard year. Additional considerations were the ongoing need to remain competitive in hiring new employees and the District's financial limitations, since the state inflationary fund only gave a 1.22% increase.

Ms. Tong asked Mr. Little to talk about the financial feasibility of the recommendation. He said due to the school closure last spring the District had a sizable one time “Carry Forward” balance. The District is waiting to hear the legislatures response to this year’s distance learning funding. He stated that the District is optimistic that student enrollment will increase next year, and stressed that the District is committing “one-time” money to reoccurring expenses.

Ms. Tong concluded by saying, if approved this would be the largest full employee raise in fifteen years. She offered to answer any questions the Board may have.

Dr. Baker asked if the 301 stipend of approximately \$400.00 is in addition to the regular pay. Mr. Little responded, the amount of funding projected by the joint legislative budget committees are considered one time funding. He noted the formula also has changed, and the money received by the District was because of enrollment loss.

Superintendent Jaeger acknowledged the hard work that was done by all the members of the Meet and Confer committee. He thanked all employees for persevering through this very difficult year. He said he was disappointed that the state leaders did not see the need to increase school funding this year.

Superintendent Jaeger recognized the foresight of the Governing Board by approving the 3% stipend. This stipend will exceed the increases given by the state and will also position the District to offer competitive wages. Superintendent Jaeger reported other school districts are offering no increase, or only the 1.22% increase, versus the 1.5% from Amphi and the 3% stipend.

He noted that Governing Board members had received communications from several employees who felt the increase was not enough. They requested an additional 0.5% salary increase. Mention was even made by some that perhaps layoffs should occur to help pay for the additional raise. Additionally, they thought the administrators should not receive any increase. He thought people who advanced such notions may have spoken out of exhaustion and frustration. Superintendent Jaeger said this year has been difficult for everyone and has been a time calling for grace, which is still required now. He thanked the Board for showing grace, protecting everyone, and most importantly, keeping people employed.

President Zibrat asked for a motion. Ms. Tong advised if there was public comment to be heard, the Board could hear that prior to voting.

Vice President Day commented that every employee deserves more than the District can give, but we are limited by state funding. She supported the prior recommendation to give the 3% stipend. She moved to approve the administrations recommendation as presented. Vice President Day also moved to give an additional 3% stipend using ESSER funds for the 2022-2023 school year, with the same conditions as the 2021-2022 school year.

President Zibrat stated that she has been proud to be part of the District for many years, as a parent, as a volunteer, and as a member of the Governing Board. She said over the years, she has repeatedly voted for pay increases and has looked for ways to fund them. She expressed her disappointment to know her commitment was being questioned for circumstances beyond her control. She agreed with Superintendent Jaegers’ comment that those who criticized did so out of frustration. President Zibrat said the other Board members care very much for all the constituents and work to balance the necessary demands and interests to be met. She said she supports the motion and specifically the motion of the action to approve the additional 3% stipend for the 2022-2023 school year.

President Zibrat asked if any other Board Member would like to make a comment.

Ms. Cox Golder said that she has grandchildren in the District who have wonderful teachers. She stressed the importance of compensating teachers so they remain with Amphi. She feels very

responsible to keep within the budget. She commented that this was the largest increase given in 15 years and a higher increase cannot be given, since the funds are not available.

12. PUBLIC COMMENT

President Zibrat read the Call to the Audience Procedures.

Erika Fox, teacher at Canyon del Oro High School, asked the Board to consider the recommendation of the Amphi Education Association (AEA) Meet and Confer committee, which would give employees a 2% increase. She appreciated the 3% retention bonus, but said it was not a raise. She felt District staff has worked very hard this year and requested the Board consider making teacher and staff compensation a priority.

Darlene Rowe, teacher at Coronado K-8 School, read portions of a letter sent from the District to all staff informing them of a 3% stipend. She felt surprised and happy, until she read that one of the stipulations to receive the stipend was employees may not participate in any sick outs. She wondered what type of news employees were going to receive that might upset them. Ms. Rowe asked the Board if they considered the recommendation of a 2% increase from the Meet and Confer committee, instead of the 1.5% raise, and looked for other options for funding.

Michael Meridieth, Security Officer at Amphitheater High School (AHS) said this was his first year on the Meet and Confer committee and felt the system was broken. He thought there was too much rank and position in the room and a neutral person was needed. He suggested a Board Member could be part of the team. Mr. Meridieth appreciated the 3% bonus, but requested the Board take the recommendation of the AEA team and give a 2% raise. He said the Meet and Confer team did not run out of time; the District refused to meet again.

Ms. Tong advised President Zibrat and the Board, that the Board and Administration are not allowed to respond to a public comment, however they may address an inaccurate statement. She said Mr. Meridieth did not attend the final Meet and Confer meeting on March 30, 2021 and does not know what occurred during that meeting. Therefore, his statement is not accurate.

President Zibrat called for a vote. Mr. Kopec asked to make a comment before he voted. Mr. Kopec said he has never been in a position where he felt guilty about giving someone a raise. He commented that he joined the Amphi Governing Board during the Red for Ed movement, which has made progress and believed that it culminated in Invest for Ed. He felt pitting people against each other never has a good outcome. He thought the frustrations shared are not valid, but in fact they are right. Mr. Kopec said during his time on the Board, he has always seen the members do the best they can with what they have to work with.

President Zibrat asked for a motion to Approve Employee Compensation and Pay Rates to be effective on and after July 1, 2021. Vice President Day so moved. Ms. Cox Golder seconded the motion. Voice vote in favor – 5: President Zibrat, Vice President Day, Dr. Baker, Ms. Cox Golder, and Mr. Kopec. Opposed – 0.

13. BOARD MEMBER REQUESTS FOR FUTURE AGENDA ITEMS

Dr. Baker suggested that staff evaluations be taken off the table this year.

There were no other requests.

14. ADJOURNMENT

President Zibrat asked for a motion to adjourn the meeting. Ms. Cox Golder so moved. President Zibrat seconded the motion. There was no discussion. Voice vote in favor – 5: President Zibrat, Vice President Day, Dr. Baker, Ms. Cox Golder, and Mr. Kopec. Opposed – 0. The meeting adjourned at 8:58 p.m.

Karin Smith Gretchen Hahn
Minutes respectfully submitted for Governing Board Approval

June 2, 2021
Date

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

Ms. Susan Zibrat, Governing Board President

June 8, 2021
Date