

**Minutes of the Special Governing Board Meeting
Amphitheater Public Schools
Tuesday, April 26, 2022**

A Special public meeting of the Governing Board of Amphitheater Public Schools was held on Tuesday, April 26, 2022, 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. Vicki Cox Golder, President
Ms. Deanna M. Day, M.Ed., Vice President
Dr. Scott K. Baker, Member
Mr. Matthew A. Kopec, Member
Ms. Susan Zibrat, Member

Superintendent's Cabinet Members Present

Mr. Todd A. Jaeger, J.D., Superintendent-*telephonically*
Ms. Tassi Call, Associate Superintendent for Elementary Education
Mr. Matthew Munger, Associate Superintendent for Secondary 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
Dr. Shannon McKinney, Director of Curriculum and Assessment
Ms. Michelle Valenzuela, Director of Communications
Ms. Julie Valenzuela, Director of 21st Century Education

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

President Cox Golder called the meeting to order at 5:30 p.m. and invited members of the audience to sign the guest register. She said Superintendent Jaeger was unable to attend in person, but was joining the meeting by telephone.

2. EXECUTIVE SESSION

A. 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:

- a. Student # 30037242
- b. Student # 30042434

B. Consideration and Determination of Appeal of Long-term Suspension/Expulsion Hearing Officer's Decision Pursuant to A.R.S. § 15- 843(A) Regarding:

- a. Student # 30072417

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

President Cox Golder asked for a motion to hold Executive Session. 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 – 5: President Cox Golder, Vice President Day, Dr. Baker, Mr. Kopec, and Ms. Zibrat. Opposed–0.

President Cox Golder proclaimed they were in Executive Session at 5:31 p.m.

3. RECONVENE PUBLIC MEETING

President Cox Golder reconvened the public meeting at 7:05 p.m.

4. PLEDGE OF ALLEGIANCE

President Cox Golder asked Ms. Zibrat to lead the Pledge of Allegiance.

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

President Cox Golder announced that the next Regular Governing Board Meeting would be held on Tuesday, May 10, 2022 at 6:00 p.m., at the Wetmore Center, 701 W. Wetmore Road, Tucson AZ 85705 in the Leadership & Professional Development Center.

6. PUBLIC COMMENT

Lisa Millerd, Amphi Education Association (AEA) president and a teacher at Amphi High School spoke about a recent partial compensation survey that was sent to employees. She felt some survey questions were mis-leading, and said AEA wanted the survey to be written jointly. Ms. Millerd said the survey results show some employees questioned the statements about the percentage of compensation for next year. Referring to a recent change to Policy H, she stated the AEA team did not agree to change the process to be a Superintendent committee. Ms. Millerd stated if the Governing Board wants to relinquish all control to the Superintendent they need to be open and transparent about it to the employees.

President Cox Golder read the Call to Audience Procedures.

Patricia Hebert, a member of the Meet and Confer committee spoke about the recent employee survey. She said as a committee member they read and approved the survey, but not the accompanying letter. She believed the statement concerning the retention stipend was mis-leading. Ms. Hebert stated as a member of the committee, she wanted to be on record that she did not approve the letter, only the survey.

Corey Smith, an Amphi teacher, felt that employees do not have a seat at the table, even though they know what is best for the students. Mr. Smith thanked the District for the start of his career. However, because of leadership decisions that were made, he did not feel valued or appreciated and he has declined his contract for next year.

Dan Habinek, a teacher at Ironwood Ridge High School, asked the Governing Board to revisit the 50% rule for student grading. Also, he was disappointed that he was not included in the interview committee for the Assistant Principal position at Ironwood Ridge High School. Mr. Habinek felt the school needed stability and was concerned that an existing Assistant Principal was not selected for the position. Additionally, he questioned the wording on the partial compensation letter that was sent to employees with the recent survey.

Angela Habinek, a teacher at Mesa Verde Elementary School, said she is active with afterschool clubs. She talked about the removal of the Fry's cards to purchase needed supplies for the cooking club. Ms. Habinek used her own money to purchase supplies, and was concerned about the delay in reimbursement.

Jamie Ruiz spoke about speech services at Mesa Verde Elementary School. She was interrupted by Ms. Tong, who advised her to follow the District policy JKE if she had a specific complaint about an employee.

7. 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](#)

Superintendent Jaeger requested Consent Agenda Item A. be pulled for recommendation.

President Cox Golder asked for a motion to approve Consent Agenda Items B.-L. Vice President Day moved for Consent Agenda Items B.-L. be approved as presented. Mr. Kopec seconded the motion. Roll Call vote in favor- 5: President Cox Golder, Vice President Day, Dr. Baker, Mr. Kopec, and Ms. Zibrat. Opposed - 0. Consent Agenda Items B.- L. passed.

Superintendent Jaeger recommended Leighann Reynolds for the position of Assistant Principal of Amphitheater High School for Fiscal Year 2022-2023. He spoke about her background and her experience with the District. She is currently an assistant principal at Coronado K-8 School.

He then recommended Tyrone Cephers for the position of Assistant Principal of Amphitheater Middle School for Fiscal Year 2022-2023. Superintendent Jaeger talked about his administrative, academic and professional background and said that he is currently a counselor at Canyon del Oro High School.

His next recommendation was Andrea Fyock for the position of Assistant Principal of Coronado K-8 School for FY 2022-2023. She is currently the Special Education Facilitator and also the Administrative Designee at Donaldson Elementary School. He gave an overview of her experience and academic background.

Superintendent Jaeger recommended Mark Pincus for the position of Assistant Principal of Ironwood Ridge High School for FY 2022-2023. Mr. Pincus is the Career and Technical Education chair at Ironwood Ridge High School. He spoke about his academic background and experience with the District.

For the position of Assistant Principal at La Cima Middle School for FY 2022-2023, Superintendent Jaeger recommended Monique Berry-Kelley. He said Ms. Berry-Kelley has held many roles in the District and spoke about her academic accomplishments.

Superintendent Jaeger explained that administration is recommending an interim appointment to fill the Principal vacancy at Mesa Verde Elementary School given the lateness in the year for the vacancy. He recommended Tim Ripp for the position of interim principal for FY 2022-2023. He said Mr. Ripp is extremely qualified and his appointment will ensure consistency and continued success for the community. The District will be able to start the competitive process in the spring for the 2023-2024 school year.

Superintendent Jaeger recommended Samantha Doyle for the position of Assistant Principal of Prince Elementary School for FY 2022-2023. He gave an overview of her roles and her experience with the District, and talked about her academic background.

Superintendent Jaeger concluded the administrative appointments and asked Ms. Tong to explain an erroneous comment made during Call to the Audience in reference to the appointment of Assistant Principal of Ironwood Ridge High School.

Ms. Tong explained the District's competitive process for anyone that is interested in applying for an administrative position that is advertised on the Districts' website. She said in order to be considered for a position, applicants must successfully complete the online application process, and candidates that meet the minimum qualifications are screened by a committee. After the screening process, selected applicants are moved on to the interview phase. She stated

that there is no Governing Board or District policy that limits or prohibits anyone from applying for any position.

Superintendent Jaeger said he was sorry he was not able to be in attendance, and he recommended the appointment of the administrative personnel as presented. He invited everyone to participate in the reception planned to welcome the new administrators.

President Cox Golder asked for a motion to approve Consent Agenda Item A. Vice President Day moved for Consent Agenda Item A. be approved as presented. Ms. Zibrat seconded the motion. Voice Call vote in favor- 5: President Cox Golder, Vice President Day, Dr. Baker, Mr. Kopec, and Ms. Zibrat. Opposed - 0. Consent Agenda Item A. passed.

President Cox Golder said there will be a reception to follow the adjournment of the meeting, and encouraged the audience to attend.

Superintendent Jaeger asked Ms. Tong to respond to the mis-statement made by Ms. Miller about Meet and Confer. She answered that she can address the comment when she presented agenda item 8.B. He agreed that would be the appropriate time.

A. Approval of Appointment of Administrative Personnel

Administrative personnel appointments were approved as listed in Exhibit 1.

B. Approval of Appointment of Non-Administrative Personnel

Non-administrative personnel appointments were approved as listed in Exhibit 2.

C. Approval of Personnel Changes

Certified and classified personnel changes were approved as listed in Exhibit 3.

D. Approval of Leave(s) of Absence

Leave(s) of absence were approved as listed in Exhibit 4.

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

Separations and terminations were approved as listed in Exhibit 5.

F. Approval of Stipend for Coaching Volunteers

Stipend for coaching volunteers were approved as listed in Exhibit 6.

G. Approval of Minutes of Previous Meeting(s)

The minutes from the Governing Board meetings held on March 8, 2022 and March 22, 2022 were approved as listed in Exhibits 7-8.

H. Approval of Vouchers Totaling and Not Exceeding Approximately \$1,784,902.48

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
1261	\$68,920.31	1262	\$75,126.91	1263	\$28,384.41
1264	\$273,411.69	1265	\$81,118.98	1266	\$140,616.28
1266	\$34,649.03	1268	\$255,717.05	1270	\$38,742.48
1271	\$68,690.82	1272	\$589,316.47	1273	\$79,271.92
1274	\$50,936.13				

I. Acceptance of Gifts

Gifts were accepted by the Governing Board as listed in Exhibit 10.

J. Acceptance of the Uniform System of Financial Records Compliance Questionnaire, Single Audit Reporting Package and Annual Comprehensive Financial Report for Fiscal Year Ended June 30, 2021

The Governing Board approved the Acceptance of the Uniform System of Financial Records Compliance Questionnaire, Single Audit Reporting Package and Annual Comprehensive Financial Report for Fiscal Year Ended June 30, 2021 as submitted in Exhibit 11.

K. Approval of Fireworks for Canyon del Oro High School and Ironwood Ridge High School Graduation Ceremonies

The Governing Board approved Fireworks for Canyon del Oro High School and Ironwood Ridge High School Graduation Ceremonies as submitted in Exhibit 12.

L. Approval of Out of State Travel

The Governing Board approved request for out of state travel as listed in Exhibit 13.

8. ACTION

A. Resolution of the Governing Board Recognizing the Contributions of Teachers and Educational Professionals in the District and Setting May 2 - 6, 2022 as “Teacher and Educational Professionals Appreciation Week” and Tuesday, May 3, 2022 as “Teacher and Educational Professionals Day”

For the resolution Recognizing the Special Contributions of Teachers and Educational Professionals see Exhibit 14.

Vice President Day read the resolution.

Vice President Day moved to adopt the Resolution Recognizing the Special Contributions of Teachers and Educational Professionals. Dr. Baker seconded the motion. There was no discussion. Voice vote in favor- 5: President Cox Golder, Vice President Day, Dr. Baker, Mr. Kopec, and Ms. Zibrat. Opposed - 0.

B. Approval of Joint Recommendation from Meet and Confer Committee for Initial Changes to Employee Compensation for Fiscal Year 2022-2023

For the Approval of Joint Recommendation from Meet and Confer Committee for Initial Changes to Employee Compensation for Fiscal Year 2022-2023 see Exhibit 15.

Superintendent Jaeger asked Ms. Tong to review the preliminary recommendation and respond to some mis-statements made by Ms. Millerd earlier during Public Comment.

Ms. Tong explained the Meet and Confer team made a recommendation in January 2022 to make a change to Policy HD, which the Governing Board agreed to. The suggested change came about after a review of the prior school year committee and changes in the law. The revised policy clarifies that it is not a Governing Board committee (and never was). Policy HD delegates to the Superintendent the responsibility to identify the Meet and Confer procedures. She stated an “R” is added (signifying Regulation) when a change is made to an existing policy. During the Meet and Confer policy process, the change was agreed to by all committee members, and then approved by the Governing Board in February 2022.

Ms. Tong then talked about employee compensation. She stated since the beginning of the year, there were some changes to the Amphi Education Association (AEA) team members. Some members were not in attendance at the last meeting, but there was a quorum, so they were able to move forward.

She recapped the Meet and Confer process. In March 2022, a joint pre-compensation survey was sent to employees to gather input on areas of concern. The feedback from the survey was then posted on the Meet and Confer page on the District website. At the conclusion of the process, an informational statement from the District Meet and Confer Team was included in the survey email to explain that the state had not completed the budget, so the available funding was not yet determined.

Ms. Tong outlined the reasons for the initial recommendation. She said the teams are still meeting, and if there is more state money allocated, the teams will be able to address additional funding. Additionally, open enrollment for benefits begins May 2, 2022 and they wanted employees to make an informed decision during open enrollment.

Initial Recommendation

- Pass through the full 2 percent increase in state funding guaranteed by Prop 123, to employees, ensuring each returning employee will receive a minimum 2 percent pay increase (based on 1.0 FTE) for next year
- Increase the District's contribution to employee fringe benefits coverage by \$264 to provide health care options for employees that do not increase the amount paid by the employee

Ms. Tong shared the results of the Joint Survey of Employees sent out on April 22, 2022. 510 employees responded and 453 agreed and 57 disagreed with the recommendation. She reported 118 employees made comments, and said that a complete list of the comments had been provided to the Governing Board members. She reviewed the common themes of the comments:

- Appreciation for an initial recommendation before fringe benefits open enrollment starts
- Concern that 2% is not a sufficient raise to address high inflation
- Acknowledgement that employees who waive District benefits will not receive the additional \$264

Ms. Tong said the Meet and Confer committee is continuing compensation meetings and has another meeting scheduled for next week. She also reminded the Governing Board members that the 4% retention stipend approved for returning employees will be applied on top of the 2% increase to base wages. The retention stipend is calculated based on projected daily rate of pay, multiplied by the projected number of workdays for the year. Ms. Tong clarified that the retention stipend is taxed as regular wages and not taxed as if it was a bonus.

Ms. Tong spoke about the letter and the employee survey. She explained only the survey was written jointly by the District and the Meet and Confer committee. The letter was directly from the District and it was not written jointly. She stated the District has the ability to communicate with its employees as needed, including Meet and Confer communications.

She offered to answer any questions.

Dr. Baker acknowledged that the inflation rate is higher than the 2% increase. He referenced Prop 123 and asked if there were any discussions in the legislature about raising the amounts that will come to the districts to use for compensation.

Ms. Tong responded that budget discussions are ongoing. She explained there are committees that present budgets, and she deferred to Superintendent Jaeger to talk about a specific budget bill.

Superintendent Jaeger referred to a proposal from Representative Boyer. He explained the proposal would provide \$700,000,000 to public education, but the tradeoff would be the expansion of Education Empowerment Scholarship accounts, and that would pull money from public education and put it into private education. He said currently there is no clarity as to what the budget will look like next year, except for the 2% inflationary increase from Prop 123. Superintendent Jaeger stated the legislature has the ability to increase the rate to match the inflation rate, but past legislatures have not provided funds for inflationary increases.

Mr. Kopec thought that the communication might have been a little bit clearer, and commented that the criticism in reference to a 6% increase is valid. He was extremely proud that the Governing Board was able to offer the 4% stipend. Referring to the survey, he wanted to acknowledge employees comments and concerns, and said being an educator in Arizona is challenging already. Mr. Kopec talked about the survey responses that were concerned about increasing inflation, and agreed that the 2% is not enough. He hoped the legislature would come through with additional funding.

President Cox Golder asked for a motion. Vice President Day moved to adopt the Joint Recommendation from Meet and Confer Committee for Initial Changes to Employee Compensation for Fiscal Year 2022-2023. Mr. Kopec seconded the motion. There was no discussion. Voice vote in favor- 5: President Cox Golder, Vice President Day, Dr. Baker, Mr. Kopec, and Ms. Zibrat. Opposed - 0.

9. PUBLIC COMMENT

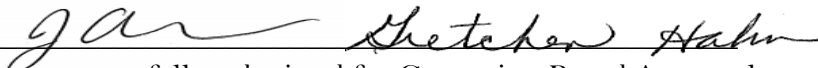
There was none.

10. BOARD MEMBER REQUESTS FOR FUTURE AGENDA ITEMS

Dr. Baker requested more information on the 50% rule.

11. ADJOURNMENT

President Cox Golder asked for a motion to adjourn. Vice President Day moved to adjourn. Ms. Zibrat seconded the motion. There was no discussion. Voice vote in favor- 5: President Cox Golder, Vice President Day, Dr. Baker, Mr. Kopec, and Ms. Zibrat. Opposed - 0. The meeting adjourned at 8:08 p.m.


Minutes respectfully submitted for Governing Board Approval
Jennifer Anderson, Executive Assistant to the Superintendent & Governing Board
Gretchen Hahn, Secretary III, Governing Board Office

June 8, 2022

Date

Vicki Cox Golder, Governing Board President

June 14, 2022

Date

After adjournment a picture was taken with the Administrative Appointees, and the Governing Board members.