

## **DRAFT MINUTES**

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

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

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

Wetmore Center, 701 West Wetmore Road, August 13, 2013, 6:00 PM.

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

Susan Zibrat, President  
Dr. Kent Paul Barrabee, Vice President  
Julie Cozad, Member  
Deanna M. Day, Member  
Jo Grant, Member

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

Patrick Nelson, Superintendent  
Todd A. Jaeger, J.D., Associate to Superintendent and General Counsel  
Monica Nelson, Associate Superintendent  
Scott Little, Chief Financial Officer

#### **OPENING OF MEETING**

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

Mrs. Zibrat called the meeting to order at 6:01 PM and asked members of the audience to sign the visitors' register.

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

Mr. Nelson led the Pledge of Allegiance.

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

Mrs. Zibrat announced the next Special meeting of the Governing Board: Tuesday, August 27, 2013, 5:00 PM  
Wetmore Center, 701 W. Wetmore Road.

#### **PUBLIC COMMENT**

Mrs. Zibrat described procedures for addressing the Board. There were no comments from the public introduced at this juncture. However, just following the next item, a speaker card, which had inadvertently been overlooked, and rectified; the speaker was invited to address the Board. [\*See below for further information.]

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

##### **A. Status of Bond Projects**

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

## **I. Instructional Space / Portable Replacement**

A. Amphitheater Middle School Addition / Remodel: Construction is 98% complete. The following buildings are complete and occupied: Administration Building; New Classroom Building; Gym Renovation; Locker Room Renovation; Kitchen, and Library. The Student Restrooms: the new group of restrooms on the north side of the library is being completed now; the new group restrooms on the north side of the locker rooms are complete. Accordion wall replacement is complete. The AMS project is slightly behind schedule due to the incompleteness of the library restrooms but will complete on budget.

Additionally, Mr. Louth provided a narrative about the 'old gym' renovation, adding that this has been the highlight of the project. This building is 100 years old and is the oldest 'active site' in the District. The front entrance of the gym was redesigned and relocated during this renovation project, primarily for safety reasons. During the demolition phase, historic dedication plaques that had once hung in the entrance hall but had apparently been covered up during some previous renovation were discovered. Another discovery was made shortly thereafter as well; a marble plaque shielding a hand-made 'time capsule' looking much like an old-fashioned pencil box with a slide lid. A letter, dated January 1, 1940, was discovered inside the box that described financing details about the original construction project. The letter was signed by Helen Wetmore, Raymond C. Kilburn, and F.O. Holaway, sitting Governing Board Members. The project was funded by a voter approved \$20,000. Bond that funded materials and the labor was supplied by the WPA (Work Project of America). The historic plaques now proudly reside in the administration building. Mr. Louth added that to further the posterity efforts, Mrs. Zibrat – current Governing Board President, was invited to pen a letter describing the current Bond-funded project. Mrs. Zibrat's letter was sealed and securely placed near the original communiqué with hopes that someone in the future will make a similar and exhilarating discovery.

B. Amphitheater High School Renovations: Construction is 70% complete. The following renovation projects are complete: Campus Drainage Improvements; Stadium Renovations - Anticipate completion 8/28/13. Glazing, painting interior and exterior, and finishes are in-process. The following renovation projects are complete: Parking Lot and Entry Loop Improvements and the Administration Building. The Student Restrooms: the Panther Hall Restrooms; 700 Wing Restrooms; PAC Lobby Restrooms; and student restrooms are complete. The Café Restrooms: Fixtures are being set and final site work is under way. MP&E demo and cleanup of the 500 wing is in-process. The Amphi High Project is approx 3 weeks behind schedule (at the new PE building only) and over budget due to the unknown conditions in that area.

C. Holaway Elementary Classroom Addition & Campus Re-cabling: Construction is 65% complete. The following projects are complete: Kitchen Renovation and Restroom Renovations. The New Classroom Building: Drywall hanging is in-process. Holaway is on-schedule and on-budget.

D. Rio Vista Elementary Classroom and Administration Addition: Construction is 50% complete. The New Classroom Bldg: Exterior masonry walls are being constructed. The following renovation projects are complete: Admin Renovation and Restroom Renovations. The Rio Vista project is on-schedule and on-budget.

E. Nash Elementary Library Renovation: Construction is complete. The Nash Library project was completed on-schedule and on-budget.

F. Cross Addition / Remodel: Construction documents are being completed for permitting and pricing. Mr. Mark Bollard of Swaim and Associates Architecture will present a fly-through presentation of the proposed project at the conclusion of this update.

G. Harelson Addition / Remodel / Campus Re-cabling: Construction documents are being completed for permitting and pricing. Mr. Mark Bollard of Swaim and Associates Architecture will present a fly through presentation of the proposed project at the conclusion of this update.

H. Wetmore Professional Development Building: Design programming is in-process.

## **II. Health, Safety, and Security**

A. Copper Creek Site Drainage and Playfield Resurfacing: The Copper Creek project was completed on-schedule and on-budget.

In response to a request by Dr. Barrabee, Mr. Louth explained the term ADA for the benefit of the younger members of the audience; American Disabilities Act, a comprehensive Federal Act (circa 1990) that provides accessibility in public spaces for persons with disabilities. He cited several examples relevant to (student) restrooms. Dr. Barrabee highlighted areas of advancement with regard to people with special needs.

Mrs. Cozad expressed her excitement for the newly-renovated classrooms, libraries, and other spaces that students and staff are returning to this school year!

Mark Bollard with Swaim Associates Ltd Architects was in attendance to provide a fly-through/virtual presentation of the proposed Cross Middle and Harelson Elementary school projects. He anticipates the projects' completion to be in approximately twelve (12) months. A major improvement is planned for the current bus drop-off on the west side of the Cross Middle School campus to accommodate 20 full-size buses. Other plans are: a new structure that will replace seven (7) portable classroom buildings; renovated classrooms and a new computer lab; a new health office, renovations to restrooms campus-wide, and a full technology upgrade. He next reviewed the projects planned at Harelson Elementary noting that that he was a student at the school. Plans described there are: the removal of two (2) portable classroom buildings allowing expansion to restroom spaces in the MPR (multi-purpose room) and incorporated permanent classroom spaces to host music classes; four (4) new classrooms, and a new computer lab; new restrooms, as well as, renovations to restrooms campus-wide; and, a full technology upgrade similar to the plans for Cross Middle School. Other improvements include: site drainage throughout both campuses - he noted the recent flooding issues in the east courtyard area and upgrades to the security fencing.

Mr. Nelson expressly thanked the Amphi community for their support in affording the improvements and fostering students' excitement in attending school.

\*Note: Mr. John Fife addressed the Governing Board regarding the 2013 Effective Teaching Conference. In addition to receiving numerous comments, he also believes that the conference was a great success and, in particular, that the Curriculum Development program was invaluable. Hopefully, plans for next year's conference will include that program.

## **B. Recognition of Project Graduation Leaders**

Board book information: *For several years, students in Amphitheater High Schools have been fortunate to be able to participate in Project Graduation celebrations. These post-graduation celebrations are planned, coordinated, and presented by parents and volunteers. Each of our schools was blessed with a leader who could – with much hard work and determination – put together an amazing celebration for our graduating seniors. Joyce Contrades (IRHS), Jody Renard (CDO), and Marian Johnson (AHS) are presented to the Board as leaders of the 2013 Project Graduation celebrations.*

Monica Nelson introduced Joyce Contrades, Jody Renard, and Marian Johnson and expressed appreciation to them for their efforts in affording graduating students opportunities to benefit from these outstanding community-based activities designed to keep students safe and happy on their Graduation Night festivities.

The guests received a standing ovation. Prior to the presentation of certificates, Mrs. Zibrat, a former Project Graduation Leader at IRHS, expanded on the many responsibilities and 'hats worn' by each honoree. The program is so much more than a party and she expressed admiration for their dedication and overarching collaborative efforts in accomplishing the task not only at their respective schools but to the Amphi community as a whole.

On behalf of the Board, Mrs. Zibrat expressed gratitude to Ms. Contrades, Ms. Renard, and Ms. Johnson; each was presented with a Certificate of Commendation.

Dr. Barrabee added that an immeasurable component is the number of lives saved as a result of the fact that graduates are given the opportunity to make good choices because these events are available to them.

### **C. Recognition of Pima Federal Credit Union**

Mindy Blake, Director of Community Relations, was invited to introduce the guests. She noted the importance of partnerships between the community and our school district. An interesting happenstance is that Pima Federal Credit Union was actually founded in 1951 by sixteen (16) Amphitheater teachers with a total of \$84.00!

The District is recognizing Pima Federal Credit Union for its commitment to public education. On Wednesday, June 5, 2013, eighty-eight (88) golfers teed up at the Golf Club at Dove Mountain. They came from all across Arizona and the country to support public schools. Pima Federal Credit Union President and CEO, Nathanael Tarwasokono, wanted to do something big! He wanted a huge community event to make a difference in classrooms. This was the first year of the Pima Federal Credit Union Golf Classic. It was a huge success! The tournament netted \$25,000 dollars!

Walgreen's agreed to match the amount raised in the form of school supplies. The total value of school supplies that will be donated to Amphitheater, Flowing Wells and Sunnyside Public Schools is \$50,000. Also, the credit union will work with Tucson Values Teachers to distribute the supplies among the districts.

Pima Federal Credit Union has a long tradition of helping meet the needs of our community. Mr. Tarwasokono has a deeply-held belief that it is important to give back to the community, to help it grow. We are grateful to Pima Federal Credit Union for their continued support of public education.

Mr. Tarwasokono stated that it is an honor to be recognized by the Governing Board at this meeting. It is amazing to understand that an institution beginning in 1951 with sixteen teachers with \$84.00 is now a \$400,000.000. company. Teachers hold a special place in the hearts of Pima Federal Credit Union and it's a thrill to have the opportunity to give back to the community in this way, and especially to Amphitheater! Mr. Rob Elias recently spoke with the founder of the institution, a one-time Amphi teacher - Richard Evans, who shared with him about the early days of business operations. Mr. Tarwasokono and Mr. Elias understand the connection between the District and the institution and feel proud to have contributed in this way and look forward to future events.

The Governing Board expressed gratitude to Mr. Tarwasokono and Mr. Elias for their support and good will efforts and presented each with a Certificate of Commendation.

### **D. Report on the Effective Teaching Conference**

Dr. Roseanne Lopez, Chief Academic Officer for Elementary Education provided a PowerPoint presentation and gave an overview about the Effective Teaching Conference held on August 1-2, 2013 at Canyon del Oro (CDO) High School. She thanked each Board member for their time in welcoming the group of teachers to the conference. Dr. Lopez stated that this is a marvelous event for teachers and provides an opportunity for a positive and unified focus district-wide for the upcoming school year. Mr. Nelson was the keynote speaker on day one and day two's presenter was Todd Jaeger who through advanced technology was able to participate "virtually." She expressed appreciation to both for their contributions and acknowledged CDO for hosting the event.

A total of 118 teachers and other professionals new to the District attended the conference. The conference offered differentiated session selections in order to best tailor the needs of new hires – some, who may be new to the District and some who may be newly-graduated teachers. In the springtime, planning sessions are held in order to ascertain the most crucial topics or areas of focus that best support the needs of teachers. Some twenty-five staff members conducted presentations reflecting the District's talent base. All sessions correlate to the Amphitheater Teacher Performance Evaluation System (ATPES) so that the participants

become familiar with the expectations. Something new this year that was greatly appreciated was the morning coffee, and break sessions underwritten by several sponsors: *Treasures for Teachers*, *Jim Click*, *Delta Kappa Gamma*, and *AmphiEA*; and, lunches were provided by *AmphiEA* on the first day and an anonymous donor on the second day. Career Ladder sponsored the event this year.

Dr. Barrabee expressed appreciation to Dr. Lopez for the success of this year's conference, noting the focus on differentiated sessions catering diverse teacher needs.

Mrs. Cozad praised the sessions' structure allowing teachers to rotate while the presenters stayed in the same location.

### **E. Review of Budget Cuts – 2008 through 2013**

Mr. Nelson invited Mr. Little to provide a review of legislative budget cuts between 2008 and 2013. It is important to understand the impact that state budget cuts have had on the District, while still deftly maintaining an excellent level of instruction and continued excellent education experiences, but in all candor the situation is now critical. The budget cuts began in 2008 and the cumulative impact is critical.

Mr. Little displayed a PowerPoint presentation providing an overview of background information and describing the history of BSL (Base Support Level) in relation to Proposition 301 (year 2000) funding. Originally, one of the key components was for the legislature to fund school districts so as to keep up with inflation; this was to address the fact that the legislature had failed to make any inflationary adjustments for school districts. Proposition 301 required that for the first five years, school districts were to be guaranteed at least a 2% increase in BSL funding and then beginning with the 2006-2007 school year, the legislature was to increase the funding formula components by the lesser of 2% or the inflation index (implicit price deflator). Mr. Little explained that after the first five years, the legislature began to make modifications; while school districts did receive varying increase levels, the full 2% increases were not received. This trend was ended in 2008. Statewide K-12 public education weathered a reduction totaling \$133 million dollars; Amphitheater's portion of these cuts totaled \$4,314. in 2008-2009. Mr. Little provided a chart summarizing the BSL funding between 2008 and 2013. In this current year, the BSL rate is \$3,326.54, an increase from \$3,267. established in 2009-2010. The legislature had not been adhering to mandated inflationary increases and these actions are currently being challenged at the state-level Supreme Court. Mr. Little described additional funding cuts: 2009-2010 - \$5,208,175.; 2010-2011 - \$9,615,958; 2011-2012 - \$9,937,165.; 2012-2013 - \$7,625,569. Mr. Little noted another change effective in this current year (2013-2014), whereby the legislature combined two funds (Soft Capital Reduction and Unrestricted Capital Reduction) and renamed it "District Additional Assistance" further reducing the combined allocation to \$3,982,500 – an additional loss of approximately \$1.4 million from last year. Building Renewal, which has in years past been 'non-funded', has now been repealed and a grant process requiring a mass amount of data collection is planned for the future. For the current year, expected losses are anticipated at \$9,110,687.

*[Classroom Site Fund (CSF) tax revenue losses associated with the recession. CSF was established by Proposition 301 in the November 2000 general election; <http://www.azleg.gov/jlbc/CSF-FY2011-033110.pdf>]. Mr. Little's revised PowerPoint presentation can be accessed at: <http://www.amphi.com/media/3695723/budget%20cuts%20to%20the%20present%208-13-2013.pdf>*

Mr. Little included excerpts from a report provided by the Center on Budget and Policy Priorities. The report was released on September 4, 2012 and details national budget cuts in public education since the onset of the current recession <http://www.cbpp.org/cms/?fa=view&id=3569>. He noted that Arizona's per pupil spending was reported as \$7,848.; this ranks Arizona at 48<sup>th</sup> in the nation. The report further broke down funding for pupil/administration as \$420. per pupil, and ranks Arizona at 54% - the nation's lowest per pupil ratio.

Mr. Nelson added that collectively, the District is surviving an approximate loss of \$46,000,000. since 2008. The Capital funding losses are severe and are difficult to overcome. Understandably these losses cause spending restrictions in other areas such as salary and benefits, etc. It is noteworthy to understand how

essential the local Override dollars are to Amphi – the District is working ‘magic with our kids’ and with funding that is not there; the public deserves to be aware of that.

Dr. Barrabee inquired about Soft-Capital funding at the classroom level. Mr. Little clarified the differences between unrestricted- and soft-capital funds. Historically, unrestricted-capital funds had been at the discretion of the district whereas the soft-capital is specifically designated for instructional purposes (not buildings); tangible items such as: technology, textbooks, desks – items that are directly accessible at the schools. Recent changes include the consolidation of the two. Dr. Barrabee added that some organizations have come forward and adopted schools and they are now providing supplies such as: paper, textbooks, pencils (soft capital). He cited an example of increased class size as one measure to accommodate the severe cutbacks realized in these past many years.

Mr. Nelson noted that administrative costs in Arizona are half of the national average and Amphitheater is even below the state’s average.

Mrs. Cozad inquired about the reports stating that the plight of public schools is not as severe as some report. Mr. Little is baffled by these reports and believes that those people are mis-reporting the information; skewing numbers thereby painting an inaccurate picture.

## **2. CONSENT AGENDA**

Mrs. Zibrat asked if there were Board member requests to have items addressed separately; Dr. Barrabee asked to do so regarding items K, L, M, and Q. (See detail associated with the item(s) shown below.)

A motion was made by Mrs. Zibrat to approve the Consent Agenda items A-J, N-P, as presented. The motion was seconded by Ms. Day, and it passed unanimously, 5-0. Appointment of personnel is effective, provided all district, state, and federal requirements are met.

### **A. Approval of Minutes**

The Minutes of the July 2, 2013 Regular Governing Board meeting and Executive Session and of the July 23, 2013 Special Governing Board Meeting and Executive Session were approved, as submitted.

### **B. Approval of Appointment(s) of Personnel**

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

### **C. Approval of Personnel Changes**

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

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

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

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

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

### **F. Approval of Vouchers Totaling and Not Exceeding Approximately \$ 6,274,365.47 (Final Total)**

The Governing Board approved the following vouchers for goods and services as presented and payments authorized:

#### FY 2013-2014

Voucher #704	\$ 1,096,125.07	Voucher #709	\$ 1,427,133.83
Voucher #705	\$ 675,051.39	Voucher #710	\$ 94,804.99
Voucher #706	\$ 162,467.75	Voucher #711	\$ 1,399,331.31
Voucher #707	\$ 27,982.29	Voucher #712	\$ 130,571.95
Voucher #708	\$ 38,409.08		

FY 2012-2013 Encumbered

Voucher #651	\$ 1,024,854.75
Voucher #652	\$ 80,135.16
Voucher #653	\$ 117,497.90
Voucher #646 -	\$ 2,218,372.92
Voucher #650 -	\$ 134,384.40

**G. Acceptance of Gifts**

Donations were accepted by the Governing Board, as listed in Exhibit 5.

**H. Approval of Parent Support Organization(s) for 2013-2014**

The Governing Board approved the following Parent Support Organization application(s) pursuant to District Policy KBE-R: Copper Creek Elementary School PTO, CDO Baseball Booster Club, Prince Elementary School PTO, Coronado K-8 PTO, and Amphi Panther Pride Club.

**I. Receipt of May 2013 Report on School Auxiliary and Club Balances**

Board Book information: *Arizona Revised Statutes §§15-1121 and 15-1125 provide for the operation of Student Activity and Auxiliary Operations funds respectively. The Uniform System of Financial Records for Arizona School Districts (USFR) outlines procedures to be followed by school districts in the disbursements of monies from either of these funds. One requirement for the operational compliance is to provide a report to the Governing Board summarizing the transactions for the month.*

The Governing Board approved the Monthly Report on School Auxiliary and Club Balances for month-end May, 2013, as submitted. (Exhibit 6, pp. 1-8)

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

The Governing Board approved the textbook(s) for adoption, which have been on display to the public for 60 days in accordance with Section 15-721 of the Arizona Revised Statutes.

Chemistry: A Molecular Approach, AP Edition;

Publisher: Prentice Hall; Author: Nivaldo J. Tro; Price: \$185.99

**K. Approval of Out of State Travel**

Out of state travel was approved for staff (source of funding indicated) from: Canyon del Oro High School to take 25 students from the CDO Swim Team to Durango, Colorado, October 12-18, 2013 (tax credits, gifts and donations, and student activity funds).

Out of state travel was approved for staff (source of funding indicated): from the District Offices to attend the AASPA (American Association of School Personnel Administrators) Annual Conference in San Antonio, Texas, October 1-5, 2013 (gifts and donations funds designated for staff development); from the District Offices to attend the EdLeader21 Third Annual Event in Chicago, Illinois, October 2-4, 2013 (federal funds designated for staff development); from the District Offices to attend the 2014 American Association of School Administrators (AASA) National Conference on Education in Nashville, Tennessee, February 12-15, 2014 (federal funds designated for staff development); from the District offices to attend The Education Trust 2013 National Conference in Baltimore, Maryland, October 23-25, 2013 (federal funds designated for staff development)

Mr. Nelson asked Mr. Little to respond to an inquiry by Dr. Barrabee about the term Student Activity Fund. He explained that those funds broadly encompass (student) club money; monies raised and used by student groups, which are held by the District in a fiduciary capacity; and, auxiliary operation monies, which are generally fee-based expenses such as those for participation in sports and activities, which are pooled at the school level.

A collective motion to approve Consent Agenda items: K, L, M, and Q was made by Dr. Barrabee. The motion was seconded by Ms. Cozad, and it passed unanimously, 5-0.

**L. Approval of Change Order for Unanticipated Construction Expenses at La Cima**

Board Book information: *The District awarded a contract to ABCO Solar on June 4, 2013. The scope of this work for this contract was for installation of lighting fixtures previously purchased by the district at La Cima School. Timing issues required that the construction work begin as soon as possible to minimize disruption to the site. During construction it was discovered that the school was constructed of ceiling tiles fire tents in lieu of gypsum wallboard as detailed on the original construction drawings. These tiles are too flimsy to survive the luminaire replacements and the joints are no longer intact. An International Building Code (IBC) code check has been performed and these ceiling tile fire tents are no longer required due to the modern IBC occupancy classification and the sprinkler system within the facility.*

*In addition, unusually long switch leg runs have been discovered in 12 classrooms. Installation of new energy saving occupancy sensors in these spaces will require additional cabling above the ceilings that could not have been reasonably known by the bidders.*

*We recommend that these ceiling tile fire tents be removed and disposed of to reduce continuous dust loading in the return air plenum and to improve air handling unit functionality over the life of the building. The pricing proposed to provide removal and disposal of the fire tent assemblies and additional cabling is fair and reasonable given the scope of work. The total cost of these unanticipated expenses has been estimated at \$29,375.49.*

Dr. Barrabee inquired about the ceiling tiles needing replacement. Mr. Aho, Executive Manager of Operational Support, was asked clarify; he explained that the District must accommodate updated building and fire codes during this construction phase.

A collective motion to approve Consent Agenda items: K, L, M, and Q was made by Dr. Barrabee. The motion was seconded by Ms. Cozad, and it passed unanimously, 5-0.

**M. Award of Contract for HVAC (Heating, Ventilation, and Air Conditioning) Compressors Based Upon Responses to Request for Bid (RFB) 13-0002**

Board Book information: *Request for Bid (RFB) 13-0002 was e-mailed to eleven vendors and published on the District's website. This request for bid requested pricing for a market basket of HVAC compressors used throughout the District. Five vendors responded; one vendor was deemed non-responsive because they submitted the incorrect bid for this solicitation.*

Dr. Barrabee had mistakenly asked to hear this item separately and retracted his inquiry (meant Item Q). A collective motion to approve Consent Agenda items: K, L, M, and Q was made by Dr. Barrabee. The motion was seconded by Ms. Cozad, and it passed unanimously, 5-0.

**N. Award of Contract for HVAC (Heating, Ventilation, and Air Conditioning) Supplies Based Upon Responses to Request for Bid (RFB) 13-0003**

Board Book information: *Request for Bid (RFB) 13-0003 was e-mailed to eleven vendors and published on the District's website. This request for bid requested pricing for a market basket of HVAC supplies used throughout the District. Five vendors responded; one vendor withdrew their bid.*

The Governing Board approved award of contract for HVAC Supplies to American Refrigeration Supplies, Inc. and Brookaire Company based on responses to RFB 13-0003.



**O. Approval of Fee Waivers for Facility Rentals for Fiscal Year 2013-2014**

The Governing Board approved the "Facility Fee Waiver" status for the 2013-2014 school year to the following list of District and community organizations with whom the District enjoys reciprocal and long-standing affiliations in support of its Missions and Values: Academic Decathlon, AZ Board of Regents, AZ Dept of Transportation, Bountiful Baskets, Boy Scouts and Girl Scouts of America, Catalina Community Services, Governing Board Approved Parent Teacher Organizations (PTO's), Literacy Volunteers of Tucson, Odyssey of the Mind, Oro Valley Parks and Recreation, Oro Valley Police Department, Project Graduation, Project Graduation Car Show, Relay For Life, Special Olympics, Student Clubs, Teen Challenge, and Town of Oro Valley.

**P. Annual Approval of All Authorized Signatories on District Checking Accounts for the 2013-2014 Fiscal Year**

The Governing Board approved this listing of signatories for all District checking accounts for the 2013-2014 fiscal year, as submitted (Exhibit 7).

**Q. Approval of Proposed Ironwood Ridge High School Scoreboard, Pursuant to Policy KHB Regarding Advertising in Schools and Permitting Vendor Recognition for Contributions to Schools**

Board Book information: *On December 12, 2000, the Governing Board authorized the recognition of sponsors who purchase or make substantial contributions to the purchase of scoreboards and marquees for schools. The recognition afforded in such situations is durable in nature and, unlike other forms of sponsor appreciation such as signs or banners, does not have to be removed between events. Since that time, state law has also become more expressly permissive regarding third party advertising in schools.*

*Scoreboards are expensive propositions for schools and typically require the commitment of a substantial portion of a school's limited capital funding that is received from the state. As we know, capital funding has been dramatically reduced and eliminated altogether in recent years. Thus, an opportunity for support of scoreboards by the business community is exciting.*

*NOVA Home Loans has offered to underwrite much of the installation of a sorely-needed, new football scoreboard at Ironwood Ridge High School (IRHS). NOVA had previously underwritten the installation of a new scoreboard at Amphitheater High School (AHS).*

*The proposed scope of work would remove the existing scoreboard to permit installation of the new model and includes installation materials, hardware and labor as described on the rendering submitted by NEVCO, Integrated Display and Scoring Solutions, Proof # 18429, LED Scoreboard Color: #141 Navy Blue, with team name.*

Dr. Barrabee requested clarification about the funding of this item. Mr. Nelson stated that the vendor is covering approximately 60% of the scoreboard and preparation costs; the District is providing some installation related labor costs.

A collective motion to approve Consent Agenda items: K, L, M, and Q was made by Dr. Barrabee. The motion was seconded by Ms. Cozad, and it passed unanimously, 5-0.

**3. STUDY/ACTION**

**A. Determination of Governing Board Position on Proposed ASBA 2014 Political Agenda; Direction to Governing Board Delegate and Alternate**

Board Book information: *The Arizona School Boards Association, of which the District is a member, is holding its annual ASBA Delegate Assembly on September 7, 2013. The Delegate Assembly determines ASBA's positions for any future Special Sessions of the current legislature and for the First Regular Session of the Fifty-Second Legislature.*

*In preparation for the September Delegate Assembly, ASBA requested that individual Governing Boards throughout the State submit Proposed Action Agenda Items to help craft ASBA's advocacy stances. Those items were then submitted for discussion to ASBA's Legislative Committee, which met on June 7<sup>th</sup>.*

*The Legislative Committee culled the Proposed Action Agenda Items and has now created a draft document of advocacy positions on issues of concern through the State. This draft document will be the basis for discussion at the official Delegate Assembly on September 7<sup>th</sup>.*

*While all superintendents and governing board members from member districts are invited to and may participate in the discussions held during the Assembly, each member district is only permitted one vote on each matter presented to the assembly for a vote. On July 2, 2013, the Board selected President Zibrat as its voting delegate to the assembly. The Board also selected Ms. Day as its alternate delegate to attend the assembly with Mrs. Zibrat, and to vote in the event the President was unable to do so for some reason.*

*This item is present for the Board, through discussion and/or motion, to direct the delegate and alternate delegate how to vote or otherwise represent the interests of the Board in the development of the official ASBA political agenda. A copy of the Proposed 2014 Political Agenda for FY 2014, prepared by ASBA's Legislative Committee, is attached for reference and discussion.*

*This Administration recommends that the Governing Board provide direction, as it determines, to the delegate and alternate delegate on legislative matters of concern to the Board and/or provide direction on how the delegate or alternate delegate should vote on matters.*

Mr. Nelson introduced the item. At the May 7, 2013 Governing Board meeting discussion ensued about the Board's position and direction to the ASBA in determining a collective position in preparation for the upcoming Delegate Assembly in September. Tonight's discussion provides an opportunity to give direction to the dedicated Delegate and the Alternate, named on May 7<sup>th</sup> as Mrs. Zibrat and Ms. Day, respectively.

Dr. Barrabee provided his comments and recommendations in written form to the Board for discussion purposes [related to the printed materials included in the Board Book packet, 2014 Proposed Political Agenda submitted by the Legislative Committee for consideration by the Delegate Assembly at its September 7<sup>th</sup> meeting]. He then asked to speak to his concerns about accountability measures for all schools and individuals that 'receive public funds' (1c and 1d); he feels that the term is ambiguous. His concern relates to the equity of private schools being permitted to use the funds they receive from student tuition organizations, as well as, the use of public funds. He recommends greater specificity in the accountability by private schools to equal that as required by public schools.

Note: Mrs. Zibrat called a brief recess at 7:35 PM and resumed the open meeting at 7:46 PM.

Dr. Barrabee initiated the discussion and suggested that Mrs. Zibrat and/or Ms. Day (in their capacity as Delegate and Alternate) reword the verbiage to more-explicitly denote student tuition organizations and the private schools that they support. His changes are as follows (proposed Long Term Focus as prepared and submitted by Legislative Committee provided by the ASBA Proposed 2014 Political Agenda)

1c: "Require the same accountability measures of all schools and individuals that receive public funds *directly or indirectly, for example, from Student Tuition Organizations.*"

1d: "Repeal any program that gives public monies to private schools *directly or indirectly for example from Student Tuition Organizations.*"

Mrs. Zibrat stated that she prefers to submit these changes to ASBA in written form prior to the beginning of the meeting. Dr. Barrabee added that he plans to submit these changes, along with several grammatical changes, to the ASBA in advance of the meeting, as well. In addition, regarding Short-Term Focus, item 5, he has concerns

about the lack of specificity in direction related to: “Allow public school tax credits to be used as determined by local districts” and, his concern is that this does not effectively reflect that these kinds of contributions are made to a specific school, not the district, perse. Lastly, clarification related to the governance by a district and its end use.

Dr. Barrabee moved to approve the proposed political agenda items with the aforementioned changes. The motion was seconded by Ms. Day. There was no further discussion and the motion passed unanimously, 5-0.

**B. Consideration and, if Deemed Advisable, Adoption of a Resolution Authorizing: the Issuance and Sale of School Improvement Bonds, Project of 2007, Series D (2013); Delegating of the Authority to Approve Certain Matters with Respect to the Bonds; Providing for the Annual Level of a Tax for the Payment of the Bonds; Authorizing the Appointment of a Registrar, Transfer Agent and Paying Agent; Approving the Form of Certain Documents and Authorizing Completion, Execution and Delivery Thereof; Delegating the Authority to Approve and Deem Final a Form of Official Statement; Approving Issuance and Post-Issuance Compliance Procedures Relating to Tax-Exempt Obligations; and Ratifying All Actions Taken or to Be Taken to Further this Resolution**

Board Book information: *A formal study of District capital needs began in 2006, when the Governing Board approved a Blue Ribbon committee process for examination of the District’s capital resources and needs.*

*A dedicated group of constituents formed the Blue Ribbon panel, and they met over the course of several months in 2007, examining a substantial number of matters. These included District and state-wide recent bond election results, district demographics, enrollment and population trends, the Arizona school financing and Students FIRST system, the deficiency correction process in the District and statewide, and actual district funding history under Students FIRST. The committee members also personally visited schools and other sites across the District to make first-hand inspection of facilities and their capital conditions.*

*The Blue Ribbon process culminated in the committee’s submission of a report and recommendation to the Governing Board on May 8, 2007. The Blue Ribbon Committee recommended that the Governing Board call for a special election to address a substantial list of capital needs within the District, and the Governing Board did so – sending a bond question to the District’s voters on November 6, 2007. A majority of voters approved the sale of bonds on that date to address continuing district needs including:*

- *Improvements for Health, Safety and Security;*
- *Construction of Permanent Classrooms to Replace Aging Portables;*
- *Increase Instructional Space, including new elementary and middle schools;*
- *Modernize Technology Infrastructure; and*
- *Improve Transportation Fleet and Facility.*

*Pursuant to the November 2007 voters’ authorization, three previous bond issuances and sales (Series A, B and C) have already been conducted, with proceeds from those series funding many bond projects under the categories listed above – projects which are underway or have already been completed.*

*Presented by this item is a proposed resolution for the Governing Board’s authorization of the issuance and sale of Series D (2013) of the School Improvement Bonds, Project 2007, which will represent the final series to be issued under the 2007 voter approval. With a total estimated issue amount not to exceed \$41,000,000, Series D will fund the remaining projects to be completed.*

*The resolution contains two exhibits. Exhibit A provides a sample form of bond, allowing the Board to see and approve the actual legal form which, in general, the District’s bonds will take. Exhibit B is a form of document newly recommended by bond counsel based upon IRS determinations. This document sets out some protocols and procedures for internal district operations that, when adhered to, maintain the tax exempt status of the bonds sold by the District. These procedures are already adhered to by the District, but their formal adoption by the Board as a part of this resolution is highly recommended.*

*A copy of the specific bond question approved by the voters in November of 2007 follows the resolution. In addition to the proposed resolution and bond ballot question are other documents that are of importance to the bonding process.*

*Following the ballot question is a draft Bond Purchase Agreement, which relates to Section 9 of the Resolution. This document allows the Underwriter to purchase any bonds at a negotiated price in order to promptly facilitate the receipt of the full amount of the Bond Issue.*

*The next document is a draft Preliminary Official Statement ("POS"). A POS is required by Securities and Exchange Commission ("SEC") regulations to be sent to prospective purchasers prior to conducting a sale of the bonds. The POS must contain all material information necessary to allow potential investors to make informed investment decisions and must not be misleading. The enclosed POS draft has been assembled by Stifel, Nicolaus & Co., Inc., the District's Investment Banking firm, using information that is typically included in an Arizona school district bond POS (sent to them by the district and other sources indicated therein), is currently in draft form and will be reviewed and edited by District officials and members of the District's financing team before it is sent to potential investors. However, we bring to the attention of Governing Board members that POS content is the sole responsibility of the District and that statements by SEC officials in recent years have clarified that Governing Board participation in POS review is required. Although the Administration agrees an exhaustive, detailed review by Governing Board members may be impractical and largely duplicative, we suggest that attention on portions relating directly to the district and the community (Appendices A, B and D) may identify excluded information a bond investor would want to know or included information that is confusing or appears inaccurate.*

*Finally, this item includes a draft schedule of events for the Series D, Project 2007 sale, as well as the list of financing team parties for the Board's information.*

Mr. Nelson introduced the item. He invited Mr. Jaeger to provide an overview of the Board Book materials and noted that both Mr. Jaeger and Mr. Little would be available to respond to board member questions.

Mr. Jaeger stated that the materials provided are for the Board's consideration and determination if to approve a resolution that will enact the fourth (4<sup>th</sup>) and final sale under the 2007 Bond program, Series D (previously approved were the sales of series' A, B, and C). The approval of these previously approved installments of Bonds preceded the substantial budget cuts reviewed earlier by Mr. Little and therefore sustained the District substantially. This D Series totals for \$41,000,000. and would apply to the remaining projects originally proposed and advance to completion the five (5) primary areas of need: Improvements for Health, Safety and Security; Construction of Permanent Classrooms to Replace Aging Portables; Increase Instructional Space, including new elementary and middle schools; Modernize Technology Infrastructure; and Improve Transportation Fleet (buses) and Facility. The financial team met recently and identified some necessary modifications to include the approval of procedures for post-approval compliance with Internal Revenue Service (IRS) regulations. Included in the extensive Board Book materials provided, was the Resolution itself along with a timeline associated with the remaining projects and other necessary paperwork. Approval to proceed is requested at this time.

Mr. Jaeger affirmed that the term "the Bonds" as referenced above are the same issue; those voter-approved and initiated in 2007. The Bonds are issued in installments, in Amphi's case, A-D, each requiring a specific Resolution. This Series D is the final installment.

Mr. Jaeger explained that the Board has the authority to make a project change within a primary area of need based upon changes in circumstance but it may not use the money for other purposes with limited exceptions; that may include a variance of approximately 10% per category. Regarding the construction of 2 new schools – one each elementary and middle school, the elementary is proposed for construction, as well as, a small facility on the middle school site that could potentially be expanded at a later date. A significant and specific allocation to the middle school project will not be spent because the District will not be building out that school in its entirety.

Mrs. Cozad moved to approve the sale of school improvement bond project 2007, Series D, as submitted. Ms. Day seconded the motion. There was no further discussion, and the motion was approved unanimously, 5-0.

Mr. Little responded to an inquiry by Dr. Barrabee about paperwork (Exhibits A, B, and C); these are forms that are required to attest to the District's meeting IRS and Securities and Exchange Commission regulations. Under the Securities and Exchange Commission, the District is required to prepare a notice regarding any material-impact upon on the holders of the bonds through an electronic notification system (EMMA - Electronic Municipal Market Access).

#### **4. STUDY**

##### **A. Review of Teacher Evaluation Designations**

Board Book information: *The State of Arizona requires that each teacher receive a designation, or label, of Highly Effective, Effective, Developing or Ineffective. During the 2012-2013 school year, aggregated data from the teacher evaluation process were studied and thoughtful conversations were held by the Amphitheater Teacher Performance Evaluation System Committee (ATPES) regarding how the criteria for each designation should be established.*

Mr. Nelson invited Dr. Roseanne Lopez, Chief Academic Officer Elementary Education K-5, to provide a presentation outlining the process used for establishing the recommended criteria for each designation and provide an overview of the complex task.

Dr. Lopez provided a PowerPoint presentation to update the Board about this massive and complex process. It began with the formation of a committee during the 2012-2013 school year, which was assigned the task of reviewing recent requirement changes in teacher evaluation designations. The information presented reviewed how the model was developed using student progress data and how this information was utilized by the ATPES Design team in assimilating: the Arizona State Law regarding Teacher Evaluation, the District's effective teaching rating scale, and the development of the acceptable ranges (Highly Effective, Effective, Developing, Ineffective) and the specific indicators (Group A, B) within those labels. A chart was shown that reported the distribution of a sampling of Amphi teachers within these labels and indicators in 2012-2013; the information revealed that 50% of the teachers are at a 50% Highly Effective rating and more than 30% rated at an Effective rating. Evaluation data will continue to be analyzed and adjustments will be made as necessary. The Team developed a philosophy containing seven (7) points of focus: We want the best for our students; We want teachers to be highly skilled; We want teachers to feel valued and appreciated; Teachers are more than a number. . . they make the difference in the lives of students each and every day. The difference they make is difficult to quantify; This method of labeling is based on qualified evaluator observation and three (3) years of student growth data; We will continue to revise this model annually as needed; and, We must follow Arizona State Law.

Dr. Lopez stated that evaluation data will continue to be analyzed. All teachers will have a label and that information will be sent to the ADE (Arizona Department of Education) as required by law. Continued adjustments will be made as needed based upon any inconsistencies or anomalies that are discovered.

In response to comments and questions by Dr. Barrabee and Mrs. Cozad, Dr. Lopez stated that complex data collection and assessments have been developed. She described the steps that are in place to ensure an equitable process; she cited the following examples: one (1) person will be charged with the training of teacher evaluators; continued data collection; and, annual follow-up training.

Dr. Barrabee expressed appreciation to Dr. Lopez for her leadership in this endeavor.

##### **B. Review of Proposed Revisions to Governing Board Policies and District Regulations Developed through the FY 2014 Meet and Confer Process and Pertaining to Section G of the District Policy System, Regarding Personnel**

Board Book information: *Over the course of last school year, representative teams from both the District administration and the Amphitheater Education Association met and conferred regarding several employment-related policy matters for district staff. The teams met on several occasions. A substantial portion of the work undertaken by these teams was necessitated, even required, by the Arizona Legislature's passage of House Bill 2823, which mandated significant change to teacher evaluation and related policies.*

*The work of the meet and confer teams for policy had to be suspended at one point last year, to allow timely work on matters of compensation. The policy work resumed after the compensation recommendation was presented to the Governing Board.*

*The policies or regulations proposed for revision by the joint teams, and an explanation for each policy document, are set forth below. In addition to the proposals for specific revision of policies or regulations, the teams also reached agreements for cooperative efforts to address certain issues or concerns. Those items are also detailed below.*

*In the sections which follow, the typical procedure for noting changes to policy documents is followed: additions to policy are indicated by blue text and deletions by red text.*

#### Regulation GCM – Professional Staff Workload

*This regulation was studied because of the differences that exist among the workdays of teachers working at different school levels. These differences are driven, in part, by variances in the instructional time requirements at each school level (elementary, middle and high). The teams recognized that these differences made the computation of contracts for part time personnel complicated and sometimes inconsistent between the school levels.*

*Although the regulation had long expressly provided that the computation of a part-time contract FTE would be based upon the respective portion of a 40-hour work week, the application of this language could be inexact because of variances in such factors as the length of a course period at each respective level. This is more of an issue for middle and high school situations, where the school day is divided into specific and finite segments (class periods) that do not always lend themselves to simple division. It was proposed and is recommended that modification be made to become more specific in the determination of FTE for middle and high school personnel, as that is where the potential for disparity was evident.*

*The attached proposal therefore defines the workday of middle and high school teacher's based upon the number of class periods assigned to them, which the teams believe can assure more consistent FTE assignments across the District.*

*The team also proposes another change that reflects the more inherent meaning of a "professional workday". Concern was expressed that, from time to time, confusion arises about the implications of a professional, salaried employee leaving early or arriving late (for less than a four hour block, which is deducted from applicable leave time). Based upon this concern and the need for consistency between supervisors, a revision is proposed that will make clear allowance for the occasional occurrence of brief part time absence without risk of penalty, while still assuring against abuse of such allowance. It was additionally agreed that the District would develop training for administrators to additionally ensure consistence and a balanced approach to the issues.*

#### GCO/GCO-R – Evaluation of Professional Staff Members

*This policy set, and the need for and the specifics of their revision, are driven by House Bill 2823. This bill mandated extensive changes to long standing evaluation structures and protocols for certificated teachers, as that term is defined by statute. These changes follow those previously directed by the state legislature in previous session laws.*

*The bill, among other things requires that the following terms and conditions be included in each school district's evaluation structures, policies and procedures for the 2013-2014 school year:*

- *Extension of the probationary teacher period to any teacher beginning the teacher's fourth year of employment who has been designated in one of the two lowest performance classifications pursuant to A.R.S. 15-203(A)(38) and who is under a contract of employment.*
- *Provision that teachers affected by the foregoing extension of probationary status shall not have the right to a hearing pursuant to ARS 15-539(G) prior to dismissal.*
- *Opportunities for public discussion on the evaluation policies (which are afforded in Amphitheater by virtue of the meet and confer process as well as call to the audience).*
- *Incentives for teachers in the highest performance classification (highly effective), including multiyear contracts not to exceed three years, with allowance for any such teacher to decline a multiyear contract (without loss of employment), but without any protection from normal termination procedures.*
- *Protection for teachers if the principal of the school is designated in the lowest performance classification.*

*Beginning in 2015-2016, the policies described in the four last bullets above will also need to include the following:*

- *Support and consequences for teachers designated in the lowest performance classification (ineffective).*
- *An intervention option for teachers designated in the lowest performance classification that includes the use of a performance improvement plan for those teachers, pursuant to A.R.S. 15-539. This intervention must be limited by policy to use only once for each teacher.*
- *Dismissal policies pursuant to A.R.S. 15-539 for teachers who continue to be designated in the lowest performance classification following use of the intervention option.*
- *Dismissal policies pursuant to A.R.S. 15-539 for teachers who are not provided an intervention option. The policies must require that the school district governing board initiate inadequacy notice and dismissal process pursuant to A.R.S. 15-539 no later than the second consecutive year in which the teacher is designated in the lowest performance classification.*

*The proposed revisions to Policy GCO and Regulation GCO-R incorporate many of the required terms and conditions mandated by HB 2823 which are described above. For example, the revisions include the mandated extension of the probationary period for "developing" and "ineffective" teachers who are beginning their fourth year of employment and the exclusion of the right to a hearing normally attendant to a teacher in their fourth year.*

*To balance the addition of the newly mandated terms which may be viewed as negative, the teams recommend the deletion of other already existing provisions in this policy set that pertain to specific termination procedures. The rationale for their deletion from this policy set is their existence elsewhere – in other policies -- the thought of the teams being that Policy GCO and its regulation should have as positive a tone as possible because their purpose is to describe evaluation, not termination, protocols.*

*The policy and regulation are also recommended for revisions that will comport with the changes made to the ATPES system, as policy and the more specific procedures of ATPES must be reconciled and consistent. For example, the proposed revisions would also include the statutory mandates that there be at least two actual classroom observations of the certificated teacher demonstrating teaching skills in a complete and uninterrupted lesson by the person observing the teacher and that there be at least sixty calendar days between the first and last observations. By separate agenda item this evening, the Governing Board will also review ATPES manual changes that are relevant to this policy and regulation.*

GCMF – Professional Staff Duties and Responsibilities

*State law now also mandates that each governing board, by policy, prescribe that teachers make student learning the primary focus of their professional time. The teams jointly recognize this goes without saying for the Governing Board and for every teacher. Nonetheless, a revision to GCMF is proposed which would include this term. Also included here is another mandate: that teachers be protected from liability when engaged in instruction about (not in or of) religion made in good faith.*

GCK – Professional Staff Assignments and Transfers

*HB 2823 also included requirements for policy affecting the transfer and assignment of teaching staff. For example, the bill mandates that policy provide for:*

- *Incentives for teachers in the two highest performance classifications to work at schools that are assigned a letter grade of D or F pursuant to A.R.S. 15-241.*
- *Protection for teachers who are transferred to schools that are assigned a letter grade of D or F pursuant to A.R.S. 15-241.*
- *Prohibition of the transfer of a teacher who has been employed by the school district for the major portion of three or more consecutive school years and who is designated in the lowest performance classification for two consecutive school years unless the district has issued a notice of inadequacy of classroom performance and approved a performance improvement plan for the teacher pursuant to A.R.S. 15-539 and the governing board has approved the new placement as being in the best interests of the pupils in the receiving school.*
- *Provision that a teacher meeting the description in the bullet section just above cannot be transferred more than once.*
- *Consideration of the needs of the pupils in the school district and the current distribution of teachers across all of the four performance classifications adopted by the State Board of Education pursuant to A.R.S. 15-203(A)(38)*

*Policy GCK is therefore presented by the teams with proposed revisions that would establish both mandated transfer eligibility restrictions as well as incentives. The incentives include a stipend (contingent on state funding, reduction in force and corrective action protections, multi-year contracts, reimbursement of NBCT fees or tuition costs, and additional leave time).*

Agreement for Increased Communication of Workplace Harassment and Climate Policies

*The teams discussed that employees may be unaware of currently existing District policies and regulations governing workplace conduct of employees which affect the climate of the workplace for all of its stakeholders. The teams agreed that there should be additional communication regarding the same. Specifically, it was agreed that the District would work with AEA to develop a document of some form which could operate to condense and summarize pertinent district policies for dissemination and which might also be included in staff handbooks or similar materials. Each work site would also be responsible for posting this summary document and for reviewing it at the start of each school year. The Human Resources Department would also add the document to its existing review of pertinent District policies and regulations.*

Agreement for Increased Communication Regarding District Committee Opportunities

*The teams discussed a lack of knowledge and awareness of opportunities for staff to serve on committees that are formed from time to time to provide input into decisions that must be made or actions that must be carried out. The teams agreed that when such committees are being formed, appropriate staff should be notified. As they are notified of the formation of the committee, staff should also be informed of the specific needs, time commitments, purposes and goals of the committee. Because some staff do not understand the representative nature of such*



*committees and that there are no limits to their size, it was agreed that staff should be advised that committee membership is necessarily limited to ensure effectiveness and that they may not be selected for participation. It was also proposed that, whenever possible, the work of committees be shared with those affected by it, recognizing some committees (such as hiring committees) require confidentiality. Finally, it was agreed that communication of committee membership opportunity might be facilitated through a general announcement at the beginning of each school year.*

Mr. Nelson introduced the item and noted that the information is reporting the results of last year's meet and confer policy discussions and recommendations but are in effect for the 2013-2014 school year. The item is presented for study; no action is requested at this time.

Mr. Jaeger was invited to provide an overview of the item. He displayed a PowerPoint presentation capturing the many changes and describing the policy revisions being proposed resulting from many meetings of the respective teams. The process began last year at an Executive Session at which Board Members reviewed the body of work and determined the policies that the committee needed to undertake. Each organization – the District through the Superintendent and the AEA through their Executive Board, appoint their representative teams – one team each for certificated and support (classified) staff. It is important to note that the committees' charge is to provide recommendations to the Superintendent and in turn to the Governing Board regarding policy changes. The recommendations are not binding by the Governing Board; they are the elected representatives of the public and are thereby always able to reserve the right to make final determinations on any Board policies. The intention of the meet and confer process is to enter into collaboration and come to agreement based upon common and shared interests. He named the Teams as comprised by: AEA – Certificated: John Fife, AEA president, Michael Robinette, Kevin O'Driscoll, and Kathryn Pivonka, Facilitator; for Support Staff: John Fife, AEA president, Kathryn Pivonka, and Robert Wacker. For the District – Certificated: Todd Jaeger, Monica Nelson, John Lansa, and Roseanne Lopez, Facilitator; for Support Staff: Andy Heinemann, Marc Lappitt, Tom Gill, and Mike Bejarano, Facilitator. The teams are successful due to established relationships and a good working knowledge of District policies. The policy work done this past year will be effective during this school year, 2013-2014, and was in large part driven by the Legislature which again largely focused on the requirements established by HB 2823. This continues the recent trend for substantial revisions to long-standing protections, rights, and procedures for teachers and principals. He highlighted the mandates of HB 2823 for school years 2013-2014 through 2015-2016.

Mr. Jaeger noted that one of the key aspects of the Bill establishes the classifications that Dr. Lopez just reviewed in the previous agenda item. It is a priority to establish those definitions. He highlighted the Board Book materials, noting some of the teacher incentives being considered, i.e. multi-year contracts, etc., and related components. The legislature may discover difficulty in meeting the challenges for incorporating the changes currently due for implementation by 2015-2016. He also reviewed team discussions about increased communication on workplace climate protections (conduct of employees) and communication on district committee service opportunities (allowing input into decision-making opportunities). The details of the meet and confer process is considered confidential until they are submitted to the Board for approval. This item is being presented for initial study at this meeting. The ratification process needs to be completed by the AEA membership, this is a significant undertaking.

Mr. Nelson thanked all of the meet and confer team members.

Mr. Fife, AmphiEA president, addressed the Board. He reviewed the process used by the Association and its membership – highlighting the voting process, which again this year will be done through online voting. The ratification process is expected to be completed in time for the item to return to the Board requesting approval.

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

There were no Board Member requests.

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

Mrs. Zibrat again described the procedures for addressing the Board, as was done at the first Public Comment opportunity at the beginning of the meeting. Three speaker cards were received from community members wishing to address the Board regarding the same topic, approving out of country travel by students. Ms. April Kozubal, Ms. Tammie Penta, and Ms. Lori Gipson addressed the Governing Board requesting that it consider policy changes that would allow overseas travel, or outside of the country, and the possible use of tax credits for the funding of travel expenses.

Mr. Jaeger interceded at this time to ensure compliance with Open Meeting Law mandates; reminding the Board and audience members that the intent of Public Comment gives the community an opportunity to share information with the Board; however, the Board may not engage in what might be determined as “discussion” about topics not listed on the agenda pursuant to Arizona revised statutes and interpretation by the State Attorney General.

**ADJOURNMENT**

Ms. Day moved to adjourn the meeting. Mrs. Cozad seconded the motion and it passed unanimously, 5-0. Mrs. Zibrat declared the meeting adjourned at 9:27 PM.

\_\_\_\_\_  
Respectfully submitted,  
Margaret Harris

\_\_\_\_\_  
Mrs. Susan Zibrat, President

\_\_\_\_\_  
Date

Approved: TBA