

**Minutes of the Regular Governing Board Meeting  
of Amphitheater Public Schools  
Tuesday, July 9, 2019**

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A regular public meeting of the Governing Board of the Amphitheater Public Schools was held Tuesday, July 9, 2019, beginning at 5:15 p.m. at the Wetmore Center, 701 West Wetmore Road, in the Leadership & Professional Development Center.

**Governing Board Members Present**

Ms. Vicki Cox Golder, President  
Ms. Susan Zibrat, Vice President  
Dr. Scott K. Baker, Member  
Ms. Deanna M. Day, M.Ed., 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  
Mr. Michael Bejarano, 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  
Ms. Tassi Call, Director of 21<sup>st</sup> Century Education  
Mr. James Burns, Executive Manager of Operational Support  
Ms. Michelle Valenzuela, Director of Communications  
Dr. Shannon McKinney, Director of Curriculum and Assessment

**CALL TO ORDER AND SIGNING OF THE VISITOR'S REGISTER**

*President Cox Golder called the meeting to order at 5:15 p.m. and invited members of the audience to sign the visitors' register.*

**PLEDGE OF ALLEGIANCE**

*President Cox Golder asked Ms. Tong to lead the Pledge.*

**1. EXECUTIVE SESSION**

*President Cox Golder asked for a motion to recess the Open Meeting to hold an Executive Session. Vice President Zibrat moved to recess the Open Meeting to hold an Executive Session for Item A. in reference to A.R.S. §38-431.03(A)(5). Ms. Day seconded the motion. Voice vote in favor 5: President Cox Golder, Vice President Zibrat, Dr. Baker, Ms. Day, and Mr. Kopec. Opposed - 0. President Cox Golder proclaimed they were in Executive Session at 5:17 p.m.*

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

1. In 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 Compensation and Benefits for Certificated, Professional Non-Teaching, Support and Administrative Staff for the 2019-2020 Fiscal Year Pursuant to A.R.S. §38-431.03(A)(5).

**2. RECONVENE REGULAR PUBLIC MEETING AND SIGNING OF GUEST'S REGISTER**

*President Cox Golder reconvened the public meeting at 6:07 p.m.*

**ANNOUNCEMENT OF DATE AND PLACE OF NEXT SPECIAL GOVERNING BOARD MEETING**

President Cox Golder said the next Special Governing Board meeting will be held on Tuesday, July 23, 2019 at 5:00 p.m., at the Wetmore Center, 701 W. Wetmore Road in the Leadership & Professional Development Center.

**PUBLIC COMMENT**

There were no comments at this time.

**3. INFORMATION**

**A. Superintendent's Report**

Superintendent Jaeger provided a brief review of events and upcoming activities in the District.

He began by reporting that NICHE, a national organization that ranks school districts, colleges, universities, etc. recently issued this year's rankings. He was excited to report that Amphitheater School District, which traditionally ranks fairly high, was ranked as the fourteenth best school district in Arizona. Superintendent Jaeger said that we owe that ranking all to the staff of the District.

Superintendent Jaeger also spoke about the Model Schools conference he and the Board attended in June. Three of our principals and several staff members from Amphitheater Middle School also attended this conference. The conference was led by Dr. Bill Daggett, an educational futurist. He mentioned that at the next Board meeting there will be a Study Item to review what was learned at the conference.

He described some trainings that he has or will be attending.

On July 26, the District will be holding the All Administrative Retreat here at the Wetmore Center. Then on August 5, the District will hold the annual Effective Teaching Conference for new Amphi teachers. Returning teacher will be back on August 5, and the first day of the 2019-2020 school year is August 8.

**B. Status of Bonds**

Superintendent Jaeger invited Mr. Burns to update the Board on our districtwide Bond projects.

Mr. Burns provided the Governing Board with the following current information on the status of all Bond projects throughout the District.

Canyon Del Oro High School Bond projects included the Public Address (P.A.) system upgrades and the interior wiring which is 60% complete. The track replacement is complete. The football field renovation is underway; the existing field was been removed, and the new field installation is scheduled to begin on July 1. The CT supply water line repair is in progress; the piping has been installed, and the backfilling will begin next week.

Ironwood Ridge High School Bond projects included the security and wrought iron fencing which is now complete. Painting of the new security fencing (IRHS blue) is now complete. Painting of the courtyard Ramada is in progress. The flooring improvements to the cafeteria, band, and music room are underway; the demo is complete. Carpet is scheduled to be installed next week. The concrete work in the cafeteria is 40% complete, and the painting of the stripes and water fountain additions are scheduled to be done in the next few days. The central plant boiler replacement is also underway. The HVAC (Heating/ Ventilation/Air-conditioning) unit replacements on buildings H, J & the plant are complete, as is the mini split system & junction box replacement. The security – access control upgrades are also complete.

Copper Creek Elementary Bond projects included the access control hardware upgrades which are now complete.

Coronado K-8 School Bond projects included the removal and repair of the HVAC controls which is scheduled to begin in July. The security fencing upgrades are underway, and the carpet installation in the band room is now complete.

Cross Middle School Bond projects included the wrestling gym HVAC renovation which is 40% complete and new duct work and electrical work which is now complete.

El Hogar Bond projects included the HVAC replacements to the Land Lab which are complete.

Harelson Elementary Bond projects included the boiler replacement, materials are on order. The carpet installation in building B, rooms 1-6 are in progress.

Keeling Elementary Bond projects included the parking lot replacement which is complete; the HVAC control upgrades in building D, which is scheduled to begin on July 1; and the Fiesta Bowl playground grant project which is scheduled for fall break.

La Cima Middle School Bond project included a Maker Space which is in progress.

Mesa Verde Elementary Bond projects included the parking lot renovation, which is in progress. Flooring improvements to Kindergarten rooms 1 & 2, concrete work began in June and the carpet installation is in progress.

Nash Elementary Bond projects included the inner-campus security fencing upgrades which is 95% complete. The boiler replacement and a new drinking fountain in building G are in progress.

Painted Sky Elementary Bond projects included a Maker Space which is in progress. The security fence painting is scheduled to begin July 15. The carpet installation in the music room is scheduled to begin in July.

Prince Elementary Bond projects included the HVAC renovations to buildings CN, CW, and CE is 95% complete.

Rillito Center Bond project included the pool renovation which is underway.

Rio Vista Elementary Bond projects included a Maker Space which is in progress.

Walker Elementary Bond projects included a single point of entry which is in progress. The security fencing upgrades which is now complete. The security fence painting which is in progress. The electrical additions are complete and flooring is underway for the Maker Space in room 19, The P.A. system upgrades is in progress and the administration renovation fire alarm modification has begun.

Wilson K-8 School Bond projects included walkway lighting which is complete. The HVAC control upgrades to the library and upper 700 wing is complete. The fire alarm control panel replacement is underway and the carpet installation in the 600 wing to rooms 601-611 is now complete.

Mr. Burns offered to answer any questions the Board may have, there were none. For detailed information see Exhibit 16.

#### 4. **CONSENT AGENDA**<sup>3</sup>

*Details of agenda items, supporting documents, and presentations are available for review in the electronic BoardBook by clicking on the hyperlinks below.*

<https://v3.boardbook.org/Public/PublicHome.aspx?ak=1000433>

*President Cox Golder asked if there were any Items that should be pulled for further discussion, there were none. Ms. Day moved that Agenda Items A. - O. be approved as presented. Vice President Zibrat seconded the motion. There was no discussion. Voice vote in favor - 5: President Cox Golder, Vice President Zibrat, Dr. Baker, Ms. Day, and Mr. Kopec. Opposed - 0. The items passed.*

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

*Non-administrative personnel were approved as listed in Exhibit 1.*

##### **B. Approval of Personnel Changes**

*Certified and classified personnel were approved as listed in Exhibit 2.*

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

*Separation(s) and termination(s) 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 Stipend for Coaching Volunteers**

*Stipends for coaching volunteers were approved as listed in Exhibit 5.*

##### **F. Review and Approve Revisions to Placement Schedules for Fiscal Year 2019-2020**

*Revisions to placement schedules for fiscal year 2019-2020 were approved as listed in Exhibit 6.*

**G. Approval of Minutes of Previous Meeting(s)**

*Minutes of the March 27, 2019 Governing Board meeting were approved, see Exhibit 7.*

**H. Approval of Vouchers Totaling and Not Exceeding Approximately \$1,350,209.98**

*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 8:*

Voucher #	Amount	Voucher #	Amount	Voucher #	Amount
343 ENC	\$53,575.33	344 ENC	\$412,603.23	336 ENC	\$54,512.66
337 ENC	\$63,921.25	338 ENC	\$564,237.86	339 ENC	\$77,982.81
340 ENC	\$97,825.83	341 ENC	\$7,742.50	342 ENC	\$10,850.48
345 ENC	\$6,958.03				

**I. Receipt of May 2019 Report on School Auxiliary and Club Balances**

*The Governing Board approved the receipt of the May 2019 Report on School Auxiliary and Club Balances as listed in Exhibit 9.*

**J. Acceptance of Gifts**

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

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

*Out of state travel was approved as listed in Exhibit 11.*

**L. Verification of Desegregation Funding Matters and Submission of Desegregation Funding Report, Pursuant to A.R.S. §15-910(J)(3).**

*The Governing Board approved the Verification of Desegregation Funding Matters and Submissions of Desegregation Funding Report, Pursuant to A.R.S. §15-910(J)(3). Exhibit 12.*

**M. Approval of School Facilities Board (SFB) FY 2020 Capital Plan**

*The Governing Board approved the School Facilities Board (SFB) FY 2020 Capital Plan as presented in Exhibit 13.*

**N. Approval for Community Eligibility Provision Participation**

*The Governing Board approved the Community Eligibility Provision Participation as presented in Exhibit 14.*

**O. Approval of Governing Board Policy Exhibit CCB-E (Line and Staff Relations: Organizational Chart)**

*Governing Board Policy Exhibit CCB-E (Line and Staff Relations: Organizational Chart) was approved as presented in Exhibit 15.*

**5. STUDY/ACTION**

**A. Selection of Governing Board Delegate and Alternate for Arizona School Board Association (ASBA) Delegate Assembly; Determination of Governing Board Position on ASBA Legislative Action Agenda Items; Direction to Delegate and Alternate.**

Superintendent Jaeger made note that in preparing for next year's Legislative Session one of our needs is selecting a delegate from this Board to ASBA's Delegate Assembly. He invited Ms. Tong to speak to the Board regarding ASBA's Political Agenda.

Ms. Tong recommended nominating a delegate and alternate at this time, and later, when ASBA gives us their political agenda to review, the administration will then ask for the Board's recommendation to ASBA.

*Ms. Day nominated Dr. Scott Baker to be their delegate and Mr. Matthew Kopec as alternate. Vice President Zibrat seconded the motion. There was no further discussion. Voice vote in favor - 5: President Cox Golder, Vice President Zibrat, Dr. Baker, Ms. Day, and Mr. Kopec. Opposed - 0.*

President Cox Golder proclaimed Dr. Scott Baker as the 2019 Delegate and Mr. Matthew Kopec as alternate.

## **B. Adoption of 2019-2020 Expenditure Budget**

Superintendent Jaeger reminded the Board that a proposed budget was already approved by the Board. He invited Mr. Little to introduce this Item for the Board's review, to answer any questions the Board may have, and adopt the 2019-2020 expenditure budget, if the Board so desires.

Mr. Little made note of the statute that requires school districts to propose a budget, allow for review for ten days, and then adopt a budget by July 15. The budget being submitted for adoption is identical to the budget proposed on the June 20, 2019 meeting, with the exception of the additional desegregation pages required by state law. Exhibits 17 and 18.

Desegregation: These budget pages detail the desegregation expenditures on a school by school basis and are required by Arizona Revised Statutes §15-910(J). The Desegregation budget total is unchanged from the prior year at \$4,025,000.

Cover Page: The property tax rates have been adjusted to reflect multiple law changes. The exact impact to individual property owners will be determined by how their property values changed relative to the state average. Overall, most homeowners will see a significant increase in their property tax bill.

Page 1 of 8: Overall, the Maintenance and Operations budget has increased by \$3,621,446 from the 2018-2019 budget revision number 2. This increase in the total budget is the result of inflation funding and an additional funding for teacher pay increases.

Page 3 of 8: A slight increase to Proposition 301 revenues is projected. This budget anticipates collections of \$6,675,889 in 2019-2020 and which is significantly lower than the peak collection of \$7,754,546 in fiscal year 2007-2008. Hopefully, the sale tax increases will continue into future years.

Page 4 of 8: The Unrestricted Capital budget assumes a \$1,921,309 budget reduction from the Legislature. The actual number will not be finalized until May of 2020. It is important to note that the Unrestricted Capital funding formula should provide

\$6,295,800 in funding rather than the \$4,374,491 that is available with the Legislative reduction.

Mr. Little offered to answer any questions the Board may have, there were none.

*Ms. Day moved to adopt the 2019-2020 expenditure budget as presented. Vice President Zibrat seconded the motion. There was no discussion. Voice vote in favor - 5: President Cox Golder, Vice President Zibrat, Dr. Baker, Ms. Day, and Mr. Kopec. Opposed - 0. The item passed*

**C. Review and Approval of the Joint Recommendation of the Meet and Confer Teams for Use of the Remaining Funds Provided by the 20 by 2020 Plan for Compensation of Certificated Employees for Fiscal Year 2019-2020**

Superintendent Jaeger recalled that the initial approval of the Meet and Confer (M&C) teams still required further work on the certificated part of the compensation structure with remaining funds that were provided through legislative action. He asked Ms. Tong to speak on this Item.

Ms. Tong noted that on June 11, 2019, the Governing Board approved a compensation package for fiscal year 2019-2020. Following that June 11, 2019 Board meeting, the joint Meet and Confer teams met again specifically to address the remaining funds received through the increase to the Maintenance and Operations budget (which encompasses funds received for teachers through the Governor's 20 by 2020 plan) and direct that the joint M&C teams continue to develop and recommend criteria (which may for example include longevity in Amphitheater Public Schools or persons who were not previously adjusted in earlier years) for a one-time adjustment to base pay for qualified teachers.

The recommendation by the joint M&C teams provides for the following salary increases for certificated personnel in the classifications of teacher, counselor, librarian and certified non-teaching (includes CISS, ISA, and SPED Facilitators):

1. Increase salaries for persons in the above-classifications by an additional 1.23%.
2. Approve a one-time longevity stipend, to be paid in the 2019-2020 school year only, based upon years of service with Amphitheater, that will then roll into the base salary for the 2020-2021 school year for the qualified recipients (list attached):
  - a. \$500 stipend for persons with 6-14 years of service as certificated employee with Amphitheater Public Schools;
  - b. \$1,000 stipend for persons with 15+ years of service as a certificated employee with Amphitheater Public Schools.
  - c. Teachers paid on an ASRS Retiree Returning to Work Teacher Contract do not qualify for this stipend:
3. Salary increases are based upon a 1.0 FTE.

To conclude, appreciation was again expressed to the members of the Meet and Confer teams who reconvened during the summer to provide the Governing Board with a recommendation for distribution of the remaining funds.

Ms. Tong provided detailed information and employee lists for these increases in Exhibits 19, 20, and 21.

Ms. Tong offered to answer any questions the Board may have, there were none.

#### **PUBLIC COMMENT ON ITEM:**

President Cox Golder read the Call to the Audience Procedures.

Ms. Lisa Millerd, Amphi Education Association (AEA) President, spoke regarding her thoughts of this Agenda Item. She said that when the M&C teams left the last meeting they all agreed on the recommendation and on communication for the District website. She said the Agenda Item was not fully shared with AEA before it was posted and that parts of it are biased. Ms. Millerd asked that the policy process be revised. She would like to have a neutral facilitator and she would like the Governing Board to invite AEA to de-brief and give their perspective to make this a better process for everyone.

Ms. Nina Godlewski asked that the Board consider reviewing and changing the Meet and Confer policy to give employees a greater voice in the process. She felt that there was inequity in communication, and the AEA team had no voice in communicating information to the Board. She said that timing of the survey was wrong and should have been sent out before the options were explored. She also felt there was not a viable option to select on the survey, and therefore did not take the survey.

Ms. Darlene Rowe stated that she has worked in the Amphi School District 20 years and chose not to take the survey because didn't feel any of the options were applicable. She noted that on this Board Item she is the "the teacher" number 9 was referring to and felt that this was not accurate of what she actually said. She said that she meant the District should ask employee opinions and suggestions, as some may have creative solutions. Think of it as an ongoing family meeting, she said.

Superintendent Jaeger said he was recommending approval of the M&C team's joint recommendation as stated in this Item. He also took a moment to thank all members of the joint teams, both association representatives and administration representatives for all of their many efforts this year. He understands that it was a long year and took them away from their families, other duties, and other responsibilities. Superintendent Jaeger noted that he had been a Meet and Confer participant for about 20 years previously. He said he knows and understands how much work it is, and he truly appreciates everything everyone involved does.

*President Cox Golder moved that this item be approved as presented. Mr. Kopec seconded the motion. There was no further discussion. Voice vote in favor - 5: President Cox Golder, Vice President Zibrat, Dr. Baker, Ms. Day, and Mr. Kopec. Opposed - 0. The item passed.*

#### **PUBLIC COMMENT**

There were no other public comments.

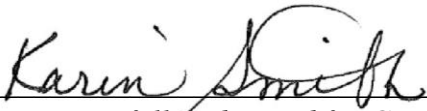


### **BOARD MEMBER REQUESTS FOR FUTURE AGENDA ITEMS**

There were none.

### **ADJOURNMENT**

*Ms. Day moved to adjourn the meeting. Vice President Zibrat seconded the motion. There was no further discussion. Voice vote in favor - 5: President Cox Golder, Vice President Zibrat, Dr. Baker, Ms. Day, and Mr. Kopec. Opposed - 0. Meeting adjourned at 6:45 p.m.*



*Minutes respectfully submitted for Governing Board Approval*  
*Karin Smith,*  
*Executive Assistant to the Superintendent and Governing Board*

May 20, 2020  
Date

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Ms. Deanna M. Day, M.Ed., Governing Board President

May 26, 2020  
Date