

Final Release: Monday, March 22, 2021, 3:30 p.m.

SPECIAL PUBLIC MEETING OF THE AMPHITHEATER GOVERNING BOARD

**Leadership and Professional Development Center
701 W Wetmore Road
Tucson, AZ 85705**

Tuesday, March 23, 2021

5:30 PM

(Doors open 30 minutes prior to the start of the meeting)

AMPHITHEATER PUBLIC SCHOOLS

MISSION

To empower all students to become contributing members of society equipped with the skills, knowledge, and values necessary to meet the challenges of a changing world.

We Believe

- ❖ ***All students can learn and achieve.***
- ❖ ***Everyone has unique strengths, talents, and needs.***
- ❖ ***All students and staff should be responsible for and dedicated to educational excellence.***
- ❖ ***Education requires cooperation, honesty, and respect among the students, parents, staff, school, and community.***
- ❖ ***The school community deserves a safe and caring environment.***
- ❖ ***Our actions reflect our values and our dedication to meeting student needs fairly and equitably.***
- ❖ ***Ample resources are essential to accomplish the Mission.***

We Value

achievement, caring, creativity, curiosity, diligence, diversity, fairness, honesty, kindness, respectfulness, responsibility and service to the community.

AGENDA*

As permitted by the Arizona Open Meeting Laws, Board members may participate in this meeting by telephone, video or internet conference. Due to pandemic conditions, this meeting will also be streamed live for the public online. The link for the meeting will be posted on the day of the meeting on the District's website, www.amphi.com.

The following steps will be taken to ensure the safety of staff and the public. Masks are currently required, regardless of vaccination status due to the current pandemic conditions. Anyone with a fever, cough or other symptoms of COVID-19 will not be allowed to attend in person. Attendees will be asked to maintain a recommended distance from others.

Persons present at the Board meeting may complete a form requesting to speak to the Board. Individuals who wish to address the Board in-person during Call to the Audience should fill out a public comment card and hand it to the Governing Board Secretary located in the main hallway of the Leadership and Professional Development Center.

* The Governing Board may meet in an executive session concerning any item on this agenda for purpose of consultation with legal counsel, pursuant to A.R.S. § 38-431.03(A)(3). Rules of Order that apply to Governing Board meetings may be suspended by a vote of the majority of the Board. One or more Governing Board members may attend by electronic means.

¹ Persons interested in addressing the Governing Board must complete and submit a form available from the Governing Board secretary. Procedures for addressing the Board are outlined on the form.

² Information items are for discussion only; no action will be taken.

³ Details are available in the offices of the Associate Superintendents, Associate to Superintendent, and Chief Financial Officer.

⁴ Study session items are for discussion only; no action will be taken.

All comments are limited to 3 minutes to ensure an equitable opportunity to address the Board. In addition, to ensure adequate time is available for other Governing Board business, a maximum time limit for Public Comment will be observed. Those unable to speak within the specified time limits may also submit comments to the Board in writing.

We apologize in advance for any unforeseeable difficulties and ask for your patience as we navigate unprecedented conditions.

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

Ms. Susan Zibrat, President

2. PLEDGE OF ALLEGIANCE

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

Tuesday, April 13, 2021 at 6:00 p.m., Wetmore Center, 701 W. Wetmore Road, Tucson, AZ 85705 in the Leadership & Professional Development Center, SE Entrance and Parking.

4. PUBLIC COMMENT¹

5. INFORMATION

A. Superintendent's Report; Update on Pandemic Conditions and Operations 4

6. CONSENT AGENDA³

A. Approval of Appointment of Non-Administrative Personnel 22
 B. Approval of Personnel Changes 25
 C. Approval of Leave(s) of Absence 28
 D. Approval of Separation(s) and Termination(s) 30
 E. Approval of Stipend for Coaching Volunteers 33
 F. Approval of Minutes of Previous Meeting(s) 35
 G. Approval of Vouchers Totaling and Not Exceeding Approximately \$805,805.50 43
 H. Acceptance of Gifts 44
 I. Approval of Parent Support Organization(s) - 2020-2021 46
 J. Approval of Out of State Travel 49
 K. Approval of New Course Names for High School Courses: "Pre-AP" will now be "Honors" 51

7. ACTION

A. Resolutions and Other Action(s) to Recognize and Honor District Employees for Their Loyalty, Dedication and Contributions; Designation of Specific Dates in April and May as Dates for Appreciation of the District's Educational Support Personnel, Teachers, and Other Educational Professionals 52

8. EXECUTIVE SESSION

A. Motion to Recess Open Meeting and Hold an Executive Session for: 70

1. Discussion of Employment and Evaluation of the Superintendent, Pursuant to A.R.S. § 38-431.03(A)(1); and
2. Discussions or Consultations with Designated Representatives of the Public Body in Order to Consider Its Position and Instruct Its Representatives Regarding Negotiations with Employee

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Organizations Regarding the Salaries, Salary Schedules or Compensation Paid in the Form of Fringe Benefits of Employees of The Public Body Pursuant to A.R.S. §38-431.03(A)(5).

9. **RECONVENE PUBLIC MEETING**

10. **PUBLIC COMMENT**

11. **BOARD MEMBER REQUESTS FOR FUTURE AGENDA ITEMS**

12. **ADJOURNMENT**

In addition to display at various locations, copies of each agenda are available 24 hours prior to the meeting in the Records Department (Room 114), Wetmore Center, 701 West Wetmore Road, Tucson, Arizona. The public and the press are also welcome to examine in the Records Department all non-confidential supporting materials for the agenda. Requests for copies, at cost, of any of these supporting materials will be honored as timely as possible.

If you need special accommodations, please call the Governing Board office: (520) 696-5158

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**GOVERNING BOARD AGENDA ITEM
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

DATE OF MEETING: March 23, 2021

TITLE: Superintendent's Report; Update on Pandemic Conditions and Operations

BACKGROUND:

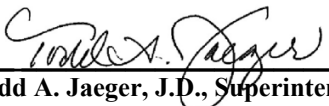
The Superintendent will be providing a review of recent and future activities in the District and community. The Superintendent will also review pandemic conditions and data and their impact on school operations.

RECOMMENDATION:

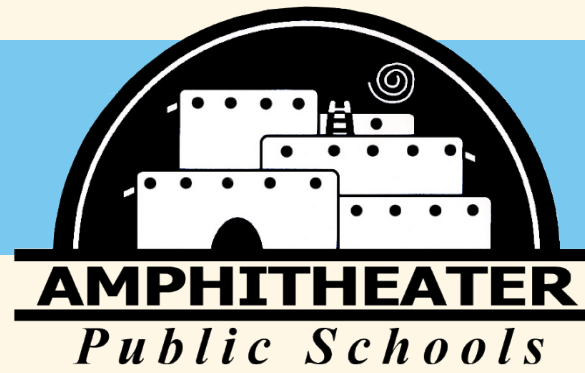
This item is presented for the Board's information.

INITIATED BY:

Date: March 10, 2021



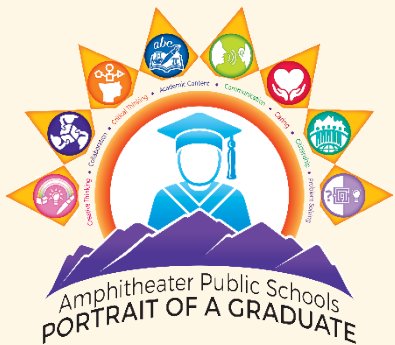
Todd A. Jaeger, J.D., Superintendent



March 23, 2021

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Superintendent's Report





From Our Schools



The Amphitheater High School Interact Club spent some of their spring break beautifying their campus with a painting project. Interact Club is a Rotary International program for students aged 12-18 which develops leadership skills while discovering the power of Service Above Self.



From Our Schools



Before spring break, Rio Vista Elementary School had a popcorn party, complete with music and dancing, for students who participated in their Read-a-Thon! Those students had already exceeded more than 10,000 minutes of reading since the beginning of March!



From Our Schools



Innovation Academy third graders have been learning about the past through the study of fossils and mining. Students have learned how fossils form, as well as the excavation and identification process.



Information from Public Health



Vaccine Availability

Phase 1		
Need additional phase detail? See all past, current, and future phases.		
1A	1B	1C
Healthcare Worker & Healthcare Support Occupations	Adults 70 and Older	Adults of Any Age with High-Risk Medical Conditions
Emergency Medical Service Workers	Protective Services Occupations	Adults Living in Congregate Settings
Long-Term Care Facility Staff & Residents	Education & Childcare Workers	
In-Home Long-Term Care Recipients (Who qualifies?)	Adults 65 & Older	
	<i>Starting March 12</i> Frontline Essential Workers (Who qualifies?)	
	<i>Starting March 12</i> Adults 55 & Older	
	Adults with High-Risk Conditions in Congregate Settings	

Current eligibility is limited to Phase 1 groups shown in green.

Education workers currently eligible.

Broad expansion tomorrow.

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Beginning Wednesday, March 24, registration for vaccination is open to **all Arizona residents, ages 16 and up.**

Register at: podvaccine.azdhs.gov



Pima County Metrics -- As of 3/18

Disease Data

Cases over two consecutive weeks (with complete reporting of cases)

Criteria not met

Progress

Criteria met

Percent Positivity

COVID-19 like illness

Health Care System Availability

Lab Testing Availability and Utilization

Adequate hospital bed capacity to care for 2X the current COVID cases (+ surge) - Statewide

Sufficient Personal Protective Equipment (PPE) for Emergency Responders

Criteria not met

Progress

Criteria met

Public Health Tracking and Investigation

Timely case investigation

Testing of symptomatic contacts within 48 hours

Facilities/support for patients who can't be discharged home - Statewide

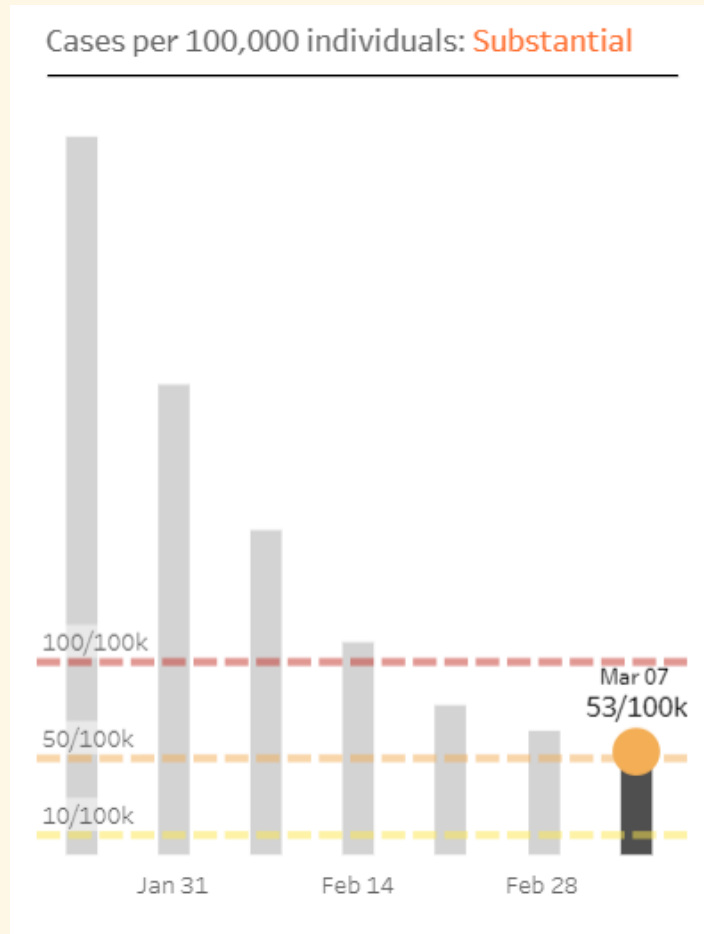
Criteria not met

Progress

Criteria met

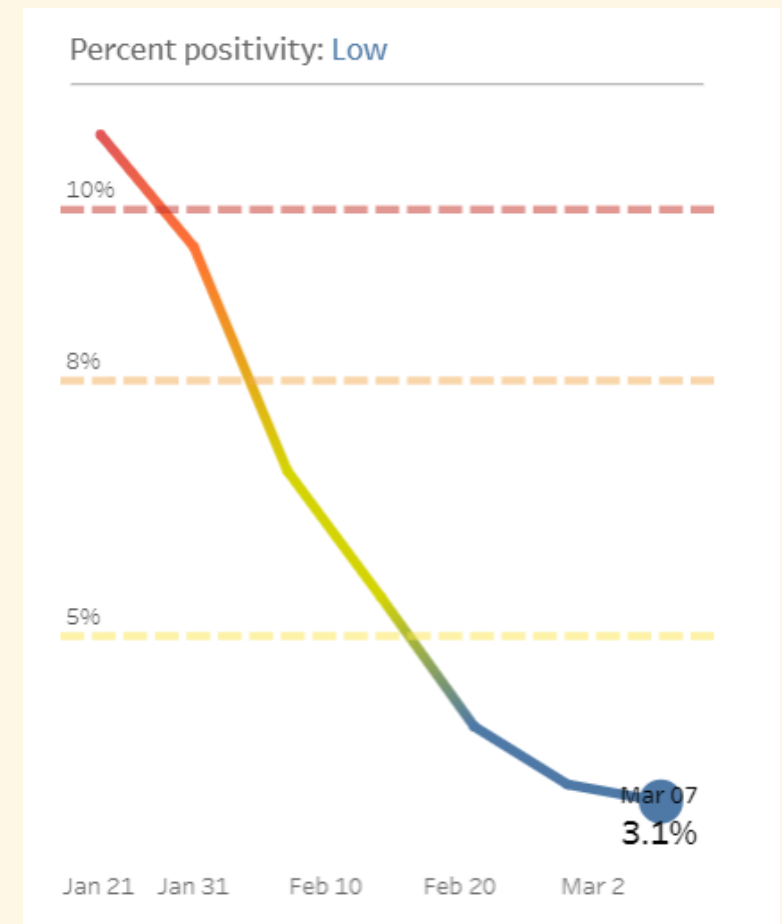


School Guidance – AZDHS For Pima County



For the week of March 7, there was a rate of 53 cases per 100,000 of population in Pima County.

For the week of March 7, there was a COVID test positivity rate of 3.1%





Transmission Category: Substantial Transmission

Indicator	Low Transmission	Moderate Transmission	Substantial Transmission	High Transmission
Total new cases per 100,000 persons in the last 7 days	0 - 9	10 - 49	50 - 99	≥ 100
Percentage of nucleic acid amplification tests (NAATs) that are positive during the past 7 days	<5.0%	5.0% - 7.9%	8.0% - 9.9%	≥ 10.0%

↑
Percent of
Positivity
(3.1%)

↑
Cases per
100 K
(53)



Recommendation – Current Metrics

Recommended Implementation of Mitigation Strategies and K-12 School Learning Modes by Level of Community Transmission

Low Transmission	Moderate Transmission	Substantial Transmission	High Transmission
<p>Key Mitigation Strategies: Universal and correct use of masks is required; physical distancing of 6 feet or more, to the greatest extent possible¹; handwashing and respiratory etiquette²; cleaning and maintaining health facilities; contact tracing in combination with isolation and quarantine.</p>			
<p>Sports and extracurricular activities: physical distancing of 6 feet or more, to the greatest extent possible³</p>	<p>Sports and extracurricular activities: physical distancing of 6 feet or more</p>	<p>Sports and extracurricular activities: occur only if they can be held outdoors, with physical distancing of 6 feet or more</p>	<p>Sports and extracurricular activities: virtual only</p>
<p>Diagnostic testing⁴: Symptomatic students, teachers, and staff and close contacts referred for diagnostic testing</p>			
<p>K-12 schools open for full in-person instruction</p>		<p>Elementary schools in hybrid learning mode or reduced attendance⁵</p>	
		<p>Middle and high schools in hybrid learning mode or reduced attendance</p>	<p>Middle and high schools in virtual instruction unless they can strictly implement all mitigation strategies and have few cases.</p> <p>Schools that are already open for in-person instruction with successfully implemented mitigation strategies can remain open, but only if they continue to strictly implement mitigation strategies and have few cases⁶</p>

Expectation for week of March 29: Moderate Transmission Level (< 50 cases per 100K and <5% positivity on tests)

(Full In-Person Instruction)



New CDC Distancing Guidelines

- Relies on data and studies previously presented at Governing Board meetings
- For elementary schools: at least 3 feet apart in classrooms
 - Assumes universal mask use
 - *Applicable whether community transmission is low, moderate, substantial, or high*
- For middle and high schools: at least 3 feet apart in classrooms
 - Assumes universal mask use
 - *Applicable where transmission is low, moderate, or substantial*



New CDC Distancing Guidelines

- CDC continues to recommend at least 6 feet of distance:
 - Between adults in the school building and between adults and students
 - In common areas, such as school lobbies and auditoriums
 - When masks can't be worn, such as when eating
 - During activities when increased exhalation occurs, such as singing, shouting, band practice, sports, or exercise -- best moved outdoors or to large, well-ventilated spaces whenever possible



Reopening of Our Schools



Reminder Gubernatorial Order 2021-04

- Cites CDC Guidance
- Mandated new transmission metrics (AZDHS)
- Mandated “in-person” learning yesterday in our District (Current “front loaded” hybrid week)
- Low, Moderate, and Substantial Transmission Categories:
 - In-Person Learning mandated for all grades, with option for virtual learning
 - Substantial Transmission: Middle and High Schools may reduce attendance



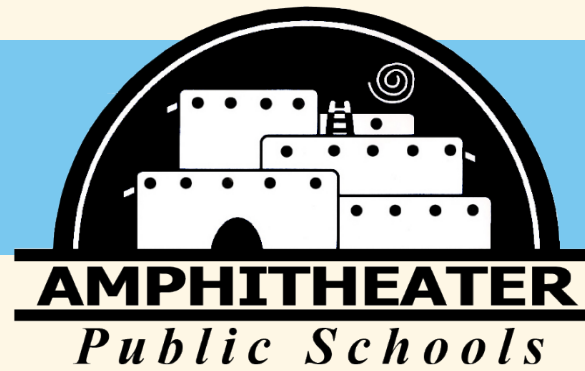
Phased Reopening

- Current Week of March 22: “Front-Loaded” Hybrid Week
 - All students engaged in SeeSaw/Google Classroom learning with teacher guidance on Monday and Tuesday
 - Teachers engaged in additional planning time on Monday and Tuesday
 - In-person classes resume for all students on Wednesday, March 24
- Week of March 29: “Full” In-Person Learning Resumes
 - Layered mitigation protocols to remain in effect until further notice
 - Will coincide with projected moderate transmission status
 - Will coincide with AZDHS recommendation for moderate transmission



Serving All Students – Virtual Alternative

- Distinct from AAO
- Provided to students desiring continued enrollment in home school
- 288 students District wide
- Learning options include: Google Classroom/Seesaw learning platforms; i-Ready; Waterford; Edgenuity; ZOOM Morning/Afternoon Sessions; Concurrent Learning – Full or Partial Day; Listen-In; Paper Learning Support Packets; and Imagine Learning



We are ready for the students we love!²¹





**GOVERNING BOARD AGENDA ITEM
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

DATE OF MEETING: March 23, 2021

TITLE: Approval of Appointment of Non-Administrative Personnel

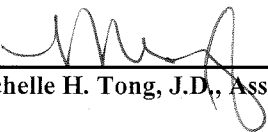
BACKGROUND:

Candidate(s) will be presented herein to fill vacancies created by leaves of absence, retirements, resignations, and new positions. Appointments are current as of March 9, 2021.

RECOMMENDATION:

It is the recommendation of the Administration that the appointment(s) be approved as presented.

INITIATED BY:


Michelle H. Tong, J.D., Associate to the Superintendent

Date: March 9, 2021

3/23/2021

**GOVERNING BOARD MEETING
APPOINTMENTS**

LAST NAME	FIRST NAME	TITLE	CT/CL	LOCATION	LEVEL	EXPERIENCE CREDIT	ADD'L INFO	RECOMMENDED BY	COMMENT
Nuno	Mark	Groundskeeper I	CL-RET	Facilities Support	D	N/A	Replacement	Mr. Spivey	
Flores Prado	Alma	Custodian I	CL	Amphi High School	D	N/A	Replacement	Mr. Malis	
Leibas	Manuel	Journeyman Plumber	CL	Facilities Support	K	5+ years	Replacement	Mr. Duarte	

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*	2019-2020 School Year	HSP High School Principal	ADCT	Addendum Certified
Addendum	Former employee or new hire receiving extra-curricular position	MSP Middle School Principal	ADCL	Addendum Classified
New	New hire filling a newly created position	ESP Elementary School Principal	ADACS	Addendum Amphi Community Schools
Rehire	Former employee returning to a position in the district	HSA High School Assistant Principal	ADDM	Addendum Only
Replacement	New hire filling a vacated position	MSA Assistant Middle School Principal	CT-AD	Certified Administrative
Rescind	Declined position after appointment	ESA Elementary Assistant Principal	CT	Certified
		SAS Support Administrator	CL-AD	Classified Administrative
			CL	Classified
			PR	Professional
			ASW	Student Worker

3/23/2021

Substitutes

GOVERNING BOARD MEETING
APPOINTMENTS

LAST NAME	FIRST NAME	TITLE	CT / CL	LOCATION	EFFECTIVE DATE	COMMENT
Mosteller	Rachel		CT		02/24/2021	
Pederson	Tracy		CT		03/04/2021	
Richards	Amy		CT		03/05/2021	
Seal	Kevin		CT		03/04/2021	

AD Administrative
PR Professional
CT Certified
CL Classified



**GOVERNING BOARD AGENDA ITEM
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

DATE OF MEETING: March 23, 2021

TITLE: Approval of Personnel Changes

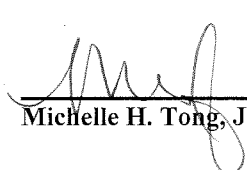
BACKGROUND:

Changes in the employment status of employee(s) and/or job description(s) will be presented herein. Changes are current as of March 9, 2021.


RECOMMENDATION:

It is the recommendation of the Administration that the personnel changes be approved as presented.

INITIATED BY:


Michelle H. Tong, J.D., Associate to the Superintendent

Date: March 9, 2021


Todd A. Jaeger, J.D., Superintendent

3/23/2021

**GOVERNING BOARD MEETING
PERSONNEL CHANGES**

LAST NAME	FIRST NAME	TITLE	CT/CL	LOCATION	REASON	LEVEL	FINANCIAL CHANGE	COMMENT
Clary	Deanna	Assistant Manager of Transportati	CL-PR	Transportation	Promotion	PR EX	0 years	
Colby	Kimberly	Food Service Attendant III - Lead	CL	La Cima Middle School	Promotion	H	+\$0.98	
Felix	Clara	Bilingual Clerk	CL	Nash Elementary	Transfer	D	N/A	
Felix	Clara	Educational Assistant to the Elem	CL	Nash Elementary	Promotion	F	+\$0.49	
Francisco	Diana	Nutrition & Wellness Secretary	CL	Food Service Admin	Promotion	E	+\$0.51	
Martin	Katelyn	Instructional Technology Specialis	CL	Mesa Verde Elementary	Decrease FTE		N/A	
Wichers	Abigail	Instructional Technology Specialis	CL	Mesa Verde Elementary	Additional Position	E	N/A	
Anderson	Katie	ADDN - Extra Days EL	ADCT	Ironwood Ridge High	Added Duty			\$28.16 per hour
Baker	Kevin	Coach - Baseball Head HS	ADCT	Ironwood Ridge High	Addendum			\$3,000.00
Coleman	Kathleen	ADDN - Certified Tutor	ADCT	Amphi Middle School	Addendum			\$30.00 per hour
Hardy	James	Coach - Weight Training HS	ADCT	Ironwood Ridge High	Addendum			\$2,600.00
Hicken	Leslie	ADDN - Certified Tutor	ADCT	Amphi Middle School	Addendum			\$30.00 per hour
Lang	William	Coach - Beach Volleyball - Head	ADCT	Ironwood Ridge High	Addendum			\$3,000.00
Leider	Sydney	ADDN - Essential Recruit Stipend	ADCT	Ironwood Ridge High	Addendum			\$585.37
Marcisak	Adrianna	Coach - Softball Assistant HS	ADCT	CDO High School	Addendum			\$1,200.00
Peace	Dustin	Coach - Weight Training HS	ADCT	CDO High School	Addendum			\$1,300.00
Pincus	Mark	Coach - HS Spring Interscholastic	ADCT	Ironwood Ridge High	Addendum			\$2,850.00
Reis	Cary	ADDN - Certified Tutor	ADCT	Amphi Middle School	Addendum			\$30.00 per hour
Roper	Ana	Coach - Tennis Head HS	ADCT	Ironwood Ridge High	Addendum			\$2,600.00
Rossi	Eric	Coach - Weight Training HS	ADCT	CDO High School	Addendum			\$1,300.00

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*	2019-2020 School Year	ADCT	Addendum Certified
Addendum	Employee receiving extra-curricular position or stipend	ADCL	Addendum Classified
Added Duty	Employee working additional hours or days	ADACS	Addendum Amphi Community Schools
Additional Position	Employee working an additional position	CT-AD	Certified Administrative
Correction	Correction to contract	CT	Certified
Decrease FTE	Decrease in hours	CL-AD	Classified Administrative
Demotion	Voluntary demotion	CL	Classified
Extension	End date being extended	PR	Professional
Increase FTE	Increase in hours/contract	EL	Elementary
Promotion	Employee receiving a promotion to another position	MS	Middle School
Reassignment	Employee moving to another position at the direction of the administration	HS	High School
Status Change	Employee changing status (i.e. short term to career)		
Temporary	Employee working for a limited period of time		
Transfer	Employee moving from one position to another		

GOVERNING BOARD MEETING PERSONNEL CHANGES

LAST NAME	FIRST NAME	TITLE	CT/CL	LOCATION	REASON	LEVEL	FINANCIAL CHANGE	COMMENT
Smith	Corey	ADDN - R.I.S.E. (CT Admin. Desi)	ADCT	Amphi High School	Addendum		\$400.00	
Smith	Corey	ADDN - R.I.S.E. (Teacher)	ADCT	Amphi High School	Addendum		\$900.00	
Smith	Lucas	ADDN - R.I.S.E. (Teacher)	ADCT	Amphi High School	Addendum		\$1,800.00	
Smith	Shawn	ADDN - R.I.S.E. (Teacher)	ADCT	Amphi High School	Addendum		\$900.00	
Spurgiesz	Stanley	ADDN - R.I.S.E. (Teacher)	ADCT	Amphi High School	Addendum		\$1,800.00	
Vaughn	Michelle	ADDN - Certified Tutor	ADCT	Amphi Middle School	Addendum		\$30.00 per hour	
Champie	Margaret	Special Events Worker	ADCL	Ironwood Ridge High	Addendum		\$12.15 per hour	
Coronado Medina	Magda	ADDN - Extra Hours	ADCL	La Cima Middle School	Added Duty		\$12.24 per hour	
Martinez	David	ADDN - Athletic Equipment Tech.	ADCL	Ironwood Ridge High	Addendum		\$1,850.00	
Negron	Jesus	ADDN - Extra Hours	ADCL	Ironwood Ridge High	Added Duty		\$12.15 per hour	
Nieporte	Lindsey	Special Events Worker	ADCL	Ironwood Ridge High	Addendum		\$12.15 per hour	
Stillson	Deborah	Special Events Worker	ADCL	Ironwood Ridge High	Addendum		\$12.15 per hour	

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*	2019-2020 School Year	ADCT	Addendum Certified
Addendum	Employee receiving extra-curricular position or stipend	ADCL	Addendum Classified
Added Duty	Employee working additional hours or days	ADACS	Addendum Amphi Community Schools
Additional Position	Employee working an additional position	CT-AD	Certified Administrative
Correction	Correction to contract	CT	Certified
Decrease FTE	Decrease in hours	CL-AD	Classified Administrative
Demotion	Voluntary demotion	CL	Classified
Extension	End date being extended	PR	Professional
Increase FTE	Increase in hours/contract	EL	Elementary
Promotion	Employee receiving a promotion to another position	MS	Middle School
Reassignment	Employee moving to another position at the direction of the administration	HS	High School
Status Change	Employee changing status (i.e. short term to career)		
Temporary	Employee working for a limited period of time		
Transfer	Employee moving from one position to another		



**GOVERNING BOARD AGENDA ITEM
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

DATE OF MEETING: March 23, 2021

TITLE: Approval of Leave(s) of Absence

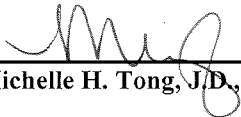
BACKGROUND:

Leave(s) of absence will be presented herein and are current as of March 9, 2021.

RECOMMENDATION:

It is the recommendation of the Administration that the leave request(s) be approved as presented.

INITIATED BY:


Michelle H. Tong, J.D., Associate to the Superintendent

Date: March 9, 2021

3/23/2021

**GOVERNING BOARD MEETING
LEAVES OF ABSENCE**

LAST NAME	FIRST NAME	TITLE	CT/CL	LOCATION	DATES	COMMENT
Kyser	Kristy	Campus Monitor	CL	Painted Sky Elementary	03/01/2021	Return Date
Lizarraga	Dorys	Bus Driver	CL	Transportation	03/01/2021	Return Date
Myers	Crystal	Special Education Teaching Assist	CL	Donaldson Elementary	03/01/2021	Return Date
Williams	Daniel	Security Officer	CL	Ironwood Ridge High	03/08/2021	Start Date

* 2019-2020 School Year
CT-AD Certified Administrative
CT Certified
CL-AD Classified Administrative
CL Classified
PR Professional



GOVERNING BOARD AGENDA ITEM
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10

DATE OF MEETING: March 23, 2021

TITLE: Approval of Separation(s) and Termination(s)

BACKGROUND:

Separation(s) and termination(s) will be presented herein. Separations are current as of March 22, 2021.

RECOMMENDATION:

It is the recommendation of the Administration that the resignation(s) or termination(s) be approved as presented.

INITIATED BY:

Michelle H. Tong, J.D., Associate to the Superintendent

Date: March 22, 2021

Todd A. Jaeger, J.D. Superintendent

3/23/2021

**GOVERNING BOARD MEETING
SEPARATIONS**

LAST NAME	FIRST NAME	TITLE	CT/CL	LOCATION	EFFECTIVE DATE	REASON	COMMENT
Westfall-Loomis	Sharon	Teacher - P. E.	CT	Donaldson Elementary	05/21/2021	Resignation	
Lopez	Fredrick	Trades Apprentice	CL	Facilities Support	02/18/2021	Resignation	
Munoz	Johanna	Preschool Aide/Caregiver	CL	Painted Sky Elementary	02/15/2021	Resignation	
Munoz	Johanna	Campus Monitor	CL	Painted Sky Elementary	02/15/2021	Resignation	
Pirrone	Rachel	Special Education Teaching	CL	Donaldson Elementary	03/12/2021	Resignation	
Stedelin	John	Bus Driver	CL	Transportation	02/23/2021	Resignation	
Velarde Delgado	Sara	Custodian I	CL	Holaway Elementary	03/12/2021	Resignation	This position only
Williamson	Elaine	Bus Driver	CL	Transportation	05/20/2021	Retirement	

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*	2021-2022 School Year	ADCT	Addendum Certified
Budget RIF	Reduction in force due to budget	ADCL	Addendum Classified
Abandonment	Employee abandoned position	ADDM	Addendum Only
Breach of Contract	Employee did not fulfill contract	CT-AD	Certified Administrative
Dismissal	Employee terminated by the District	CT	Certified
Resignation	Employee resigning from the District	CL-AD	Classified Administrative
Retirement	Employee retiring from the District	CL	Classified
		PR	Professional

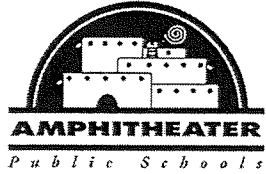
3/23/2021

Substitutes

GOVERNING BOARD MEETING
SEPARATIONS

LAST NAME	FIRST NAME	TITLE	CT / CL	LOCATION	EFFECTIVE DATE	REASON
Behelfer-Scott	Nancy		CL		03/02/2021	

AD Administrative
PR Professional
CT Certified
CL Classified



GOVERNING BOARD AGENDA ITEM
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10

DATE OF MEETING: March 23, 2021

TITLE: Approval of Stipend for Coaching Volunteers

BACKGROUND:

Coaching volunteer(s) and corresponding stipend(s) will be presented herein and are current as of March 9, 2021.

RECOMMENDATION:

It is the recommendation of the Administration that the Governing Board approve payment of the listed stipend(s) for the identified coaching volunteers.

INITIATED BY:

Michelle H. Tong, J.D., Associate to the Superintendent

Date: March 9, 2021

Todd A. Jaeger, J.D., Superintendent

3/23/2021

**GOVERNING BOARD MEETING
COACHING VOLUNTEERS**

LAST NAME	FIRST NAME	POSITION	LOCATION	REASON	AMOUNT/COMMENTS
Adeyemi	Akintunde	Coach - Track Assistant HS	Ironwood Ridge High	Stipend	\$2,400.00
Adeyemi	Emily	Coach - Track Head HS	Ironwood Ridge High	Stipend	\$1,200.00
Adeyemi	Emily	Coach - Track Assistant HS	Ironwood Ridge High	Rescind	\$1,200.00
Azares	Jerry	Coach - Beach Volleyball - Assist	Ironwood Ridge High	Stipend	\$2,400.00
Bartz	Emily	Coach - Track Assistant HS	Ironwood Ridge High	Stipend	\$2,400.00
Browning	Arthur	Coach - Tennis Head HS	Ironwood Ridge High	Stipend	\$2,600.00
Cain	Tad	Coach - Baseball Assistant HS	Ironwood Ridge High	Stipend	\$2,400.00
Call	Ryan	Coach - Volleyball Head HS	CDO High School	Stipend	\$3,000.00
Campillo Jr.	Robert	Coach - Baseball Assistant HS	CDO High School	Stipend	\$1,200.00
Danehy	Thomas	Coach - Tennis Head HS	Amphi High School	Stipend	\$2,600.00
Hamblin	Anderson	Coach - Track Assistant HS	Ironwood Ridge High	Stipend	\$2,400.00
Hamblin	Anderson	Coach - Track Assistant HS	Ironwood Ridge High	Rescind	\$1,200.00
Harvey	Zion	Coach - Track Assistant HS	Amphi High School	Stipend	\$2,400.00
Horrocks	Julianna	Coach - Track Assistant HS	CDO High School	Stipend	\$1,200.00
Pro	Christopher	Coach - Softball Assistant HS	Amphi High School	Stipend	\$2,400.00
Rankin	Brenna	Coach - Assistant Athletic Trainer	CDO High School	Stipend	\$1,850.00
Taylor	Brandon	Coach - Track Head HS	Ironwood Ridge High	Stipend	\$1,800.00

34

* 2019-2020 School Year



**GOVERNING BOARD AGENDA ITEM
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

DATE OF MEETING: **March 23, 2021**

TITLE: **Approval of Minutes of Previous Meeting(s)**

BACKGROUND:


The attached minutes of previous Governing Board Meeting(s) are submitted for approval by the Board.

February 23, 2021

RECOMMENDATION:

The Administration recommends that the minutes of the previous meeting(s) be approved.

INITIATED BY:


Karin Smith

Executive Assistant to the Superintendent & Governing Board

Date: March 10, 2021


Todd A. Jaeger, J.D., Superintendent

**Minutes of the Special Governing Board Meeting
Amphitheater Public Schools
Tuesday, February 23, 2021**

A Special public meeting of the Governing Board of Amphitheater Public Schools was held Tuesday, February 23, 2021, beginning at 5:30 p.m. at the Wetmore Center, 701 West Wetmore Road, Tucson, AZ in the Leadership and Professional Development Center. The meeting was held under COVID-19 pandemic related conditions.

Governing Board Members Present

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

Superintendent's Cabinet Members Present

Mr. Todd A. Jaeger, J.D., Superintendent
Dr. Roseanne Lopez, Associate Superintendent for Elementary Education
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 21st Century Education
Mr. James Burns, Executive Manager of Operational Support
Ms. Michelle Valenzuela, Director of Communications

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

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

2. PLEDGE OF ALLEGIANCE

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

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

President Zibrat announced the next Regular Governing Board meeting would be held on Tuesday, March 9, 2021 at 6:00 p.m., at the Wetmore Center, 701 W. Wetmore Road, Tucson, AZ 85705 in the Leadership and Professional Development Center.

4. PUBLIC COMMENT¹

President Zibrat reminded the speakers of the Call to the Audience procedures.

Ms. Lisa Millerd, a teacher at Amphitheater High School (AHS) and Amphi Education Association (AEA) President, said relationships are built on trust and communication is an important component. She requested that staff be included in conversations that will impact them, particularly relating to their jobs. She said employees should be allowed to participate in problem solving, since they are the experts. Ms. Millerd also asked the District to communicate weekly to share relevant information to build trust.

Ms. Rebecca Green, a teacher at Coronado K-8 School, AEA Vice President, and Amphi parent, shared many examples of positive experiences she has seen as a teacher and a parent. She said with all the challenges that have occurred throughout the school year, every day certified, classified, and administrative staff have banded together to give the students the best experience possible. Ms. Green said she is glad to be a part of Amphi as a teacher and a parent.

5. **INFORMATION**

A. Superintendent's Report: Update on Pandemic Conditions

See Exhibit 1 for Superintendent Jaeger's PowerPoint Presentation.

Superintendent Jaeger began his report with the many great things that are happening in the District.

Most recently was the 2020-2021 District Spelling Bee. This was the first time the spelling bee was held virtually. He congratulated and announced the top five finishers: first place, Athena McElvaine from Amphi Academy Online; second place, Ethan Arvizu from Harelson Elementary School; third place, Svea Neilson from Copper Creek Elementary School; fourth place, Leslie Moreno from Donaldson Elementary School; and fifth place, Alexander Owens from Wilson K-8 School. These students will go on to compete in the Pima County Regional Spelling Bee.

He also congratulated Amphitheater High School's Partner Stunt Cheer Team; Hector, Vanessa, and Gissel, for winning their competition and qualifying for AIA State Championship in March.

Superintendent Jaeger announced that Love of Reading Week is in full swing with staff from school libraries across the District sharing their favorite books with students.

Canyon del Oro High School Symphony Orchestra students enjoyed a guest performance from world-famous violinist, Rachel Barton Pines. She shared her story of how she started the Music by Black Composers Project. She performed Deep River and Louisiana Blues by Samuel Coleridge-Taylor, an Afro-British composer.

Mr. Luke Howell's Journalism class at Ironwood Ridge High School teamed up with KGUN-9 to publish a story for National News Literacy Week in late January. The story focused on misinformation on social media, a most important topic in these times.

Superintendent Jaeger expressed his gratitude to the volunteers from Casas Adobes Congregational Church and the Tucson Food Bank for their generous donations to our community.

Rodeo Week was celebrated in many of the schools. A slide was shown of a Kindergarten Hoedown at Innovation Academy.

A picture of a purple sunrise over Painted Sky Elementary was submitted to the school that confirmed the fitting name for the school.

Superintendent Jaeger then gave the following update on pandemic conditions and February 15, 2021 hybrid reopening.

Superintendent Jaeger reviewed current data from the Pima County Health Department (PCHD) regarding COVID-19 cases in Pima County. He noted that the epidemiologists and the public health officials glean this information, as well as information of details that is not represented in the numbers, from this data. As other science data becomes available, interpretations of what is safe in a school setting changes.

Superintendent Jaeger shared the following data from the Pima County Health Department and reminded the Board that there is a two week lag in reporting. He noted that the PCHD expects the numbers to continue dropping.

Cases per 100,000 individuals of Pima County Population:

•January 3: 835	Nov 22: 361
•January 10: 679	Nov 29: 622
•January 17: 506	Dec 6: 720
•January 24: 361	Dec 13: 796
•January 31: 237	Dec 20: 570

Percent Positivity

•January 3: 21.7%	Nov 22: 14.3%
•January 10: 18.6%	Nov 29: 18.5%
•January 17: 15.5%	Dec 6: 18.2%
•January 24: 13.8%	Dec 13: 19.2%
•January 31: 11.3%	Dec 20: 19.4%

Hospital Visits for COVID-19 Symptoms is in the yellow for two weeks in a row now.

•January 3: 14.8%	Nov 22: 11.4%
•January 10: 13.0%	Nov 29: 12.9%
•January 17: 10.6%	Dec 6: 14.7%
•January 24: 9.0%	Dec 13: 14.6%
•January 31: 6.6%	Dec 20: 16.7%

He reviewed the following PCHD indicators relating to schools reopening.

Disease Data Indicators: cases over two consecutive weeks; percent positivity; and COVID-19 like illnesses are all in the red zone.

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

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

Superintendent Jaeger noted that the District has worked very closely with the PCHD with weekly and biweekly meetings. While county and state dashboards currently indicate that districts should remain in a remote setting, PCHD supports our move back to hybrid because of our continuing work and consultation with them; our mitigation strategies and efforts; the low transmission rates within our schools and, generally, within all schools in Pima County; lower transmission rates within our general populations (zip codes); and the effectiveness of our case investigations and responses.

He said the metrics alone only tell part of the story. With constant evolution we know so much more, and research is now supporting reopening our schools. Centers for Disease Control and Prevention (CDC) reports regarding reopening across the country are all showing that spread in schools is rare, and is to be distinguished from community widespread cases. The majority of school spread, nationally, is attributable to social gatherings, events outside of school settings, and school athletics.

Superintendent Jaeger read information from an Ohio study by several Ohio universities and medical research organizations asking if spread occurs in known exposure situations when masking is implemented with fidelity in schools. Research with nine Ohio schools throughout the state took place and found that masks were effective in all cases.

Children who were close contacts and appropriately masked had rates of COVID-19 positivity that were similar to children with no known COVID-19 exposure in school. The COVID-19 rate in the comparison group suggests exposure came from community transmission outside the school setting. The rate was consistent with the findings in the parent survey, which identified considerable exposure

of children outside the home. The permitted alternative to quarantining could be done safely because of the mask and distancing protocols in the schools, combined with the testing program for close contact children.

Below is the data showing Amphitheater COVID-19 cases when the District was open in hybrid mode for the second quarter and the data thus far in the third quarter. None of the cases originated in our classrooms.

- 2nd quarter total cases were 235; student cases were 172; sports related cases were 25, and staff cases were 63.
- 3rd quarter total cases were 18, student cases were 15, sports related cases were 13, and staff cases were 3.

Superintendent Jaeger said that Amphitheater School District obtained a Clinical Laboratory Improvement Amendments of 1988 (CLIA) Waiver to become an independent COVID-19 testing site. Also, Amphitheater School District is one of a few Arizona school districts provided with the opportunity to implement Binax testing of staff and students on site when the need arises. Designated personnel will be trained, and test results take just 10-15 minutes. He said the District will be exploring this option as an additional strategy to keeping students and staff safe while also expanding our current learning models.

He reiterated that the District would remain committed to be guided by scientific and medical guidance, while also being guided by our school metrics. Also, the District is committed in providing greater educational access and outcomes for all students to every extent possible. The common goal should be to reopen in full in-person learning mode as soon as possible, with a target date of March 22, 2021.

Superintendent Jaeger then talked about two approaches to reopen our schools. One would be a phased in approach, the other is to have all students returning to school full time in-person. Phased in could be by grade level, by school, and by parent choice. He said the District would give choices and then see if the different choices could be implemented in our schools. Families will be receiving a survey in the next week. Once the parent chooses a model for their child, they will need to remain committed to that choice. Staff will also receive a survey next week. There will also be opportunities for staff to give their input from employee representative groups through focused and consultative processes.

Superintendent Jaeger said that full reopening will be contingent on continued mitigation efforts, through consideration of relevant and crucial data with continued low rates of transmission in our schools and declines in community wide metrics. The District will continue to rely on the support from the Pima County Health Department of our mitigation plan and its implementation. He said that he was pleased to hear that Amphitheater School District was ahead of other school districts as far as the progress of vaccinating staff members.

He stressed the importance of compliance from our families, staff, and students with our mitigation protocols at home with family and social gatherings; compliance from staff when sick to stay home; and students when sick, to stay home from school, sports, and community activities.

6. CONSENT AGENDA³

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

<https://meetings.boardbook.org/Public/Organization/2065>

President Zibrat asked if there were any Items that should be pulled for further discussion. There were none. Ms. Cox Golder moved for Consent Agenda Items A – Q. be approved as presented. Mr. Kopec seconded the motion.

Roll call vote in favor - 5: President Zibrat, Vice President Day, Dr. Baker, Ms. Cox Golder, and Mr. Kopec.
Roll call vote opposed - 0. Consent Agenda Items A. – Q. passed.

A. Approval of Appointment of Non-Administrative Personnel

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

B. Approval of Personnel Changes

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

C. Approval of Leave(s) of Absence

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

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

Separation(s) and termination(s) were approved as listed in Exhibit 5.

E. Approval of Stipend for Coaching Volunteers

Approval of stipend for coaching volunteers were approved as listed in Exhibit 6.

F. Approval of Vouchers Totaling and Not Exceeding Approximately \$766,597.68

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 7.

Voucher #	Amount	Voucher #	Amount	Voucher #	Amount
1195	\$57,125.22	1196	\$42,796.63	1197	\$184,267.91
1198	\$40,508.14	1199	\$20,282.07	1200	\$118,062.98
1202	\$8,848.44	1203	\$54,608.57	1204	\$62,128.75
1205	\$27,822.59	1206	\$72,711.92	1207	\$77,434.46

G. Acceptance of Gifts

Gifts were accepted by the Governing Board as listed in Exhibit 8.

H. Receipt of January 2021 Report on School Auxiliary and Club Balances

Receipt of January 2021 report on school auxiliary and club balances were accepted by the Governing Board as listed in Exhibit 9.

I. Approval of Revisions to Governing Board Policies Developed through the Meet and Confer Process: Policy GCQA (Professional Staff Reduction in Force); Regulation GCQA-R (Professional Staff Reduction in Force) Exhibit GCQA-E (Reduction in Force Staff Profile Form)

The Governing Board approved the Revisions to Governing Board Policies Developed through the Meet and Confer Process: Policy GCQA (Professional Staff Reduction in Force); Regulation GCQA-R (Professional Staff Reduction in Force) Exhibit GCQA-E (Reduction in Force Staff Profile Form) as presented in Exhibit 10.

J. Approval of District Calendar for School Year 2022-2023

The Governing Board approved the 2022-2023 District Calendar as presented in Exhibit 11.

K. Approval of Textbooks for Display

The Governing Board approved the Houghton Mifflin Harcourt, Into Reading, K-5, Copyright 2020 and Houghton Mifflin Harcourt, Into Literature, 6-12, Copyright 2020 textbooks for display as presented in Exhibit 12.

L. R.I.S.E. Program Addendum

The Governing Board approved the R.I.S.E. program addendum as presented in Exhibit 13.

M. Approval of School Facilities Board (SFB) Grant for Amphitheater High School Central Plant 1 Hot Water Leak Repair

The Governing Board approved the SFB Grant for Amphitheater High School central plant 1 hot water leak repair as presented in Exhibit 14.

N. Approval of School Facilities Board (SFB) Grant for Amphitheater High School Central Plant 2 Hot Water Leak Repair

The Governing Board approved the SFB Grant for Amphitheater High school central plant 2 hot water leak repair as presented in Exhibit 15.

O. Approval of School Facilities Board (SFB) Grant for Canyon del Oro High School Main Plant Cooling Tower Pump Rebuild

The Governing Board approved the SFB Grant for Canyon del Oro High School main plant cooling tower pump rebuild as presented in Exhibit 16.

P. Approval of School Facilities Board (SFB) Grant for Winifred Harelson Elementary School Funhouse Weatherization Design

The Governing Board approved the SFB Grant for Winifred Harelson Elementary School Funhouse weatherization design as presented in Exhibit 17.

Q. Approval of School Facilities Board (SFB) Grant for Frances Owen Holaway Elementary School HVAC Controls Repair

The Governing Board approved the SFB Grant for Frances Owen Holaway Elementary School HVAC controls repair as presented in Exhibit 18.

7. EXECUTIVE SESSION

A. Executive Session for:

1. Discussion of Employment and Evaluation of the Superintendent, Pursuant to A.R.S. § 38-431.03(A)(1); and
2. 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 Policy, Compensation and Benefits for Certificated, Professional Non-Teaching, Support and Administrative Staff for the 2021-2022 Fiscal Year Pursuant to A.R.S. § 38-431.03(A)(5).

President Zibrat asked for a motion to hold Executive Session. Vice President Day moved to recess the Open Meeting to hold an Executive Session for Discussion of Items 7. A., 1. & 2. Ms. Cox Golder seconded the motion. Voice vote in favor 5: President Zibrat, Vice President Day, Dr. Baker, Ms. Cox Golder, and Mr. Kopec. Opposed - 0. President Zibrat proclaimed they were in Executive Session at 6:20 p.m.

8. RECONVENE PUBLIC MEETING

President Zibrat reconvened the public meeting at 7:41 p.m.

9. PUBLIC COMMENT

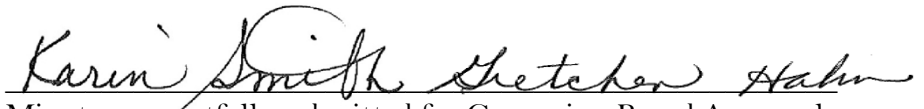
There were none.

10. BOARD MEMBER REQUESTS FOR FUTURE AGENDA ITEMS

There were none.

11. ADJOURNMENT

President Zibrat asked for a motion to adjourn the meeting. Vice President Day so moved. Ms. Cox Golder seconded the motion. There was no discussion. Roll call vote in favor - 5: President Zibrat, Vice President Day, Dr. Baker, Ms. Cox Golder, and Mr. Kopec. Roll call vote opposed - 0. The meeting adjourned at 7:42 p.m.


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

March 16, 2021
Date

Susan Zibrat, Governing Board President

March 23, 2021
Date



**GOVERNING BOARD AGENDA ITEM
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

DATE OF MEETING: **March 23, 2021**

TITLE: **Approval of Vouchers Totaling and Not Exceeding Approximately \$805,805.50
(Final Total)**

BACKGROUND:

A copy of the vouchers for goods and services received by Amphitheater Public Schools and recommended for payment has been provided to the Governing Board.

RECOMMENDATION:

It is the recommendation of the Administration that the Governing Board approve payment of the vouchers as presented.

INITIATED BY:

Scott Little, Chief Financial Officer

Date: March 22, 2021

Todd A. Jaeger, J.D., Superintendent



**GOVERNING BOARD AGENDA ITEM
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

DATE OF MEETING: **March 23, 2021**

TITLE: **Acceptance of Gifts**

BACKGROUND:

Donations detailed on the attached listing have been received by the District.

RECOMMENDATION:

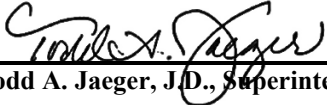
It is the recommendation of the Administration that the above gifts be accepted by the Governing Board.

INITIATED BY:



Scott Little, Chief Financial Officer

Date: March 05, 2021



Todd A. Jaeger, J.D., Superintendent

Gift and Donation List		
Gifts and Donations	Exhibit	3/23/2021
Ck in the amount \$200.00	Raytheon	Copper Creek Elementary School
Ck in the amount \$105.00	Raytheon	Other



**GOVERNING BOARD AGENDA ITEM
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

DATE OF MEETING: **March 23, 2021**

TITLE: **Approval of Parent Support Organization(s) – 2020-2021**

BACKGROUND:

Approval of the following Parent Support Organization(s) pursuant to District Policy KBE-R:

Amphi Baseball Booster Club
Lulu Walker PTO

RECOMMENDATION:

It is the recommendation of the Administration that the Governing Board approve this (these) organization(s).

INITIATED BY:

Scott Little

Scott Little, Chief Financial Officer

Date: March 9, 2021

Todd A. Jaeger

Todd A. Jaeger, J.D., Superintendent

**AMPHITHEATER PUBLIC SCHOOLS PARENT SUPPORT ORGANIZATIONS
ANNUAL APPLICATION FOR GOVERNING BOARD APPROVAL**

FORM 5010

School Year 2020-2021

Name of Organization Lulu Walker PTO School Walker Elementary

Related Student Organization or Club _____ Taxpayer I.D. 86-0462868

OFFICERS:

Name: <u>Melissa Donahue</u>	Name: <u>Lindsay Merrill</u>
Office Held: <u>President</u>	Office Held: <u>Treasurer</u>
Address: _____	Address: _____
E-mail: _____	E-mail: _____
Phone(s): _____	Phone(s): _____
Date taking office: <u>6/1/17</u>	Date taking office: <u>3/3/21</u>
Name: _____	Name: _____
Office Held: _____	Office Held: _____
Address: _____	Address: _____
Phone(s): _____	Phone(s): _____
Date taking office: _____	Date taking office: _____

FOR ADDITIONAL OFFICERS, PLEASE ADD A SEPARATE, ATTACHED SHEET.

- Formal Non-Profit Please Attach:
- 1) Articles of Incorporation (*first year only*)
 - 2) I.R.S. Determination Letter (*first year only*)
 - 3) Annual budget, goals and objectives
 - 4) Current operating by-laws
 - 5) Last fiscal year AZ Corporation Commission Annual Report
 - 6) Last fiscal year I.R.S. Form 990 Annual Report
 - 7) Most recent treasurers financial report
 - 8) Most recent bank statement
- Informal Non-Profit Please Attach:
- 1) Annual budget, goals and objectives
 - 2) Current operating by-laws
 - 3) Most recent treasurers financial report
 - 4) Most recent bank statement

Are two signatures required on disbursements? Yes No By-laws reviewed annually? Yes No

Member meetings held how often? once monthly Executive meetings held how often? once monthly

As officers, we hereby agree to abide the By-Laws of our organization, attend annual district-provided Parent Support Group training, and follow the district's Guidelines For Operation And Financial Responsibility while we strive to improve our children's educational opportunities where support is needed.

<u>[Signature]</u>	Date	<u>Lindsay Merrill</u>	Date
			<u>3/3/2022</u>

Signature	Date	Signature	Date
<u>[Signature]</u>			<u>2-22-21</u>
Site Administrator's Approval:	Signature	Date	

For district use: Finance Department recommendation: approval
Governing Board Agenda date: 3/23/21

Revd 3/9/21



**GOVERNING BOARD AGENDA ITEM
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

DATE OF MEETING: March 23, 2021

TITLE: Approval of Out of State Travel

BACKGROUND:

STAFF

Todd A. Jaeger, J.D. from the District Offices requests permission to attend the RTM K-12 Leadership Symposium in San Antonio, Texas, March 27-31, 2021. Approximate cost of travel is \$689 and will be paid for by maintenance and operations funds designated for staff development.

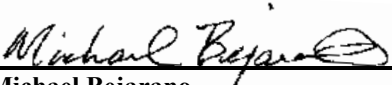
BUDGET CODE KEY

001-00-100-2579-6582-501-0000	M&O	Training, Wetmore, staff travel
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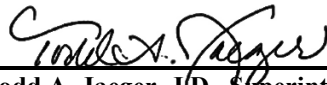
RECOMMENDATION:

It is the recommendation of the administration that the above travel be approved.

INITIATED BY:


Michael Bejarano
Associate Superintendent for Secondary Education

Date: March 22, 2021


Todd A. Jaeger, J.D., Superintendent

**AMPHITHEATER PUBLIC SCHOOLS
STAFF TRAVEL/CONFERENCE REQUEST**

THIS FORM SHOULD BE USED FOR ALL TRAVEL EXCEPT THAT TRAVEL WITHIN PIMA COUNTY OR A.I.A. SANCTIONED EVENT TRAVEL.

EMPLOYEE(S): Todd A. Jaeger, J.D. _____

SCHOOL: District Offices
 Department (opt.): Superintendent's Office
 DATE(S): March 27-31, 2021

ACTIVITY/EVENT: RTM K-12 Leadership Symposium

LOCATION: San Antonio, TX

ABSENCE: # Days 5 Sub Required: Yes No # of School Days Missed 3

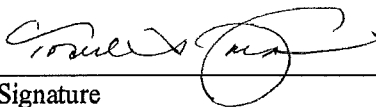
EXPENSES REQUESTED: (OBTAIN RECEIPTS FOR ALL INCURRED EXPENSES)

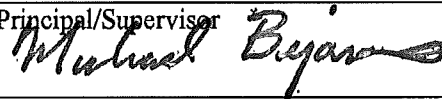
<u>APPROXIMATE COST</u>		<u>BUDGET CODE/DESCRIPTION</u>
		(Note: Tax credit contributions are District funds and require a budget code.)
Registration	<u>\$0.00</u>	_____
Transportation	<u>\$57.50</u> Mode <u>Air</u>	<u>001-00-100-2579-6582-501-0000</u>
Rental Car	<u>\$200.00</u>	<u>001-00-100-2579-6582-501-0000</u>
Meals	<u>\$117.50</u>	<u>001-00-100-2579-6582-501-0000</u>
Lodging	<u>\$313.56</u>	<u>001-00-100-2579-6582-501-0000</u>
Substitutes	<u>\$0.00</u>	_____
TOTAL	<u>\$688.56</u>	

The District will (or) will not receive reimbursement from outside sources.

Purpose of travel: Attend the 2021 RTM K-12 Leadership Symposium.

Outcomes and academic benefits to students and staff: The program will focus on uses of federal COVID funding, promotion of STEAM education, remote learning, and new strategic planning frameworks - all very timely issues.

Submitted by:  3/12/21
 Signature Date

Principal/Supervisor  3/12/2021
 Associate Superintendent/Superintendent Date



**GOVERNING BOARD AGENDA ITEM
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

DATE OF MEETING: **March 23, 2021**

TITLE: **Approval of New Course Names for High School Courses: “Pre-AP” will now be “Honors”**

BACKGROUND:

A recent change has been made by the College Board that affects some of our current course names. According to College Board, “Pre-AP” is a registered trademark of College Board and can only be used in relation to the official College Board Pre-AP courses. Now that Pre-AP is available for purchase nationally, a “Pre-AP” label may not be used in conjunction with courses that have not been designated as Pre-AP courses by College Board and, as such, the use of “Pre-AP” must cease during the 2021-22 academic year.

The District’s three high schools are requesting name changes for courses currently called "Pre-AP." The new names of the courses will be called "Honors." All courses will continue to use weighted grading. Below is a list of the changes effective in the 2021-2022 SY.

Current Course Name	New Course Name
Pre-AP English 9	Honors English 9
Pre-AP English 10	Honors English 10
Pre-AP Biology	Honors Biology
Pre-AP Chemistry	Honors Chemistry
Pre-AP Physics	Honors Physics
Pre-AP French III	Honors French III
Pre-AP German III	Honors German III
Pre-AP Spanish III	Honors Spanish III

RECOMMENDATION:

The administration recommends the Governing Board approve these new course names.

INITIATED BY:

Michael Bejarano
Associate Superintendent for Secondary Education

Date: March 12, 2021

Todd A. Jaeger, J.D., Superintendent



**GOVERNING BOARD AGENDA ITEM
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

DATE OF MEETING: **March 23, 2021**

TITLE: Resolutions and Other Action(s) to Recognize and Honor District Employees for Their Loyalty, Dedication and Contributions; Designation of Specific Dates in April and May as Dates for Appreciation of the District’s Educational Support Personnel, Teachers, and Other Educational Professionals

BACKGROUND:

Each year, the Governing Board recognizes the special contributions of its employees through separate resolutions adopted to coincide generally with “National Administrative Professionals Day”, that occurs in April, and “National Teacher Day”, that occurs in May. The District’s recognition has always extended its recognition of staff beyond the specific groups contemplated by these national recognition days to include additional staff groups – thus assuring that all employee classifications are recognized for their important and essential service to our students, the District, and the community. This year, of course, the essential nature of the contributions and service provided by District employees has been highlighted and made even more visible by our worldwide pandemic.

On March 11, 2021, the World Health Organization observed the one-year anniversary of its declaration of COVID-19 as a world-wide health pandemic. Reflecting over that year, it is astounding how much changed in our world, our community, and our school district due to COVID-19. It has been an extraordinary time for students, families, and the community alike. But, throughout it all, District employees have remained dedicated and steadfast in their service of students.

We know, of course, that some educators did make the difficult decision to leave public education during the pandemic. This was widely reported, and every school district across the country experienced that reality to some degree. Recently, on February 21, 2021, Education Weekly posted an article entitled, “*Teachers Are Stressed Out, and It’s Causing Some to Quit*”¹ which reported:

“Stress, more so than low pay, is the main reason public school teachers quit. And now the coronavirus pandemic has increased the pressures put on teachers.

That’s according to newly released data from the RAND Corporation, which surveyed nearly 1,000 former public school teachers in December. Of those surveyed, 55 percent quit in the two school years leading up to the pandemic, while the others left after March 2020. In both groups, most of the teachers either resigned, retired early, or took an unpaid leave of absence.

Forty-three percent of all the teachers who left voluntarily and before their scheduled retirement said they did so because the stresses and disappointments of teaching weren’t worth it—nearly twice as many as those who said the pay wasn’t sufficient. And among the teachers who left primarily because of the pandemic, 64 percent said they weren’t paid enough to merit the risks or stress of teaching.”

¹ Will, Madeline. “Teachers Are Stressed Out, and It’s Causing Some to Quit.” *Education Week*, Education Week, 3 Mar. 2021, www.edweek.org/teaching-learning/teachers-are-stressed-out-and-its-causing-some-to-quit/2021/02.

Amphitheater has certainly experienced this first-hand in various employee classifications.² Individuals near retirement have reported deciding to retire earlier due to the pandemic. Others have chosen to leave public education entirely for work that does not require them to interact with the public or that can be done entirely remotely.

Since the pandemic began in March 2020, more than 360 employees have left the District. Those leaving included teachers, educational professionals, teaching assistants, library assistants, bus drivers, custodians, and food service employees. In fact, the number of employees who have left mid-year has nearly doubled from last school year.³ Retirement announcements have also increased,⁴ and the District has experienced a significant increase in the number of contract breaches this year.⁵

Yet, through all this turmoil, the District has been able to maintain service to students, albeit in pandemic-caused modalities, because of the continued dedication of its employees who remained in the District's employment and stepped up to meet student and community needs during the pandemic.

Many employees willingly transitioned into new and different roles this year to address student needs. Faculty and staff throughout the District took on new duties, filled in the gaps, and pitched in to substitute for each other to continue the education of students. Examples of this include the following:

- Transportation workers stepped up to supervise students in classrooms all over the District during remote and hybrid learning, as well as to provide increased cleaning and custodial services made necessary by the pandemic.
- Teachers transitioned multiple times between remote, hybrid and in-person learning; they subbed for each other when colleagues had to be absent to isolate or quarantine; and, they provided increased intervention supports for students struggling during the pandemic.
- School administrators, nurses, and health assistants sometimes worked 7-days a week and late evenings, to assist the county health department with contract tracing to keep campuses safe.
- Food service workers stepped up to distribute meals to the community in addition to students at school, sometimes working over holidays or in inclement weather, and served more than 1.2 million meals to make sure kids have access to the most basic essential of life: food.
- Social workers, counselors, and other educational professionals have gone door-to-door to locate children who are not in school this year and to provide supports for students needing to remain home during the pandemic.
- School and District staff have called families to make sure that they are aware of options available for students, provide technical supports for families needing remote access to school, and assist with transitions between learning modalities.

Suffice it to say, employees have gone above and beyond to serve students this year in new and different ways. They have been loyal, open, and incredible public servants. At a time when educators continue to leave public service in significant numbers due to significant salary differentials available in the private sector, the stresses of the job, and the burdens of unfunded mandates, it is important that this year, more than ever, the employees

² At the March 9 Board meeting, the Governing Board authorized two options for the District to re-hire ASRS-retirees to assist the District in filling vacancies. As explained at that time, challenges already faced in hiring educators in a national teacher shortage have now been exacerbated by COVID-19. Prior to the pandemic, 8% percent of teachers left the profession each year and 9 out of 10 teachers hired each year were hired to replace a teacher who left the profession voluntarily. (Partner, ACSA. "Teacher Turnover: What You Need to Know." ACSA Resource Hub, 11 Aug. 2020, content.acsa.org/articles/teacher-turnover-what-you-need-to-know.). In Arizona, hiring difficulties have also extended to educational support personnel due to wage compression created by Arizona's annual minimum wage increases and the mandatory withholdings set by the Arizona State Retirement System.

³ To date, 165 employees have left their positions mid-year as opposed to the 69 employees who left mid-year in SY 2019-20.

⁴ There has been 57 employees retire since the pandemic started. This number is already higher than the prior school year, and the offers of contracts and/or employee computation sheets have not even gone out for SY 2021-2022 for the District to truly confirm which employees plan to return to their positions next year.

⁵ This year, breaches of contract currently sit at 21. Last year, there were 5 breaches of contract.

who have been loyal to our students and our District be honored for their extraordinary service through this unprecedented pandemic.

As in years' past, it does serve a purpose to set aside specific days of recognition for our staff member groups. Contributions of school employees should, of course, be appreciated every day. However, focusing a celebration of their efforts on specific dates helps to crystalize that appreciation and remind everyone how much school personnel do for students and, in turn, our community as a whole.

In light of the extra efforts employees have made this year, it is particularly important that the Governing Board set aside dates for these employee recognitions and do so earlier than usual to permit the Administration, as well as students, families and the community, to celebrate employees appropriately and to acknowledge their loyalty and extra efforts to serve students during the pandemic.

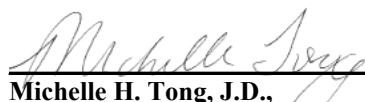
The continued service of faculty and staff of Amphitheater Public Schools is absolutely essential for this District to be able to serve students through the summer interventions, such as the AMP UP program, as well as when students return to schools next school year. Thus, while minor in comparison to the work that the employees have done this year, a month-long "thank you" is one way to ensure that employees know that they are valued and appreciated.

For this reason, two separate Resolutions have been prepared for consideration by the Governing Board as part of this agenda item. The first identifies Wednesday, April 21, 2021 as "Educational Support Personnel Day" to recognize the important and essential contributions of all hourly (non-contracted) support staff. The second remains consistent with the National PTA recognitions for teachers and recognizes the week of May 3-7, 2021 as "Teacher and Educational Professionals Appreciation Week" and Tuesday, May 4, 2021 as "Teacher and Educational Professionals Day".

RECOMMENDATION:

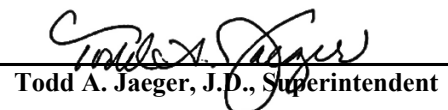
The Administration recommends that the Governing Board take suitable and appropriate action to recognize those employees who have remained in service to the District, its students, and the community we serve throughout the COVID-19 pandemic, to include the adoption and dissemination of the attached forms of Resolution and the designation of the specific dates to be set aside for recognition of appreciation of our district staff members.

INITIATED BY:



Michelle H. Tong, J.D.,
Associate to the Superintendent and General Counsel

Date: March 16, 2021



Todd A. Jaeger, J.D., Superintendent

**A RESOLUTION OF THE GOVERNING BOARD OF
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10
OF PIMA COUNTY, ARIZONA,
RECOGNIZING THE SPECIAL CONTRIBUTIONS
OF EDUCATIONAL SUPPORT PERSONNEL**

WHEREAS, the Amphitheater Unified School District (“the District”) exists for the purpose of providing a free public education to Arizona children;

WHEREAS, the Governing Board is charged with the supervision and governance of the District, including the authority to employ persons necessary to carry out the functions of the District;

WHEREAS, the provision of education to District students requires the efforts of many staff, including educational support personnel (“Support Staff”), sometimes also known as Classified Staff;

WHEREAS, the import and value of the efforts and contributions made by Support Staff to the high quality of services provided to students in the Amphitheater District cannot be overstated;

WHEREAS, those efforts and contributions are made evident every day in every school and facility throughout the District, with just some examples being the clerk who answers questions and helps families navigate the “new normal” of pandemic schooling; the central office clerical staff members who earnestly strive to support their school-based colleagues as they adjust to new protocols and new learning methods; the HVAC employee who ensures systems meet or exceed guidelines for proper ventilation; and the food service attendants who provide families with meals that ensure the nutrition of children in difficult times;

WHEREAS, due to the COVID-19 pandemic, many members of our Support Staff have stepped up to not only fulfill their usual duties in the District but, in some cases, to perform new roles, including supervising students, providing extra custodial services, and helping students and staff navigate new protocols and systems;

WHEREAS, District Support Staff have always been the backbone for schools and departments, the importance of these loyal, committed staff members has become all the more evident in the past year;

WHEREAS, these employees have exhibited flexibility, courage, resilience and loyalty throughout the pandemic;

WHEREAS, the date of April 21, 2021 has been set aside nationally to recognize administrative assistants, one part of the District’s Support Staff;

WHEREAS, the Governing Board sincerely believes that the appreciation of all Support Staff -- indeed all school district staff -- should be ongoing and not limited to one day per year, but yet also recognizes the value that highlighting a particular date for recognition can provide in garnering and focusing public attention on the efforts of educational personnel; and

WHEREAS, the focus and attention of the public can perhaps best be maximized by coordination of and combination of District recognition activities for all Support Staff with those occurring nationally for administrative assistants;

NOW, THEREFORE, BE IT RESOLVED by the Amphitheater Unified School District Governing Board that the District hereby recognizes the special everyday contributions of every Support Staff employee of the District and sets apart Wednesday, April 21, 2021 as “Educational Support Staff Appreciation Day” in the District.

The Governing Board invites other school district governing boards to join them in this celebration of the special contributions of school district Support Staff.

PASSED AND ADOPTED by the Governing Board this 23rd day of March, 2021.

Governing Board Members:

Susan Zibrat
President

Deanna M. Day, M.Ed.
Vice-President

Scott K. Baker, Ph.D.

Vicki Cox Golder

Matthew A. Kopec

**A RESOLUTION OF THE GOVERNING BOARD OF
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10
OF PIMA COUNTY, ARIZONA,
RECOGNIZING THE SPECIAL CONTRIBUTIONS
OF TEACHERS AND EDUCATIONAL PROFESSIONALS**

WHEREAS, the Amphitheater Unified School District (“the District”) exists for the purpose of providing a free public education to Arizona children;

WHEREAS, the Governing Board is charged with the supervision and governance of the District, including the authority to employ persons necessary to carry out the purpose of the District;

WHEREAS, the quality of education received by District students is directly attributable to the dedication, effort and talents of the District’s teachers and other professional employees who provide instruction and related services to students;

WHEREAS, teachers, counselors, school nurses, therapists and other professional staff have made extraordinary efforts to create and institute extensive protocols to ensure a safe and healthy environment for staff and students;

WHEREAS, the educators have shifted from using their normal methods of education to creating remote, online, hybrid teaching, and in-person learning opportunities in a “new normal” created by the global pandemic;

WHEREAS, these loyal and dedicated educators have recognized the vital importance of not only continuing academic instruction, but also maintaining personal connection and developing new and innovative practices that keep students connected to educators and to each other during the COVID-19 crisis;

WHEREAS, teachers, counselors, school nurses, therapists, and other professional staff continue to model perseverance and resilience and remain dedicated to also instilling in students the qualities and skills that this Governing Board determined in its Portrait of a Graduate to be important to develop in all students who earn a diploma from the Amphitheater School District;

WHEREAS, schools, parents and students across the country celebrate the contributions of teachers, specifically, with Teacher Appreciation Week and Teacher and Educational Professionals Day;

WHEREAS, the National PTA and the National Education Association have traditionally called for teacher recognition on an annual basis and have done so again in 2021, by designating May 3 - 7, 2021 as “Teacher Appreciation Week” and Tuesday, May 4, 2021 as “National Teacher Day”;

WHEREAS, the Governing Board sincerely believes that the appreciation of all school district staff should be ongoing and not limited to one day or week per year, but also recognizes the value of annually capturing public attention on a particular day; and

WHEREAS, the focus and attention of the public can be maximized by the coordination of District recognition activities for teachers and other educational professional employees consistent with national observances of the same;

NOW, THEREFORE, BE IT RESOLVED by the Amphitheater Unified School District Governing Board that the District hereby recognizes the special contributions which teachers and educational professionals of the District make every day, but sets apart the week of May 3 - 7, 2021 as “Teacher and Educational Professionals Appreciation Week” and Tuesday, May 4, 2021 as “Teacher and Educational Professionals Day”.

BE IT FURTHER RESOLVED by the Governing Board that it urges Congress to establish a permanent day of recognition for teachers and educational professionals, reflecting the unique and vital role our educators have played and continue to play in the development of our future citizens and thereby the preservation and advancement of our Union;

The Governing Board invites other school district governing boards to join them in this celebration of the special contributions of professional district employees.

PASSED AND ADOPTED by the Governing Board this 23rd day of March, 2021.

Governing Board Members:

Susan Zibrat
President

Deanna M. Day, M.Ed.
Vice-President

Scott K. Baker, Ph.D.

Vicki Cox Golder

Matthew A. Kopec

Recognizing Our Staff

Amphitheater Unified School District
Governing Board Meeting of March 23, 2021

Background

A Year Like No other

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A Tradition of Recognition

- Governing Board has long recognized the contributions of employees through resolutions.
- Each year at about this time.
- Adoptions coincide with “National Administrative Professionals Day”, that occurs in April, and “National Teacher Day”, that occurs in May.
- The Board’s recognition has always extended to broader groups of employees.
- This year, the essential nature of our employees has been highlighted and made even more visible by our worldwide pandemic.

National Trend: Educators Leaving in the Pandemic

- “Stress, more so than low pay, is the main reason public school teachers quit. And now the coronavirus pandemic has increased the pressures put on teachers.”
- Newly released data from the RAND Corporation from survey of nearly 1,000 former public school teachers.
- Of those surveyed, 55 percent quit in the two school years leading up to the pandemic, while 45 percent left after March 2020.
- In both groups, most of the teachers either resigned, retired early, or took an unpaid leave of absence.
- Forty-three percent of all the teachers who left voluntarily and before their scheduled retirement said they did so because the stresses and disappointments of teaching weren’t worth it—nearly twice as many as those who said the pay wasn’t sufficient.
- Among teachers who left primarily because of the pandemic, 64 percent said “they weren’t paid enough to merit the risks or stress of teaching.”

“Teachers Are Stressed Out, and It’s Causing Some to Quit,” Education Weekly, February 21, 2021

Our Own District Experience

We Lost Staff

- Some individuals have reported deciding to retire earlier due to the pandemic.
- Others have left public education to seek work that does not require them to interact with the public (including full time remote work).
- Since March 2020, more than 360 employees have left the District: teachers, educational professionals, teaching assistants, library assistants, bus drivers, custodians, and food service employees.
- Number of employees who have left mid-year has nearly doubled from last school year.
- Significant increase in the number of contract breaches this year.

Most Dedicated Employees Persevered

- Transportation workers supervised students in classrooms and provided increased cleaning and custodial services.
- Teachers transitioned multiple times between remote, hybrid and in-person learning; they subbed for each other due to absences and quarantines; they provided increased interventions for students.
- School administrators, nurses, and health assistants sometimes worked 7-days a week and late evenings to support county health department contract tracing.
- Food service workers distributed 1.2 million+ meals to children in our community in addition to students at school, sometimes working over holidays or in inclement weather.
- Social workers, counselors, administrators and other staff went door-to-door to locate children who were not in school and provide support to those staying home.
- Staff called families at all hours to ensure they knew options available for students, to provide technical support, and to assist with transitions between learning modalities.

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Recognition Richly Deserved

Like Never Before

Content of Character; Spirit of Service

- Amphitheater employees have gone above and beyond to serve students this year in new and different ways.
- They have been loyal, open, and devoted public servants.
- Remarkable at any time, but particularly at a time when educators continue to leave public service in significant numbers due to significant salary differentials available in the private sector, the stresses of the job, and the burdens of unfunded mandates.
- Some districts have had different experiences: greater employee resignations, retirements, or even “sick-out”/strike activities. To the credit of our staff, we have not.
- Our employees richly deserve to be honored for their extraordinary service through this unprecedented pandemic.

The Recommended Resolutions

- They serve the important purpose of setting aside specific days of recognition for our staff member groups.
- Although the contributions of school employees should always be appreciated, and perhaps are more so these days than ever before, setting aside these days of celebration of their efforts can crystalize and focus that appreciation.
- We **NEED** our employees. We need them to see through the important work we do in this community.
- We depend upon our employees as our community depends upon us all.
- We should recognize, thank, and encourage them for all they have done and have yet to do.
- The work ahead is great, important, and essential. We must be successful for the sake of our students. We need our incredible people for the incredible task that lies ahead.

Greater Recognition

For a Staff Community Like No Other After a Year Like No Other



An Opportunity

- District employees have done so much more this year.
- They still have so much more to do.
- We can do much more for them.

An Opportunity

- Federal ESSER and Related Funds – funding for next year beyond state funding increases.
- Funds may only be used for limited purposes.
- Pursuant to long-standing prohibitions, district employees cannot be paid “extra” for work they have already agreed to do for previously agreed rates of pay.
- In addition, per the ADE, funds cannot be used for “bonuses” for employees absent inapplicable circumstances.
- However, school districts may use local ESSER funds to provide employees with additional pay to address recruitment or retention challenges in light of the pandemic.
- After consultation with Governing Board leadership, as well as my administrative team, I believe we not only can provide incentive to our dedicated employees to continue their service with us, but in these difficult times of retention, I believe we should.
- I thank the Board, as always, for their genuine care about the people who work in Amphi.



**GOVERNING BOARD AGENDA ITEM
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

DATE OF MEETING: **March 23, 2021**

TITLE: **Executive Session for:**

- 1. Discussion of Employment and Evaluation of the Superintendent, Pursuant to A.R.S. § 38-431.03(A)(1); and**

- 2. Discussions or Consultations with Designated Representatives of the Public Body in Order to Consider Its Position and Instruct Its Representatives Regarding Negotiations with Employee Organizations Regarding the Salaries, Salary Schedules or Compensation Paid in the Form of Fringe Benefits of Employees of The Public Body Pursuant to A.R.S. §38-431.03(A)(5).**

BACKGROUND:


This executive session discussion will pertain to the employment of the Superintendent, pursuant to his employment terms, and will include an evaluation of his performance. Discussion which occurs during executive session, like the discussion of all personnel matters, is confidential according to law.

The Board may also wish to convene an executive session pursuant to A.R.S. §38-431.03(A)(5) to discuss item (A)(2) as identified above.

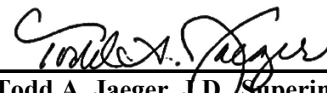
RECOMMENDATION:

The administration recommends the Board convene an executive session for purpose of discussing the matters identified above as permitted by A.R.S. §38-431.03(A)(1) and (5).

INITIATED BY:


Michelle H. Tong, J.D.,
Associate to the Superintendent and General Counsel

Date: March 10, 2021


Todd A. Jaeger, J.D., Superintendent