

**AMPHITHEATER PUBLIC SCHOOLS
Tucson, Arizona**

MINUTES OF REGULAR PUBLIC MEETING OF THE GOVERNING BOARD

Place, Date and Time of Meeting

Wetmore Center, 701 West Wetmore Road, March 11, 2014; 5:00 PM

Board Members Present

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

Central Administrators Present

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

OPENING OF MEETING - Call to Order

Mrs. Zibrat called the meeting to order at 5:00 PM.

1. EXECUTIVE SESSION

A. Motion to Recess Open Meeting and Hold an Executive Session for Student Disciplinary Action:

- 1. 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 2014-2015 Fiscal Year Pursuant to A.R.S. §38-431.03(A)(5).**

A motion was made by Ms. Day that the Board recess into Executive Session pursuant to A.R.S. §38-431.03(A)(5), as presented. Mrs. Grant seconded the motion and it passed unanimously, 5-0. Mrs. Zibrat called a recess at 5:01 PM for the purpose of holding Executive Session.

B. Motion to Close Executive Session and Reconvene Open Meeting

Upon return to the Board Room, a motion was made by Ms. Day and seconded by Mrs. Cozad that the meeting reconvene into open session. The motion passed, unanimously, 5-0. Mrs. Zibrat declared the meeting in open session. The time was 6:06 PM.

OPENING OF MEETING

Call to Order and Signing of Visitors' Register

Mrs. Zibrat called the meeting to order at 6:06 PM and asked members of the audience to sign the visitors' register.

Pledge of Allegiance

Linda Haller, Principal from Rillito School, introduced the following students, who were present and led the Pledge of Allegiance: Manuel Estrada, Emma Benson, Camila Sotelo, and Adrian Bales. Each student was presented with a Certificate of Commendation.

Dr. Barrabee acknowledged the Art Display in the Board Room. He commended Rillito School students and teachers Amy Ruboyianes, Joanne Crosswhite, and Stuart Smith for their contributions.

Announcement of Date and Place of Next Special Governing Board Meeting

Mrs. Zibrat announced the next special meeting of the Governing Board: Wednesday, March 12, 2015 at 4:00 PM and the special meeting of the Governing Board meeting on Tuesday, March 25, 5:00 PM, Wetmore Center, 701 W. Wetmore Road.

PUBLIC COMMENT

Mrs. Zibrat described the procedures for addressing the Board. The following members of the audience did so: Mick Stewart lodged his concerns about the field stadium stands at CDO High School; he feels that the stairs prohibit seating for people with physical disabilities. He feels that that they are ADA non-compliant. He wonders why Bond-funded improvements did not include the stands-related issues. He asks that the District correct this overdue problem. Tom McFadden reported on his attendance at a recent town hall meeting at the Oro Valley Library, where John Huppenthal, Arizona Superintendent of Public Instruction was speaking. Many topics were discussed, including the Arizona's College and Career Ready Standards (AZCCRS). Mr. Huppenthal's statements have bearing on the parent issues addressed at recent Board meetings pertaining to the Standards; "Common Core is about standards and not about curriculum" and are district-level issues. It is the responsibility of the local school boards to oversee the implementation of the new Standards, as well as, the materials chosen to meet those Standards; and, any problems related thereto should be addressed at the local school board level. Mr. McFadden requests the Board take a more pro-active role in matters related to the implementation AZCCRS and the new textbook selection process underway at two of the District's schools. Todd Diaz de Valdes reported that recent meetings with Administration – Monica Nelson, have been productive. He noted comments made by Mr. Huppenthal, at the same meeting referenced previously by Mr. McFadden – that many of the burden(s) fall(s) upon local school districts for sudden "warp speed" (AZCCRS) changes and implementation measures (as adopted and enacted by the Arizona State Board of Education). He suggests that future consideration be given by the Board to make policy changes that put quality control steps into the implementation-related mandates for things like textbook selection processes that would include parent-participation and input.

2. INFORMATION² AND RECOGNITION(S)

A. Status of Bond Projects

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

I. INSTRUCTIONAL SPACE / PORTABLE REPLACEMENT

A. Rio Vista Elementary Classroom and Administration Addition: Construction is complete. Phase 3, the remodel of classrooms in the west wing into intervention rooms to replace spaces that were housed in portables, is complete and will be occupied when students return from spring break. The Rio Vista project was completed four weeks ahead of schedule and under budget which allowed added scope in the form of a new playground shade canopy and the replacement of campus security fence on the north side of the playground.

B. Cross Middle School Addition / Remodel: Construction is 30% complete. The auxiliary gym interior is being painted and prepped for finishes and new water service for the fire sprinkler system is being installed. 500 wing construction is complete – less IT connectivity and fire alarm which will be installed

over summer break (the carpet and ceiling tile are on site but are yet to be installed so they are not damaged during fire alarm wiring installation). Re-cabing is continuing as night work across the campus. The 100, 200, 300, and 400 wings are complete. Cablers are currently working in the 500 and 600 wings. Restroom renovation also is continuing across the campus. Student and staff restroom remodels in the 400 and 500 wings have just been completed and work is under way in the 300 wing restrooms. Campus security fencing installation is continuing in areas where there is no student occupation. The Cross project is on schedule and on budget.

C. Harelson Elementary School Addition / Remodel: Construction is 27% complete. The new classroom building is dried in and interior MP&E (mechanical, plumbing, and electrical) rough-in is in process. Excavation of the "Fun House" addition is complete and foundation work will begin this week. Restroom renovations are complete in the "D" Building, are in process in the "E" Building, and will be progressing across campus during the spring semester. The Harelson Project is on schedule and on budget.

D. Wetmore Professional Development Building: Programming of this project continues with the architect of record and the CM@R contractor. Design Development drawings are being completed for district review. Once reviewed and approved, Construction Documents will be started.

E. Donaldson Elementary School Addition / Remodel: Design programming has started with the site staff, architect of record, and the district Bond Department staff. Tonight's consent agenda contains a recommendation of a Construction Manager at Risk General Contractor for Governing Board review and hopeful approval. If approved, this vendor will join the design process team immediately.

F. Mesa Verde Elementary School Addition / Remodel: Design programming has started with the site staff, architect of record, and the district Bond Department staff. Tonight's consent agenda contains a recommendation of a Construction Manager at Risk General Contractor for Governing Board review and hopeful approval. If approved, this vendor will join the design process team immediately.

II. HEALTH, SAFETY, & SECURITY

A. Wilson K-8 Renovation: - Design programming is under way with the Wilson site staff, architect of record, and the district Bond Department staff for the renovation and expansion of the school's Health office to meet the student-capacity needs as well as the installation of a security fence.

Dr. Barrabee thanked Mr. Louth for his presentation and the continued reports of "on-time" and "under or on budget." On behalf of the Board, he noted appreciation to the Community for its support of the Bonds; without it, the District would have difficulty providing some of the improvements, security, health, and instructional facilities. Mr. Nelson responded to an inquiry by Dr. Barrabee about what an "intervention room" is as referenced in the Rio Vista related-update; they are rooms used to accommodate individual students or small student groups that need academic intervention measures to ensure that they are on grade level and reading appropriately by the end 3rd grade. Academic interventionists are provided to all elementary and middle schools.

B. Presentation of Distinguished Service Awards

Board book information: *The Distinguished Service Award was established to recognize employees' initiative, collaboration, loyalty, and contribution to the Amphitheater Public School District. Employees will be recognized on a monthly basis during the school year. All Amphitheater employees are eligible to be nominated by their colleagues for this recognition. We would like to recognize the following individuals for the month of March: Cymry DeBoucher, REACH and International Baccalaureate Teacher, Canyon del Oro High School and Jan Janoski, Lead Custodian, Ironwood Ridge High School.*

Mr. Nelson invited Michael Bejarano, Executive Director of Secondary Education, to provide an overview about the Distinguished Service Award.

Mr. Bejarano introduced each of the recipients for the March awards: Ms. Jan Janoski, who serves as the Lead Custodian at Ironwood Ridge High School and Ms. Cymry DeBoucher, who is REACH and International Baccalaureate Teacher at Canyon del Oro High. He provided a review of the accomplishments and comments made about each of them as submitted by the person nominating them for recognition.

On behalf of the Board, Mrs. Zibrat expressed gratitude to Ms. Janoski and Ms. DeBoucher for their contributions to the District and for exemplifying the Distinguished Service Award principles of: initiative, collaboration, loyalty, and contributions to the District. Each was presented with a Certificate of Commendation.

C. Recognition of Coronado K-8 Students' Outstanding Learning Achievements

Board Book information: *Coronado K-8 School has earned the distinction of being one of Arizona's top three performers using the iCivics curriculum. Students in Ms. Erika Sparlin's 6th, 7th, and 8th grade classes have logged a total of 120,809 minutes in the iCivics curriculum this school year.*

Tucson Mayor Jonathan Rothschild extended personal congratulations to the students, and invited them to visit City Hall.

iCivics is a non-profit organization dedicated to encouraging civic learning through interactive and engaging learning resources. The goal is to help teachers prepare the next generation of students to become knowledgeable and engaged citizens.

Mr. Nelson invited Gerad Ball to introduce Erika Sparlin, who is leading Coronado students in participation and simulations/games and activities that teach and involve them in the Constitution, the Bill of Rights, and the legislative branches. Ms. Sparlin stated that all of her classes are involved in this opportunity to expand on civics-related learning opportunities (more than 2,000 online hours) plus a wide variety of interactive lesson plans in the classroom. Three students accompanied Ms. Sparlin; they shared their experiences of simulations, i.e. running for president, etc., and explained what they like about the program that sustains their interest and participation.

The Governing Board congratulated Ms. Sparlin and presented her with a Certificate of Commendation.

D. Recognition of Community Members – Ben and Bonnie Wichers

Board Book information: *It is with pleasure that we recognize two community members who have shown extraordinary support for Amphitheater School District. Ben Wichers is the retired CEO of BHP Copper and Bonnie is a retired teacher. Ben has served in a leadership capacity on the Amphitheater Foundation for over seven years.*

At its Gala this past Saturday, the Foundation presented the largest silent auction in the organization's history and Bonnie chaired this auction. Ben and Bonnie truly believe in the power of a quality public education. They continually demonstrate their commitment through their actions and their support of our schools.

Mindy Blake, Director of Community Relations, introduced Ben and Bonnie Wichers – noting their many years of involvement with The Amphi Foundation and its many fundraising programs, the District's Clothing Bank and the recent success of the annual Foundation Gala. Mr. Wichers declared the family enjoys sharing and supporting education, and it is rewarding doing so through The Amphi Foundation. He thanked the Board for their efforts and for the recognition this evening.

The Governing Board expressed appreciation to Mr. and Mrs. Wichers for their tireless efforts and generosity towards Amphitheater's students and their families. Both were presented with a Certificate of Commendation.

E. Recognition of Amphitheater High School Wrestlers, AIA Division III State Champion and State Team Runner Up

Mr. Nelson invited Armando Soto, Assistant Principal at Amphitheater High School, to introduce Head Coach Sam Portillo, who then introduced the following students for their AIA Division III Wrestling State Individual championships as shown: Jesus Barrera, State Champion, 152 lbs., Geovanni Payan, State Champion, 138 lbs., and Marcus Salnick, State Champion, 145 lbs; and, then introduced the Division III State Team Runner-up student athletes and coaching staff: Students: Jesus Barrera, Cesar Castaneda, David Gonzales, Tyrell Rush, Cristian Sanchez, Geovanni Payan, Saul Payan, Nicholes Liggins, Rafael Paredes Estrada, Emmanuel Shoemaker, Isaiah Reffit, Erick Zendejas, Marcus Salnick, and Kyle Rodriguez; and Assistant Coaches: Ed Romic, Matt Uden, and Louie Murrillo, Volunteer Coach.

The Governing Board congratulated the student athletes and coaches and then each was presented with a Certificate of Commendation.

F. Recognition of Ironwood Ridge High School Wrestler, AIA Division I State Champion

Mr. Nelson invited Phil Tilicki, Assistant Principal at Ironwood Ridge High School, to introduce Danny Vega, State Champion, 106 lbs and Assistant Coach Paul Vasquez. Mr. Tim Berrier, Head Coach in wrestling, who is also the coach for the tennis, was unable to be in attendance due to a tennis match.

The Governing Board congratulated Danny and coaches and then presented each with a Certificate of Commendation.

G. Introduction of Canyon del Oro High School Advisory Council Members

Board Book information: *The Superintendent would like to introduce the Student Advisory Council members of Canyon del Oro (CDO) High School and acknowledge them for their service to their classmates and school as members of the Superintendent's Student Advisory Council.*

Their input during group discussions and their concern for CDO High School provides the students and the Superintendent an opportunity to talk informally about student issues and concerns.

Mr. Nelson invited Paul DeWeerd, Principal from Canyon del Oro High School to introduce the students in attendance from CDO that serve on the Superintendent's Student Advisory Council. Mr. DeWeerd introduced the students in attendance and also highlighted their academic and personal achievements.

9th Graders: Christine Bellavia, Emie Elstad, Turner Washington, and Etienne Wegrzyniak;

10th Graders: Graciela Alderette, Timothy (TJ) Black, Abelardo Duarte-Upton, and Isabella (Bella) Gaziano;

11th Graders: Samantha Ball, Anthony Felix, Jared McElmell, and Jacqueline Schamahorn; and,

12th Graders: Adan Fernandez, Robert Miranda, and Joyceann Salazar.

On behalf of the Governing Board, Mrs. Zibrat expressed appreciation to the students for their dedicated commitment to their school and its community. Each student was presented with a Certificate of Commendation.

H. Review of Auditor General's Classroom Dollars Report 2013

Board Book information: *Information on the Auditor General's "Arizona School District Spending (Classroom Dollars) Fiscal Year 2013" report will be presented.*

Mr. Nelson invited Mr. Little to provide an overview of the classroom dollars report. Mandated by Proposition 301, which was voter approved in November 2001 and pursuant to A.R.S. §41-1279.03, the Auditor General's office is mandated to produce an annual report detailing each individual school district's expenditures by 'dollars spent in the classroom'. A decline of dollars/percentages gone into classrooms in the last seven years; this is in alignment with the legislative budget cuts (totaling more than \$47.2 million since 2008). Mr. Little projected a chart listing ten of the local school districts for comparison purposes that show the percentages of dollars spent in 2013 by category: Classroom dollars; and, Non-classroom dollars:

Administration, Plant Operations, Food Service, Transportation, Student Support, and Instruction Support [Item 2.H. attach2.pdf <https://v3.boardbook.org/Public/PublicAgenda.aspx?ak=1000433&mk=50106618>] He noted that compared with other local comparable districts, Amphi is spending more dollars per student in the classroom, and also has the lowest Administrative costs per student.

Mr. Nelson reiterated that: 1) Amphi – absolute dollars to the classroom, better than other local districts; and, 2) Arizona is already notably ranked 49 or 50th nationally, and Amphi ranks lower than the state average in administrative costs.

Dr. Barrabee commended Administration for their efforts; huge inventories of responsibilities are carried by each administrator. The District is fortunate to have such highly committed administrators.

Note: Mrs. Zibrat called a brief recess at 7:32 PM and reconvened the meeting at 7:37 PM.

I. Periodic Legislative Update

Board Book information: *This Item is presented to update the Governing Board regarding the status of bills in the current (second regular) session of the 51st Arizona Legislature.*

The proposed legislation is grouped together by the general topic.
[<https://v3.boardbook.org/Public/PublicAgenda.aspx?ak=1000433&mk=50106618>]

Mr. Nelson invited Mr. Jaeger to highlight currently proposed legislation that relates to education and has been identified as key or of particular interest: a number of bills related to ESA's or Empowerment Scholarship Accounts (an application process that may result in defrayed costs for private school attendance); election provisions dealing with school district and its employees influencing outcomes of elections (i.e. Override, Bond measures); specific direction related to identifying, tracking, and providing intervention measures for all students with less than a 2.0 GPA; legislation in opposition to the Common Core standards.

Mr. Nelson added that the District had been directed by the Arizona Department of Education to participate in the pilot PARCC (Partnership for Assessment of Readiness for College and Careers) Assessment, which involved 15 of 19 District schools. To evaluate the substantial amounts of instructional time and costs in accommodating this directive, Mrs. Nelson and Dr. Jay Midyett, Program Assessment and Evaluation Analyst, were asked to investigate the impact and costs (unreimbursed). Following several communiques protesting the associated lost instructional time and increased costs in accommodating this obligation, the District received notification that it was exempted from this obligation for all but four (4) schools; they volunteered to participate.

Dr. Barrabee expressed several concerns about changes to legislation that may impede long-term effects and infringe on public education; i.e. empowerment scholarship legislation. The State's constitution, through its legislation, is supposed to ensure equitable services to all students.

2. CONSENT AGENDA³

Mrs. Zibrat asked if there were Board member requests to have items addressed separately. Mrs. Cozad requested that Item I be addressed separately. See detail on Item I (below).

A motion was made by Dr. Barrabee to approve the Consent Agenda, items A-H and J-Q. The motion was seconded by Mrs. Grant and, it passed unanimously, 5-0. Appointment of personnel is effective, provided all district, state, and federal requirements are met.

A. Approval of Minutes

The minutes of the February 11, 2014 Regular Governing Board meeting were approved, as submitted.

B. Addendum to Approval of Appointment of Personnel

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

C. Addendum to Approval of Personnel Changes

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

D. Approval of Leave(s) of Absence

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

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

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

F. Approval of Approval of Vouchers Totaling and Not Exceeding \$1,467,804.11 (Final Total)

The following vouchers were approved as presented and payment authorized:

Vo. 799	\$ 428,682.41	Vo. 800	\$ 225,863.55	Vo. 801	\$ 57,800.10
Vo. 802	\$ 692,864.66	Vo. 803	\$ 62,593.39		

G. Acceptance of Gifts

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

H. Receipt of Monthly Status Report for the Fiscal Year 2013-2014

A summary of comparative totals as of February 2014 is as follows:

Budget Capacity	\$84,972,883.00	Expenditures & Encumbrances	\$84,972,883.00
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Totals' Comparisons:

Expenditures as of 2/28/13	\$ 49,288,817.78	M & O Budget Capacity for 2012-2013.....	\$81,843,474.00
Expenditures as of 2/28/14.....	\$ 54,154,699.91	M & O Budget Capacity for 2013-2014.....	\$84,972,883.00

Bond Balance Outstanding: \$75,135,000.00

Tax Rates: Primary – 4.3876; Secondary – 1.5850

I. Approval of Textbook(s) for Display

The Governing Board approved to have the following textbook series placed on display effective March 8, 2005 for a period of sixty days prior to official adoption, this, in accordance with Section 15-721 of the Arizona Revised Statutes. Textbook: The Practice of Statistics, 5th Edition; Publisher: W. H. Freeman and Company; Authors: Daren S. Starnes, Josh Tabor, Daniel S. Yates, and David S. Moore; and, Price: N/A

Mrs. Cozad asked to have this item heard separately in order to inquire about methods used to notify the public when and how textbooks are available for review during the textbook display/approval process; are the current methods adequate?

Mr. Nelson noted that in this instance, since this book is a high school level textbook, high schools are being asked to post the information on their websites, as well.

A motion was made by Mrs. Cozad to approve Item I as submitted. The motion was seconded by Mrs. Zibrat and, it passed unanimously, 5-0.

J. Approval of Out of State Travel

Out of state travel was approved for students and staff (source of funding indicated): from Ironwood Ridge High School to take 18 students from the Wrestling Club to Castle Rock, Colorado, April 18-20, 2014 (tax

credits and student activity funds); from Canyon del Oro High School to take 75 students from the CDO Band to Anaheim and Los Angeles, California, April 23-26, 2014 (tax credits and the booster club).

Travel was previously approved: at the October 22, 2013 Board meeting from Canyon del Oro High School to take 35 students from the Canyon Players Club to Los Angeles, California, March 16-20, 2014; a change in chaperones was approved; at the November 12, 2013 Board meeting from Amphitheater Middle School to take 40 students from the Project Catalina Club to Catalina Island, California, March 4-7, 2014; a change in chaperones was approved.

Out of state travel was approved for staff (source of funding indicated): from the District Office to attend the National Association of School Nursing Annual Conference in San Antonio, Texas, June 27-July 1, 2014 (site M & O funds designated for staff development).

K. Approval of Student Fee Rates Charged Pursuant to Governing Board Policy JQ, A.R.S. §15-342 (24), and A.R.S. § 15-1142

Board book information: *Arizona Revised Statutes 15-342 sets forth the permissive powers of the Governing Board. Among other things, the provision allows the Governing Board to assess reasonable fees for optional extracurricular activities and programs conducted when schools are not in session. For the purposes of this provision, "extracurricular activity" means any optional, noncredit, educational or recreational activity which supplements the education program of the school, whether offered before, during or after regular school hours.*

For high schools, the law also allows governing boards to assess fees for fine arts and vocational education courses and for optional services, equipment and materials offered to students beyond those required to successfully complete the basic requirements of any other course. No fees may ever be charged for access to or use of computers or related materials.

Fees must be adopted at a public meeting after notice has been given to all parents of students and cannot exceed the actual costs of the activities, programs, services, equipment or materials. The governing board must also authorize principals to waive the assessment of all or part of a fee assessed pursuant to this provision of law if it creates an economic hardship for a pupil.

Attached is a list of proposed District fees for the 2014-15 school year. This list has been displayed on the Amphitheater District website for thirty days. [<https://v3.boardbook.org/Public/PublicAgenda.aspx?ak=1000433&mk=50106618>]

The Governing Board approved the Student Fee Rate Schedule, as submitted. (Exhibit 6, pp. 1-2)

L. Adoption of Governing Board Meeting Schedule for 2014-2015 Fiscal Year

Board book information: *The Governing Board may meet on such days as it determines in its discretion, so long as it meets the minimum requirement of having one regular meeting per month during the regular school year. A.R.S. §15-321(D). Traditionally, the Board has had a regular meeting on the second Tuesday of each month and a special meeting on the fourth Tuesday of every month, unless any date fell on a holiday. The attached proposed schedule for the 2014-2015 fiscal year follows this traditional approach with exceptions where meetings would conflict with District-wide vacation breaks and other calendar conflicts.*

Generally, the Board reserves information, study, and action items for its regular business meetings, held on the first meeting of the month. The second meeting of each month is generally reserved for consent items and executive session business. This approach may also require occasional variations depending upon district business needs.

The Governing Board approved the Governing Board Meeting Schedule for the 2014-2015 School Year, as submitted. [2014 - * July 1, 2014, August 12, 2014, August 26, 2014, September 9, 2014, September 23, 2014, October 7, 2014, October 28, 2014, * November 18, 2014, * December 9, 2014; 2015 - January 13, 2015, January 27, 2015, February 10, 2015, February 24, 2015, March 10, 2015, March 24, 2015, April 7, 2015, April 21, 2015, *May 5, 2015, June 9, 2015, and June 23, 2015. *Indicates months when there is only one Board Meeting scheduled: July, November, December, and May.]

M. Approval of District Calendar for School Year 2015-2016

A draft District Calendar for school year 2015-2016 was presented for the Board's study at its February 11, 2014 meeting. That Calendar is now presented for the Board's approval.

The Governing Board approved the school year calendar for the 2015-2016 School Year. (Exhibit 7)

[<https://v3.boardbook.org/Public/PublicAgenda.aspx?ak=1000433&mk=50106618> ; Item 3.M.]

N. Approval of the 2014-2017 Technology Plan

Board book information: *Technology planning is an important part of ensuring that schools and Local Education Agencies (LEAs) maximize the impact that technology can have on the learning process. This planning is most effective when it is integrated with the other planning processes in an LEA. In Arizona, LEAs submit their Technology Plan via the Arizona LEA Tracker, or ALEAT. Using ALEAT for the technology planning process helps to promote an integrated planning approach and align the purchase, training on, and use of technology with an LEA's core learning goals.*

The 2014-2017 Technology Plan is submitted hereto for review and approval. Deadline for submission of Tech Plans for Arizona Department of Education (ADE) approval is April 7, 2014

The Governing Board approved the school year calendar for the 2014-2017 Technology Plan, as submitted. (Exhibit 8, pp. 1-5) [<https://v3.boardbook.org/Public/PublicAgenda.aspx?ak=1000433&mk=50106618>]

O. Approval of Fireworks for Ironwood Ridge High School Graduation Ceremonies

The Governing Board approved the request as submitted by the Ironwood Ridge High School Graduating Class of 2014 for fireworks' displays at their Graduation Ceremonies on May 20, 2014. A letter of recommendation by the principal, Mr. Mike Szolowicz, accompanied the request which includes contingencies that all approval requirements are obtained, legally sound, and all safety regulations are strictly met. With this approval, *The Fireworks Productions of Arizona Company* will be contracted for a two-minute display at the conclusion of ceremonies.

P. Award of Contract for Medical and Dental Preferred Provider Organization (PPO) Benefits Based Upon Responses to Request for Proposal (RFP) 13-0008

Board Book information: *Request for Proposal (RFP) 13-0008 was e-mailed to 112 Vendors and published on the District's website. The solicitation asked for proposals for Medical, Dental PPO, Employee Assistance Program (EAP), COBRA, and Health Savings Account (HSA) benefits. The vendors could submit a proposal for all categories, a combination of categories, or just one category. The District received three proposals for Medical, eleven proposals for Dental PPO, eight proposals for EAP, ten proposals for COBRA, and eleven proposals for HSA.*

The Medical and Dental PPO proposals were evaluated. Based on this evaluation, Arizona School Board Association Insurance Trust (ASBAIT) had the highest scoring proposals for both Medical and Dental PPO benefits. ASBAIT also included at no cost to the employees of the District the following benefits: EAP, COBRA, and Health HSA.

The Governing Board approved the award of contract for medical and dental preferred provider (PPO) benefits based upon responses to RFP 13-0008 to ASBAIT, as submitted.

Q. Approval of Bond-Related Projects

1. Award of Contract for Construction Manager at Risk for the Facility Improvements at Donaldson and Mesa Verde Elementary Schools Bond Projects Based on Responses to Request for Qualifications (RFQ) 13-0029

Board Book information: *The Arizona Administrative Code R7-2-1116 covers the procurement of construction using alternative project delivery methods. Alternative project delivery methods for construction are defined as: construction-manager-at-risk, design-bid-build, and job-order-contracting construction services.*

Request for Qualifications (RFQ) 13-0029 was e-mailed to 132 General Contractors and published on the District's web site. Six contractors submitted responsive proposals. The Evaluation Team scored each Contractor based on the evaluation criteria listed in the RFQ. The three highest-scoring Contractors were asked to participate in interviews with the Evaluation Team. The Evaluation Team ranked each Contractor based on the Contractor's interview with the Evaluation Team. The results were:

CORE Construction, Inc. – Highest Ranking Contractor, Lloyd Construction Company, Inc. – Second Highest Ranking Contractor, and Diversified Design & Construction, Inc. – Third Highest Ranking Contractor.

The Governing Board approved *CORE Construction, Inc.* be awarded the contract for CM@Risk for the facility improvements at Donaldson and Mesa Verde elementary schools based upon responses to RFQ 13-0029, as submitted.

4. ACTION

A. Approval of Governing Board Policies JKE (Expulsion of Students) and JLF (Reporting Child Abuse/Child Protection)

Board Book information: *The Governing Board reviewed proposed revisions to Policies JKE (Expulsion of Students) and JLF (Reporting Child Abuse/Child Protection) at the regular Governing Board meeting on February 11, 2014.*

A motion was made by Dr. Barrabee to approve the proposed changes to Governing Board policies JKE (Expulsion of Students) and JLF (Reporting Child Abuse/Child Protection) as submitted. The motion was seconded by Mrs. Cozad and, it passed unanimously, 5-0.

5. STUDY/ACTION

A. Approval of Compensation Meet and Confer Agreement and Compensation Terms for the 2014-2015 Fiscal Year for Certificated, Classified, Classified Exempt, Professional Non-Teaching, Administrative, and Administrative Exempt Employee Groups

Board Book information: *On March 6, 2014, the joint District and Amphitheater Education Association Meet and Confer teams met for a final conference regarding development of a recommendation for an employee compensation package for the 2014-2015 fiscal year.*

As in so many years past, the meet and confer teams had to complete their work in a vacuum-like reality – one devoid of a completed state education budget, but more to the point a current budget reality which is already clearly indicating that when a final state budget is determined, it will again be lacking the level of support necessary to adequately compensate district staff and meet other district needs.

The current proposed budget from the Governor's office includes an increase over current funding to school districts of only 1.4% (approximately \$800,000 for Amphi) -- just keeping pace with inflation for one year and making no provision for rectifying previous budgets that the Arizona Supreme Court has ruled shortchanged districts for inflation in violation of law.

Moreover, the Governor's proposal would seemingly take back with the left hand what it gives with the right, because she proposes districts pay pack \$15 per student (approximately \$210,000 for Amphi) from the 1.4%

increase to help the state pay for statewide school technology infrastructure – infrastructure which, frankly, Amphitheater Public Schools has already put in place for its schools, thanks to voter-approved bonds.

This kind of financial backdrop has, no less than tragically, been the norm in Arizona for several years. Since 2008, Arizona’s public school districts have experienced year after year of budget cuts and have at the same time been required to meet growing curricular, fiscal, staff and physical plant mandates.

Over that same period of time, however, the Amphitheater Governing Board has worked to minimize, to every extent possible, the impact of budget cuts upon employees. While Amphitheater staff has certainly not received what the Board or the meet and confer teams might believe is appropriate, the earnest goal of both groups has consistently been to do the best possible under the circumstances given to us all.

This year, the meet and confer teams again grappled with a growing sense of frustration long past déjà vu: believing (like the Governing Board) that more should be done, but knowing that more cannot be done without a change in state budget support of public education.

It is perhaps important to note that intentions for the best employee compensation package possible have not been a wholly unrealized ideal in recent years, but have been given form. Consider the following history of state budget cuts and pay packages corresponding to the last several fiscal years. This history of recommended packages from the meet and confer teams (adopted by the Governing Board) does evidence intentions to do our best in even the starkest of financial times.

Fiscal Yr.	State Legislature Cuts to Amphi’s Annual Budget	AUSD Pay Package: Key Terms
08-09	\$4,314,921	<ul style="list-style-type: none"> • Pay increases ranged from 2.5% to 3.5%, depending on years of experience. • “Benefits Bucks” (old cafeteria plan) increased from \$295.00 to \$791.00
09-10	\$5,208,175	<ul style="list-style-type: none"> • Level Compensation (no increase or decrease)
10-11¹	\$9,615,957	<ul style="list-style-type: none"> • 2% Pay Reduction for all employees • 3 days of furlough for some employees; 5 days of furlough for senior staff • Shift of “Benefit Bucks” to Health Insurance specifically. • The 2% pay reductions were later reversed, as were furloughs (days for staff other than senior staff, due to receipt of “Federal Stimulus” dollars)
11-12	\$9,937,165	<ul style="list-style-type: none"> • 0.9% Pay increase for all staff. • Continued reversal of 10-11 reductions and furloughs. • Approx. 1% additional pay increase later added after mid-year state retirement changes.
12-13	\$7,625,569	<ul style="list-style-type: none"> • 3% pay increase, inclusive of “step movement (2% raise) and 1% increase to the pay schedules made permanent.
13-14	\$9,110,687	<ul style="list-style-type: none"> • 3% raise for most staff, inclusive of “step movement” of 2% and 1% cost of living increase to pay schedules.

¹ The compensation package developed for 2010-2011, after three years of increasing budget cuts, was ultimately not the result of a meet and confer *agreement*. Frankly, it was difficult for the teams to *agree* to pay reductions and furloughs, though the package that was adopted by the Board was certainly developed through the meet and confer process. After adopting this stark package for that fiscal year, the Governing Board also reversed most of its terms and its effects upon employees after the District received Federal Budget Stimulus funds which could be used to do so.

		<ul style="list-style-type: none">• For employees at top of schedule: 1% COLA plus \$500 longevity stipend.• Increased health insurance contribution from \$268.77 to \$300.00 per month.
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The Meet and Confer Teams' Recommendation for the 2014-2015 Compensation Package for the Certificated, Support (a.k.a., Classified), and Professional/Non-Teacher Employee Groups - For next fiscal year, with an increase of only \$800,000 in base support level funding (less the \$210,000 charge for technology infrastructure for the state) and massive continuing cuts in other parts of the District's budget, the combined meet and confer teams are proposing a package that must again be based on the reality given to us all. With so little to work with, the teams focused on how best to respond to the varied concerns which staff cite with respect to compensation. There are, of course, several options for how such limited funding can be put to purpose, but the teams have agreed the package attached to this item offers the best option. The package thus recommended to the Governing Board for all represented groups (certificated, support, and professional/non-teaching includes the following terms:

- 1. Employees will receive step movement via placement on new and parallel salary schedules for next year. Movement to the next higher step would result in a 1.4% increase in pay over the current year for those eligible for step movement. The new, resulting salary schedule, however, would still ensure for 2% increases between steps in the future. Step A, on both the current and resulting pay schedule, will remain the same, and those on the top step of each salary schedule would receive one-time stipend increases equal to 1.4%.*
- 2. The District will maintain current premium supports of fringe benefit programs. Eligibility for benefits next fiscal year, however, will require a minimum of 30 hours of work per workweek, in accordance with The Affordable Care Act (ACA) (a.k.a., "Obama Care"). This would affect a few dozen employees working less than 30 hours who were previously "grandfathered" and protected from this requirement. Those employees would have the option of seeking additional work hours necessary to meet the 30 hour requirement or obtain coverage through the ACA Marketplace. In reality, the grandfathering provision would operate to deprive the affected staff of less costly and more beneficial options under the ACA that include subsidies.*
- 3. The District and AEA must work together to develop and execute communication strategies which will increase public awareness of the financial crisis facing public education in Arizona.*
- 4. If new or currently unanticipated monies are received by the District which can be used for staff compensation, the Meet and Confer teams must reconvene to provide additional recommendations to the Governing Board on how to best utilize those funds.*

The Superintendent's Recommendation for the 2014-2015 Compensation Package for the Classified Exempt Employee Group - The Classified Exempt group of employees is not represented by the Amphitheater Education Association. The Superintendent recommends "me too" language for the group, however, as those employees are on the same salary schedule as the ESP (a.k.a., Classified) employee group. The group would be compensated on the same package terms for next year.

The Superintendent's Recommendation for the 2014-2015 Compensation Package for the Administrative and Administrative-Exempt Employee Groups - For the last several years, the Superintendent's recommendation for administration has been equivalent to that offered other employee groups, but simplified to percentage pay increases. The Superintendent again proposes a simplified approach to compensation for these groups, which results in the same net effect – a 1.4% increase over current pay (but no step movement).

Pending Ratification Process - Following conclusion of the meet and confer process on the evening of March 6, 2014, the Amphitheater Education Association still had to proceed with its ratification process, whereby it puts the package recommendation to the represented groups for a vote. It is anticipated that the Association will present additional information on that process to the Governing Board at the March 11 meeting.

Mr. Nelson introduced the item and invited Mr. Jaeger to provide an overview of the Board Book materials. He stated that the item is on the Study/Action portion of the Agenda and recommends that the Board approve the package.

Mr. Jaeger noted the efforts made by the Board and its Meet and Confer Advisors and teams. He added that there is some good news regarding next year and that is that the Arizona Supreme Court decided that the State acted unconstitutionally in another issue ((it had failed to fully fund the inflation formulas that the electorate put into law through the passage of Proposition 301 that mandated the State at least meet the rise of inflation in terms of public school support) so the Governor's proposed budget includes an additional 1.4% increase in the Base Level Support (BSL) for school districts; however, she also recommends that school districts must pay back \$15.00 per student (approximately 25% of the total 1.4% being provided) to the State to fund its technology infrastructure upgrades. Next year's budget will see another reduction of approximate \$9.1 million, plus the 1.4% less the \$15.00 per student pay back. The Meet and Confer teams have met over the last several months, the recommendation is submitted this evening for consideration and approval. He added that the health insurance carrier has agreed to give the District a rate pass – meaning that there will not be a rate increase for 2014-2015. He explained the changes being implemented in the 2014-2015 school year to part time employees who were previously grandfathered and therefore eligible for benefits although not meeting the 30 hour per week minimum initiated last year. Those employees will likely benefit more from the Affordable Care Act (a.k.a. Obama Care); efforts will be made to ensure that these individual employees are covered (as described above). Efforts will be made by the District and AmphiEA to increase the public's awareness of the real financial crises facing Arizona's public education system and to clarify the misinformation specifically about public school funding. Mr. Jaeger added that if school districts are given unanticipated monies in the future, the District and AmphiEA will reconvene to determine the best use of those funds. He noted that school districts reside in an environment of uncertainty; legislative funding changes are unpredictable as evidenced in the past 6-7 years.

There were no comments or questions from Board Members.

Mr. John Fife, President of AmphiEA, addressed the Governing Board stating that the Association had been pleased with the compensation packages presented to employees, especially in the face of the State's funding cutbacks. There had been a lot of employee optimism that some of the other issues would be resolved (syndrome, full step movement, cost of living, etc.) at this time. Unfortunately, there was disappointment by the staff and he explained why the staff voted to reject this offer (a 64% vote). There were concerns about the insurance issue; the remedies are welcomed. As part of the ratification process, employees are given the opportunity to offer comments; he provided a sampling of those comments. A complete listing of those comments was provided to Board Members.

Dr. Barrabee expressed empathy for the plight of teachers and staff regarding their dedication and hard work and the shortfall of compensation compared to that level of commitment. It's a tragic situation, which he attributes to the actions by the legislature. He recommends improved communication with the public as to the realities confronted by school districts.

Mrs. Cozad recognizes the validity of the concerns expressed by staff; it is heart wrenching. But under the circumstances of this reality (funding issues) . . .

Mrs. Zibrat stated that she would much prefer having the resources to offer a more substantial compensation package but unfortunately the Board is not able to give something that they do not have.

Dr. Barrabee stated that it was helpful to know that the Meet and Confer team did support this plan. It is s very understandable and given the unfortunate circumstances that exist, many people voted as they did. He noted that if in the event new monies are received, the Meet and Confer teams will reconvene.

A motion was made by Dr. Barrabee to approve the Compensation Meet and Confer Agreement and Compensation Terms for the 2014-2015 Fiscal Year for Certificated, Classified, Classified Exempt, Professional Non-Teaching, Administrative, and Administrative Exempt Employee Groups, as submitted. Mrs. Cozad seconded the motion.

Some discussion and comments were made by the Board prior to the vote being called.

Mrs. Cozad is concerned about the negative feelings that may resonate by staff as a result of this action, as it may appear that the Board is unsympathetic and without regard – although quite the contrary is true – this is very difficult for the Board.

Mrs. Zibrat echoed Dr. Barrabee's sentiments about the Meet and Confer teams – they did come to consensus, plus the proviso that if additional funding is received, the Teams will reconvene to determine the best utilization of funds.

Following comments and discussion, Mrs. Zibrat called the vote, which passed unanimously, 5-0.

6. STUDY

A. Study of Revisions to Section G of the Governing Board Policy System, Regarding Personnel, Developed through the FY 2015 Meet and Confer Process, to Include:

- a. Proposed New Policy GBEF – “Staff Use of Digital Communications and Electronic Devices” (Social Media);**
- b. Revision of GDQD – “Discipline, Suspension and Dismissal of Support Staff Members”, to Include Provision Pertaining to Right to Representation; and**
- c. Agreement Regarding Workplace Civility and Existing Policies.**

Board Book information: *Over the course of the last several months, representatives of the Amphitheater Education Association and the District Administration have met and conferred regarding policies affecting working conditions for employees. This is an annual process which gives employees an opportunity to present concerns about issues affecting the workplace environment. Often, the meet and confer teams address policy issues necessitated by new or changing laws. This has certainly been the case over the last several years, as the Arizona Legislature has mandated many policy language changes in legislative sessions over that time period. This year, the teams were able to focus on other issues of concern to the District and its staff.*

One of those issues was workplace civility, or more specifically the occasion lapse thereof. The teams reviewed, in particular, examples of occasional incivility between and among co-workers, as well as incivility of visitors and parents toward employees at times. During their discussion of this issue, the teams reviewed a number of District policies that address workplace climate, courtesy and civility. Among these policies are: GBEA (Staff Ethics), GBEB (Staff Conduct); KEB (Public Concerns/Complaints About Personnel); and KFA (Public Conduct on School Property).

Ultimately, after reviewing the District's existing policies, the teams recognized that there was not a need for an additional policy but, rather, a need for ensuring that employees be informed about those existing policies. Accordingly, the teams reached an understanding on efforts that should be undertaken to communicate the existing policies to employees. To that end, the Meet and Confer teams came to an “Agreement of Clarification” with the following formal recommendations:

- Include the relevant policies in staff handbooks*
- Post the relevant policies in staff lounges*
- Inclusion of the policy information in initial staff meetings at the beginning of the school year.*
- Provide the policies on the District's intranet*
- Create a step-by-step review of the policy (to be used in staff meetings, training, etc.)*

The next issue addressed by the teams was the use of social media and electronic communications by employees. After extensive discussion, the teams are proposing adoption of an entirely new policy, GBEF. The proposed draft attached to this item incorporates some suggested language from ASBA, but is largely the creation of the teams' work. It includes definitional language to provide clarity of purpose and intention, as most policies do. It then provides a list of expectations for employees. Because of social media's common use

in our society, the policy draft also includes a provision for annual notification to employees regarding its terms.

The final revision proposed by the meet and confer teams is one pertaining to the disciplinary procedures applicable to support staff personnel. It was noted in this year's discussions that Policy GDQD on the subject is lacking an explicit provision entitling support staff personnel to representation in disciplinary proceedings, as is found in policy pertaining to certificated personnel. While District practice is certainly to afford the right to representation to support staff, both teams did agree that the absence of parallel language in this respect may be misleading to staff and should be rectified. Accordingly, a draft revision to Policy GDQD is attached as well.

Mr. Nelson invited Mr. Jaeger to provide an overview of the Board Book materials. There were very few policy changes this cycle. Substantial work was done in recent years in modifying the policies that meet the needs of staff.

Mr. Jaeger noted that almost all of the current policies found in the "G Series" were written/developed by the Meet and Confer Teams. He noted that attention or awareness has become necessary regarding the issue of civility in the workplace – both among colleagues and also parents/visitors. Policy information of this nature will be included in staff handbooks at the site level; posted in staff lounges alongside currently posted policy information. Another area of awareness falls into the category of "social media" (GBEF) with an eye towards appropriate use with students, etc. Staff must be responsible for their sites; including associated links (i.e. advertising). Staff provisions do apply in the cyber world. He noted that all email between teachers/staff and students and parents should be done through District email accounts – so that it is observed and recognized by everyone involved that the communication is official and related to the teacher's/staff duties and responsibilities and not personal; thus to eliminate blurred lines. He noted that since this is a new policy, it is important that staff become aware of the policy and that a sequence of reminders is cycled into the ongoing process (new employees, etc.).

Dr. Barrabee expressed concerns and caution; and prefers to error on the side of safety especially on behalf of students (i.e. website bullying, etc.). He is concerned about District control and what measure might be in place to monitor activities; how to appropriately affect the protection of the District, the Staff, and of course, the students.

Mr. Jaeger responded by stating that much discussion took place regarding these issues; recognizing that the District cannot possibly police all of the websites, and which is why the bullets shown within the proposed policy are listed in the specific order of importance.

A very minor change regarding discipline will add language for Support staff that will echo what is currently shown for Certificated staff.

This information is presented for the Board's initial study of these policy revision matters, in accordance with District policy which requires two reviews of policy changes. This item will be presented in April for approval.

Mr. John Fife, President of AmphiEA, addressed the Governing Board. He provided an update from the employees' ratification meeting. Regarding the Support Staff discipline policy – the Association is pleased that this has already been in practice. Staff ratified this policy change by 96%. Secondly, GBEF – Social Media . . . this is a very effective way for teachers to communicate with their students. He understands the concerns expressed by Dr. Barrabee. This policy seems to strike a good balance; members seem to agree – they ratified it with a voting percentage of 84%.

BOARD MEMBER REQUESTS FOR FUTURE AGENDA ITEMS

There were no Board Member requests.

PUBLIC COMMENT¹

There were no public comments.

ADJOURNMENT

A motion was made by Mrs. Cozad that the Board Meeting be adjourned. Mrs. Grant seconded the motion; and it passed unanimously, 5-0. Mrs. Zibrat declared the meeting was adjourned; the time was 9:05 PM.

Respectfully submitted,
Margaret Harris

Mrs. Zibrat, President

Date

Approved: 4.8.2014