

**Minutes of the Regular Governing Board Meeting
of Amphitheater Public Schools
Tuesday, April 14, 2020**

A Regular Public Meeting of the Governing Board of the Amphitheater Public Schools was held Tuesday, April 14, 2020, beginning at 6:00 p.m. at the Wetmore Center, 701 West Wetmore Road, Tucson, AZ in the Leadership & Professional Development Center.

Governing Board Members Present – via WebEx Conferencing

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

Ms. Vicki Cox Golder, Vice President

Dr. Scott K. Baker, Member – *joined meeting at 6:43 p.m.*

Mr. Matthew A. Kopec, Member

Ms. Susan Zibrat, Member

Superintendent's Cabinet Members Present – via WebEx Conferencing

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

Mr. James Burns, Executive Director of Operational Support

CALL TO ORDER AND SIGNING OF THE VISITOR'S REGISTER

President Day called the meeting to order at 6:01 p.m. and invited members of the audience to sign the visitors' register.

1. EXECUTIVE SESSION

President Day asked for a motion to recess Open Meeting to hold an Executive Session. Vice President Cox Golder moved to recess the Open Meeting to hold an Executive Session for discussions regarding Agenda Item 1.A.1. Mr. Kopec seconded the motion. Voice vote in favor 4: President Day, Vice President Cox Golder, Mr. Kopec, and Ms. Zibrat. Opposed - 0. President Day proclaimed they were in Executive Session at 6:03 p.m.

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

- 1. 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).**

2. RESUME PUBLIC MEETING

President Day resumed the Public Meeting at 6:30 p.m.

PLEDGE OF ALLEGIANCE

President Day asked Ms. Zibrat to lead the Pledge.

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

President Day announced that the next Special Governing Board meeting would be Tuesday, April 28, 2020 at 5:30 p.m. at the Wetmore Center, 701 W. Wetmore Road, Tucson, AZ 85705, in the Leadership & Professional Development Center.

President Day reviewed directives regarding school closures and Arizona Governor Ducey's announcement that all Arizona schools are to be closed for the rest of the school year due to the COVID-19 health crisis. She continued that while school board meetings are exempt from the Governor's Executive Order to stay-at-home, Arizona permits Board members to attend meetings by videoconference or telephone. Therefore, our District has chosen to exercise safe social distancing for this Board meeting by having Board members appear at the meeting through technological means.

There was a quorum at this meeting. All Board members attended this meeting through videoconferencing. Board members were not all gathered in a central, physical location. This meeting was streamed live for the public at the Wetmore Center, 701 West Wetmore Road, Leadership and Professional Development Center.

3. RECOGNITION

A. Recognition of Ironwood Ridge High School Superintendent's Student Advisory Council

Superintendent Jaeger introduced this item and explained to the Governing Board that this is the time of year we recognize the students at each of the high schools who are on the Superintendent's Student Advisory Council. There are sixteen students on the Advisory Council at each of the high schools. As we did with the other two high schools in previous months, tonight was the time to recognize the students of Ironwood Ridge High School Superintendent's Student Advisory Council representatives; unfortunately, current conditions preclude them from coming before the Board. Superintendent Jaeger said that he wanted to take this opportunity to thank all the students who participated for their valuable input and perspective. The Board will be sending certificates of recognition to each of these student who are listed on this Agenda Item. These students recognized were: Cail Davis, Allie Cherrington, Audrey Sattler, Mason Whitaker, Ali Cordova, Ethan DeSilva, Rumur Rouille, Kelli Suckell, Jayni Eldridge, Sage Garcia, Jarrod Taylor, Bennett Whitaker, Rachel Barriga, Kate Cherrington, Alenzia Frederick, and Robyn Stephens.

B. Review and, if appropriate, Vote to Approve Proposed Resolution Recognizing the Special Contributions of Educational Support Personnel

President Day spoke to this item, noting that she felt strongly about marking this moment for Educational Support Personnel, given the constraints of social distancing, and read the Resolution in its entirety.

Vice President Cox Golder motion to accept the Resolution as presented. Ms. Zibrat seconded the motion. Voice vote in favor 4: President Day, Vice President Cox Golder, Mr. Kopec, and Ms. Zibrat. Opposed - 0. The Item was accepted by the Board as posted in Exhibit 28.

4. PUBLIC COMMENT¹

There were none.

5. INFORMATION¹

A. Superintendent's Report

Superintendent Jaeger went over the status of the shift in learning caused by the COVID-19 health crisis, school closures, and the Governor's directive to stay at home and practice social distancing. He thanked the teachers, staff, parents, and students of the Amphitheater School District for making the transition to remote learning that has taken place since the middle of March. Our schools are engaged in remote learning, including existing technology programs such as Waterford, Edgenuity, and Alex Math, teachers are preparing learning packets and sending them home. He encouraged everyone to view the District website for resources available to assist with remote learning, including a parent handbook, a guide for accessing curriculum at home, and information about free Wifi hotspots (including the Wetmore Center and Transportation parking lots). Also, a "questions and answers" (Q&A) link is updated continuously to answer specific questions families and staff may have.

Superintendent Jaeger noted a few "numbers" that tell the story of how Amphi is serving our community: approximately 1,600 laptops/Chromebooks have been checked out to students; roughly 11,000 learning packets have been sent home; and over 68,700 grab-and-go meals have been distributed to students at our Amphi schools, to date.

During Superintendent Jaeger's presentation he displayed pictures and messages from faculty and staff to their students at home, as well as some students sending pictures and messages back to their teachers. Ms. Greenberg's Kindergarten Zoom class from Donaldson Elementary School and Ms. Dev Balachandran's Amphitheater High School (AHS) 6th period Academic Intervention Zoom class were shown. Eight of those students from AHS were using Chromebooks borrowed from school. Coronado K-8 School staff organized a car parade to give students, staff, and families a chance to see each other safely. A few other schools arranged similar parades to celebrate birthdays or just to say hello.

Superintendent Jaeger ended by thanking the Amphitheater Foundation for helping our students obtain school supplies so they could complete their work from home. The Amphi Foundation also funded nearly \$3,500 in requests to purchase new musical instruments and supplies or repair older ones.

B. Status of Bond Projects

Superintendent Jaeger asked Mr. Burns to report on the status of the Bonds.

Mr. Burns reported that with the schools closed they are able to accelerate some of the summer projects in the coming weeks. Lighting projects had to be pushed back a bit due to shipping delays, and will be done as soon as materials have arrived. Mr. Burns provided the Governing Board with current information on the status of the projects listed below. He included cost, and projected cost, of these projects in Exhibit 28.

Amphitheater High School Bond Projects included exterior paint improvements on the 100 wing north fascia. Over the summer, renovations will begin in the library.

Canyon del Oro High School Bond Projects included the main switchgear modernization. During cable testing, they found three bad cables. Replacement of these bad cables is underway. Other projects included the fan coil improvements on the T Building and three air-conditioning (A/C) replacements on building N, these are 85% complete. Remaining work will be scheduled after the new roof is finalized. School Facilities Board (SFB) Projects included the campus roofing Phase I, on building E, JE, JW, and J, which are 90% complete. They are now starting tear off on building K. Adjacent Ways Project includes a summer construction project to pave the fire lane by the tennis courts.

Ironwood Ridge High School Bond Projects included American with Disabilities Act (ADA) compliance work for the parking lot improvement, ADA compliant restroom repairs, and faucet replacement, all of which are complete, as well as the replacement of the PRV valve on building N. Track repairs and resurfacing will begin this month, including re-painting the storage container under the bleachers. School Facilities Board (SFB) Projects included the SFB 4228 Roofing.

Amphitheater Middle School Bond Projects included improvements to the Public Address System (PA) system - new wiring, exterior speakers, and new clocks, with a pre-construction meeting scheduled this month and construction to begin in June.

Copper Creek Elementary Bond Projects included replacement of the central plant chiller, construction is in progress and 80% complete. Pueblo Mechanical chiller controls are 100% complete.

Coronado K-8 School Bond Projects included the Maker Space in room 8 which is now complete. Lighting replacement to rooms 5-10 is 80% complete, and in room 17, fixtures are on order. Bids opened today for the exterior lighting fixture replacement. SFB Projects included the Multipurpose Room (MPR) building roof replacement, which is 50% complete.

Cross Middle School SFB Projects included the MPR HVAC replacement that began last week. Roof replacement assessment is waiting for contractor scheduling.

Donaldson Elementary Bond Project included the Maker Space in room F-1 which is now complete.

Harelson Elementary Bond Projects included engineering to replace water lines to the boiler. The drawings are complete and waiting on contractor pricing. SFB Projects included the Funhouse roof & HVAC demo which began Monday, April 13.

Holaway Elementary Bond Projects included a Maker Space in room 19 and HVAC replacement on the administration building. Other projects included the west side security fence and hallway lighting improvements.

Keeling Elementary Bond Projects included the roof restoration and parking lot improvements to building G which are now complete. Mr. Burns noted that within the last three years, every building at Keeling has received a new roof.

Mesa Verde Elementary Bond Projects included flooring and painting to the Maker Spaces in rooms 15 & 16, these are now complete.

Nash Elementary Bond Projects included the asphalt repairs to the driving lanes and basketball court, which are 99% complete.

Painted Sky Elementary Bond Projects included the fire alarm replacement, which is in the design phase. The VFD cooling tower replacement and the painting renovation on the administration building, are now complete. SFB Projects included the roof replacement, which is now complete.

Prince Elementary Bond Projects included the Maker Space in rooms 19-20 and classrooms 21-25 are awaiting purchase orders. Adjacent Ways bus loop is completing punch list items.

Rio Vista Elementary Bond Projects included painting of the security fence and gates, which is 90% complete.

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

President Day took a moment to share news that Governing Board Member, Ms. Susan Zibrat is now a member of the Arizona School Board Association (ASBA) legislative committee. Board members and the Superintendent thanked and congratulated her on her appointment.

C. Periodic Legislative Update

Superintendent Jaeger invited Ms. Tong to present a brief overview of the legislative session.

Ms. Tong provided the Board with information that included how the legislature worked hard to move many of the bills forward, then they were required to recess on March 23 to stop the spread of COVID-19. Their intent is to reconvene on May 1.

Ms. Tong noted that she included seven bills in this Agenda Item that were signed and relate to education. She mentioned two of particular interest;

HB2902 (K-12 Education; Budget Reconciliation) signed by the Governor on March 28, 2020, provides a bare-bones emergency budget for K-12 education for FY 21.

HB2910 (Public School Closures; Coronavirus Disease), signed by the Governor on March 27, 2020. Addresses the effect of school closures due to the COVID-19 pandemic on the remainder of the school year, including, but not limited to providing a waiver on instructional minutes, permitting remote learning, maintaining school letter grades, waiving state-mandated assessments, and requiring reassignment of employees unable to work remotely for wage protection.

Ms. Tong offered to answer any questions, there were none. The entire House and Senate Bills pertaining to education were provided in Exhibit 29.

6. CONSENT AGENDA³

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

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

President Day asked if there were any Items to pull for further discussion. She noted that she wished to discuss Item A separately.

Superintendent Jaeger thanked President Day for pulling this item for further discussion. He continued, saying that this item recommends Mr. A.J. Malis for principal of Amphitheater High School. Mr. Malis previously worked in the Amphi District. He was an Instructional Support Assistant at Amphi Middle School, an Assistant Principal at Ironwood Ridge High School and most recently, was the principal at Tanque Verde High School.

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

A. Approval of Appointment of Administrative Personnel – High School Principal of Amphitheater High School

Administrative personnel was appointed as listed in Exhibit 1.

B. Approval of Appointment of Non-Administrative Personnel

Non-administrative personnel were appointed as listed in Exhibit 2.

C. Approval of Personnel Changes

Certified and classified personnel were appointed as listed in Exhibit 3.

D. Approval of Leave(s) of Absence

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

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

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

F. Approval of Stipend for Coaching Volunteers

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

G. Approval of Minutes of Previous Meeting(s)

The Governing Board approved the minutes for the March 24, 2020, March 10, 2020, and October 22, 2019 Board meetings as submitted in Exhibit 7, 8, and 9.

H. Approval of Vouchers Totaling and Not Exceeding Approximately \$5,580,575.53

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 10.

Voucher #	Amount	Voucher #	Amount	Voucher #	Amount
1251	\$767,231.50	1252	\$151,807.85	1255	\$1,938,627.75
1256	\$83,265.93	1257	\$691,233.51	1261	\$679,485.72
1258	\$45,583.09	1259	\$66,871.76	1260	\$41,908.42
1262	\$18,906.28	1263	\$66,340.29	1265	\$14,108.44
1266	\$180,030.03	1267	\$37,968.28	1269	\$72,043.57
1270	\$179,195.37	1271	\$25,186.86	1272	\$195,735.14
1273	\$55,785.88	1274	\$269,259.86		

I. Acceptance of Gifts

Gifts were accepted by the Governing Board as listed in Exhibit 11.

J. Receipt of February 2020 Report on School Auxiliary and Club Balances

The Governing Board approved the January 2020 report on school auxiliary and club balances as submitted in Exhibit 12.

K. Approval of Out of State Travel

Out of state travel requests were approved as listed in Exhibit 13.

L. Approval of Supplemental Texts and Materials

The Governing Board approved supplemental texts and materials as listed in Exhibit 14.

M. Approval of New Course for the 2020-2021 School Year

The Governing Board approved the new course list for the 2020-2021 school year as listed in Exhibit 15.

N. Approval of Revisions to Governing Board Policy HD (Meet and Confer Procedures)

The Governing Board approved the revision to Governing Board Policy HD as submitted in Exhibit 16.

O. Approval of School Facilities Board (SFB) Grant for Amphitheater High School

The Governing Board accepted the SFB Grant Award and approved the Terms and Conditions to assess the condition and determine repairs needed at Amphitheater High School as submitted in Exhibit 17.

P. Approval of Contract Forms for 2020-2021 Fiscal Year and Direction to Administration to Issue Appropriate Contracts to Renewing Contracted Staff

The Governing Board approved the contract forms for 2020-2021 Fiscal Year and direction to administration to issue appropriate contracts to renewing contracted staff as submitted in Exhibits 18-27.

Q. Grading Plan for Students K-12 During School Closure

The Governing Board approved the implementation of grading practices as described in this Agenda Item.

7. STUDY/ACTION

A. Study of REACH Scope and Sequence 2020

Superintendent Jaeger invited Dr. Lopez to present this Study/Action Item to the Board for the Boards review, study, and approval if they so desire.

Dr. Lopez informed the Board that ARS §15-779 requires each school district in the State of Arizona to update their gifted education Scope and Sequence every five years. The REACH Program Scope and Sequence was last approved by the Governing Board in November of 2015. Since that date, changes and improvements have been made to the services for gifted students in Amphitheater. Therefore, now is time to review the updated Scope and Sequence and prepare to submit the new document to the Arizona Department of Education by July 1, 2020.

Dr. Lopez presented a Power Point Presentation highlighting an overview of changes from the previous version of the REACH Scope and Sequence. Attached to this Agenda Item is the detailed Scope and Sequence document to submit to the Arizona Department of Education upon Governing Board approved. *See Exhibit 30.*

One of the changes was to add a Vision and Mission Statement, which they did not previously have. Scope and Sequence components as stated in ARS §15-779 are Program Design, Identification, Curriculum and Instruction, Social and Emotional Development, Professional Development, Parent and Community Involvement, and Program Assessment.

Program Design changes include: adding program goals, K-12 program strands (Creative and Critical Thinking, Problem Solving, and Social Emotional Learning), new 9th and 10th grade push-in services through English classes, updated name revision of Honors Internship courses to *Honors Seminar* and *Honors Capstone*, and adding time to elementary REACH classes (2 hours per week).

Identification instruments included: 2-12: CogAT Form 7 – Verbal, Quantitative, Non-Verbal Batteries, eliminated use of NNAT for 2- 12, added use of CogAT Non-Verbal Battery, added review of Waterford Assessment of Core Skills (WACS) scores to screen for early readers in K -1 and possibly refer for testing, and electronic scoring process for testing.

Curriculum and Instruction changes included: specified examples of differentiation at each level to include acceleration, academic competitions, on-line learning, IB and Cambridge programs, and updated instructional materials, due to review of needs and recent purchasing.

Social and Emotional Development included updated Social Emotional Learning (SEL) topics to be delivered in the “Understanding Giftedness” strand of the program goals.

Professional Development updated professional development, delivered this year and planned for next year.

Parent and Community Involvement “described” parent and community involvement, and updated parent information events (Southern Arizona Parent Teacher Institutes, and District Parent Teacher Institutes).

Program Assessment changes included defined data to be collected for program evaluation beginning school year (SY) 2020-2021, and revised expectations for gifted learners.

Dr. Lopez offered to answer any questions the Board may have. There were none.

President Day thanked Dr. Lopez for her leadership with the REACH Program.

Ms. Zibrat moved to approve the changes to the REACH Scope and Sequence as presented. Vice President Cox Golder seconded the motion. There was no further discussion. Voice vote in favor - 5: President Day, Vice President Cox Golder, Dr. Baker, Mr. Kopec, and Ms. Zibrat. Opposed - 0. The item passed.

8. ACTION

A. Consideration of the “Joint Recommendation of the Meet and Confer Teams for Compensation Matters” and Approval of a Compensation Package for the 2020-2021 Fiscal Year

Superintendent Jaeger thanked the members of the Meet and Confer (M&C) teams who worked earnestly for many hours under some unusual and difficult circumstances, despite the uncertainty of the State budget. He asked Ms. Tong to present the joint recommendation to the Board.

Ms. Tong began by acknowledging the work of the Meet and Confer teams. She reminded everyone that the meetings occur after school hours because state law does not allow them to meet during school hours. The teams come together with a common goal to develop a compensation packet for all employees. Meetings began in February, and Policy HD requires completion by the end of March. This year, the teams had to postpone a meeting scheduled for March 23 due to the COVID-19 school closures. After processes could be put in place for compliance with the new rules and guidelines for social distancing to slow the spread of COVID-19, the teams reconvened on Friday, April 3 and again on Monday, April 6. They reached consensus for the Joint Recommendation on April 6, 2020 with a goal of being able to present their recommendation to the Governing Board at the April 14, 2020 meeting.

Ms. Tong explained the mutual goals and interests of the group, including M&C procedures. The M&C teams made the following joint recommendations for a compensation package for FY 2020-2021:

1. Increase the base salary of all teachers by \$2,300 (approximately 5% of the average Amphitheater teacher salary).
2. Provide a 2% compensation increase for all other eligible District employees.
3. The salary increases described above are based upon a 1.0 FTE.
4. District contribution to employee benefit plan shall remain the same.
5. Develop and offer a cost neutral sick-leave buy-back program to allow teachers with a minimum of six (6) years of continuous service with the Amphitheater District and other qualifying criteria to sell back unused sick leave.
6. Utilize \$100,000 to address critical classification wage adjustments necessary to remain competitive in hiring, such as lead support staff positions that now

- earn the same starting wage as the employees they supervise due to the state-mandated minimum wage increases that have occurred over the past few years.
7. Subsidize the cost of the test fee for the state-mandated paraprofessional examination for qualified employees currently working in a classification requiring the examination.
 8. In the event that the District receives new and undesignated funding in the current fiscal year that can be used for salaries, it is recommended that additional consideration be given to further critical classification wage adjustments needed to address wage compression.

The Superintendent recommends approval of the FY 2020-2021 compensation package proposed in the Joint Recommendation. The Superintendent further recommends that the Board also approve the compensation package to apply to the classified exempt, administrative and administrative exempt employee groups who are not represented by Amphitheater Education Association and, therefore, are not addressed in the meet and confer process. This group of employees includes administrative assistants or other hourly employees working in positions that are exempt from representation by the Amphitheater Education Association because they may have access to confidential financial or employment information, and administrative personnel.

Ms. Tong also included information on Arizona Governor's proposed "20 by 2020 Plan" for Arizona teachers salary increases. Ms. Tong included this information so the Board would understand the 5% increase vs. the 2% increase for all other employees. It is important to note that it is not that the teachers are valued more than other employees, but rather due to the Governor's 20 by 2020 plan that the increase for teachers is higher.

The Governor's 20 by 2020 increase was based on the average Arizona 2016-2017 teacher salary. Despite the Governor's promise, state budgets did not provide school districts sufficient funds to cover the increases to teachers that were promised by the Governor each year. For example, for the past two years, the state budget expected school districts to use the full voter-approved Prop 123 funding to pay teacher increases. Despite this, Amphitheater has increased its teacher salaries each year for compliance with the Governor's Plan. This year, the flat \$2,300 provides a 5% increase to the average teacher salary in Amphitheater.

Policy HD requires the final meet-and-confer recommendations be communicated to District employees for feedback before they are presented to the Governing Board. Following the conclusion of the meet and confer process, the Joint Recommendation was presented to District personnel for feedback. Employees were able to provide feedback from April 7-13, 2020. Ms. Tong noted that the survey was sent to 2,385 employees, 1,103 completed the survey. 87.4% agreed with the recommendation and 12.53% disagreed with the recommendation. 339 employees provided additional feedback in question two of the survey, which has been given to the Governing Board for consideration.

See Exhibit 31, 32 for a detailed compensation package including M&C team names and signatures, and Ms. Tong's Power Point Presentation.

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

Ms. Tong then introduced Ms. Lisa Millerd, Amphi Education Association President, to speak before the Board regarding the Joint Recommendation of the M&C teams.

Ms. Millerd said that her purpose for speaking was to share the comments of the 339 employees and the range in opinions, concerns and ideas. AEA analyzed all 339 comments, broke them into eight categories and reflected on them. Ms. Millerd encouraged the Board to read all of the comments. Ms. Millerd asked the Board to consider three suggestions: 1. Possible development of a salary schedule; looking at what other districts do; 2. Classified and certified salary compression and identify any continuing salary inequities; 3. Explore the option to combine various forms of leave into one singular PTO.

Vice President Cox Golder moved to approve the Meet and Confer Joint Recommendation Employee Compensation Package for the 2020-2021 fiscal year as presented. Ms. Zibrat seconded the motion. There was no discussion. Voice vote in favor - 5: President Day, Vice President Cox Golder, Dr. Baker, Mr. Kopec, and Ms. Zibrat. Opposed - 0. The item passed.

PUBLIC COMMENT¹

There were none.

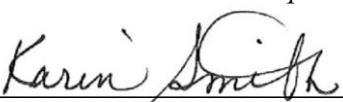
BOARD MEMBER REQUESTS FOR FUTURE AGENDA ITEMS

There were none.

President Day thanked Mr. Little and the technology team for setting up the videoconferencing for this meeting.

ADJOURNMENT

President Day made a motion to adjourn the meeting. Vice President Cox Golder seconded the motion. There was no further discussion. Voice vote in favor - 5: President Day, Vice President Cox Golder, Dr. Baker, Mr. Kopec and Ms. Zibrat. Opposed - 0. The meeting adjourned at 8:20 p.m.



Minutes respectfully submitted for Governing Board Approval _____ April 16, 2020
Karin Smith, Executive Assistant to the Superintendent and Governing Board _____ Date



Ms. Deanna M. Day, M.Ed., Governing Board President _____ April 28, 2020
_____ Date