

**Minutes of the Regular Governing Board Meeting
Amphitheater Public Schools
Tuesday, February 9, 2021**

A Regular public meeting of the Governing Board of Amphitheater Public Schools was held Tuesday, February 9, 2021, beginning at 5:15 p.m. at the Wetmore Center, 701 West Wetmore Road, Tucson AZ in the Leadership & 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
Dr. Shannon McKinney, Director of Curriculum and Assessment
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 5:15 p.m.

2. EXECUTIVE SESSION

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

- 1. Discussion or Consultation with Designated Representatives and Legal Counsel of the Public Body for Legal Advice Related to Litigation Related to the District Property Located in Rancho Vistoso Pursuant to A.R.S. §38-431.03(A)(3) and (4), 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 Pursuant to A.R.S. §38-431.03(A)(5).**

President Zibrat asked for a motion to hold an Executive Session. Vice President Day moved to recess the Open meeting to hold an Executive Session for discussions regarding Agenda Items 2. A., 1. and 2. Mr. Kopec seconded the motion. Roll call 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 5:16 p.m.

3. RECONVENE PUBLIC MEETING

President Zibrat reconvened the public meeting at 5:50 p.m.

4. PLEDGE OF ALLEGIANCE

Superintendent Jaeger introduced Harelson Elementary School Principal, Jason Weaver. He thanked the students for leading the Pledge of Allegiance and Jordan Confrey, Technology Specialist, for assisting with the production of the video. Mr. Weaver said the students participating in the pledge were at school for on-campus supervision and represent different grades. He introduced Jaxon, Lillian, Abigail, Raina, Ariaiah, and Adrian. A video of the students leading the pledge was shown. To show the Governing Board's appreciation, certificates were mailed home to the student pledge leaders.

5. RECOGNITION OF STUDENT ART

Superintendent Jaeger invited Hareslon Principal, Mr. Weaver to talk about the art presentation. He said even though students have not been in the classroom much this year, art teacher Martha Phinney was able to create a virtual presentation, and he introduced a video from her. In the video, Ms. Phinney said the students have learned many techniques this year including watercolor silhouettes, holiday still life, color mixing, use of lines and shading, and creating a mandala incorporating items that are important to them. She explained each year the students learn about art history and create a master's study and showed some examples. To mark the Governing Board's appreciation, a certificate of appreciation for the artwork presentation was given to the art teacher and the students of Harelson Elementary.

6. ANNOUNCEMENT OF DATE AND TIME OF THE NEXT SPECIAL GOVERNING BOARD MEETING

President Zibrat announced the next Special Governing Board meeting would be held on Tuesday, February 23, 2021 at 5:30 p.m. at the Wetmore Center, 701 W. Wetmore Road, Tucson AZ 85705, in the Leadership and Professional Development Center.

7. RECOGNITIONS

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

Superintendent Jaeger introduced this item by thanking all the students who participated on the Superintendent's Student Advisory Council. He explained that he meets with the students regularly throughout the year and appreciates their input about their school and the District, on behalf of themselves and their peers. He asked Amphitheater High School Principal, A. J. Malis to introduce the students.

Mr. Malis thanked the Board and introduced the students in attendance. They were Mia Hernandez, Brandon Fimbres and Persia Pablo. He then announced the names of the students unable to attend: Jesus Romo Moreno, Cristian Torres, Ashley De La Rosa Castaneda, Carlos Ybarra, Keagan Haynes, Jocelyn Mullen, Blanca Torres, Andres Espinoza-Zasada, Jayla Rivers, Xavier Ruiz.

President Zibrat invited the students to introduce their family members and comment on their experience on the council. A group picture was taken with the students, the Governing Board and Superintendent Jaeger to mark the occasion. The students received certificates of accommodation for the work on the Advisory Council.

B. Presentation of Distinguished Service Awards

Superintendent Jaeger invited Mr. Bejarano to introduce this award and the recipients.

Mr. Bejarano explained the Distinguished Service Award (DSA) is presented monthly to recognize employees' initiative, collaboration, loyalty, and contributions to the Amphitheater School District. These employees represent a high level of dedication and commitment to the Amphi family, and the values and mission of the District.

Mr. Bejarano announced that the Distinguished Service Award support staff recipient for the month of February is Alma Salazar, Parent Educator with the Parents as Teachers program. Ms. Salazar was not able to attend the meeting. A video presentation was shown honoring Ms. Salazar for the work she has done in the District.

Mr. Bejarano then announced that the Distinguished Service Award certificated recipient for the month of February is Thomas Holaday, teacher at La Cima Middle School. A video presentation was shown honoring Mr. Holaday. Mr. Holaday expressed his appreciation for the award.

President Zibrat congratulated the award winners. Vice President Day said when she was with the District, she remembered Mr. Holadays' enthusiasm and the love of art in his classroom.

On behalf of the Board, Ms. Salazar and Mr. Holaday received a certificate of recognition from the Governing Board, a DSA award, and a gift card from the Amphi Foundation. A group picture of Mr. Holaday, the Governing Board, and Superintendent Jaeger was taken to mark the occasion.

Also, in their honor as DSA recipients, a plaque with their name on it is on display in the Leadership and Professional Development Center.

C. Recognition of Finalists for Amazing Teacher of the Year Award from University of Arizona Online

Superintendent Jaeger invited the Principals to introduce their teacher finalist for this award.

Canyon del Oro High School (CDO) Principal, Ms. Tara Bulleigh, introduced Mr. Toru Tagawa Orchestra Director at CDO, and finalist for the Amazing Teacher of the Year Award. She spoke about his many accomplishments and professionalism with the Fine Arts program. Mr. Tagawa thanked the District for allowing him to share his love of music for nine years.

Amphitheater High School (AHS) Principal, Mr. A.J. Malis introduced Ms. Julie Ramsey, also a finalist for the Amazing Teacher of the Year Award. Ms. Ramsey is in her eighth year at AHS teaching AP English and AP Psychology. He spoke about her involvement with the school and the positive impact she has with her students and staff. Ms. Ramsey said she was very humbled to receive this nomination. She said she loves her job and working in Amphi.

President Zibrat congratulated Mr. Tagawa and Ms. Ramsey and remarked that she is thankful they are part of the District. On behalf of the Board, a certificate of recognition was presented to both recipients. A group picture was taken of Mr. Tagawa, Ms. Ramsey, the Governing Board, Superintendent Jaeger, and the Principals to mark the occasion.

D. Recognition of National Board Certified Teacher Recipients

Superintendent Jaeger explained that becoming a National Board Certified (NBCT) teacher is an arduous process and he is very proud of the number of teachers in our District who have obtained their National Board Certificate. He was very proud to announce this year's National Board Certified teachers, Ms. Danielle Swartz, Ms. Marian Johnson, and Ms. Jill Menaugh. He invited Ms. Peggy Marnier to introduce them and speak about their accomplishments. Ms. Marnier is a teacher at Holaway Elementary School, and she serves as a volunteer mentor for teachers in Amphi who are pursuing their National Board Certification.

Ms. Marnier was pleased and honored to introduce each recipient. She talked about each candidate and their special talents, then presented them with a bouquet of flowers.

Superintendent Jaeger then invited each of their Principals to speak.

Mr. Michael McConnell, Principal of Innovation Academy, said Ms. Swartz, and all teachers who become National Board Certified, show their commitment to students and their professional growth. They know their growth directly relates to student growth and demonstrates lifelong learners for their students.

Mr. A.J. Malis, Principal of Amphitheater High School, praised Ms. Johnson, Math teacher at AHS, for her dedication to the students in and outside her classroom. Outside the classroom on the weekends, she coordinates all the SAT and ACT testing at AHS beyond what our District does. Students from all over the western United States come to take these tests. This is a big job and the sacrifice that she gives, especially during a pandemic, for our students as well as those outside our District and is admirable.

Mr. Matthew Munger, Principal of Ironwood Ridge High School (IRHS), commented that the time and effort each of these recipients have sacrificed for their students, their colleagues, and to the mission of education is commemorable. He is honored to work with Ms. Menaugh, Art Teacher at IRHS, and appreciates her problem solving through the different learning models the pandemic has created for education. He praised her for her enthusiasm and dedication in keeping her students engaged.

Superintendent Jaeger emphasized the commitment that it takes to get through this process and what it ultimately provides, not just for the teachers' professional growth, but what it also means for their students. He expressed gratitude and pride for each of those accomplishing their National Board Certification.

President Zibrat congratulated each one and noted that through this difficult year the accomplishment they made by obtaining their certification is truly commendable. She then gave them each an opportunity to say a few words.

Ms. Menaugh expressed her appreciation for the support and collaboration from mentors, and other teachers she has received throughout her career and the certification process.

On behalf of the Governing Board, Ms. Swartz, Ms. Johnson, and Ms. Menaugh received a certificate of accomplishment and recognition. A group picture was taken of the teachers, the Governing Board, and Superintendent Jaeger to mark the occasion.

E. Recognition of Finalist for Presidential Awards of Excellence in Math and Science Teaching

Superintendent Jaeger noted that Ms. Yewell has received numerous awards for her accomplishments. He is honored to announce her recognition as the Arizona finalist for the Presidential Award of Excellence. He invited Mr. Jason Weaver, Principal of Harelson Elementary, to present this award to Ms. Robyn Yewell.

Mr. Weaver said Ms. Yewell, fifth grade teacher at Harelson Elementary, has a long history of awards and accomplishments. She is very active in other duties at school and is an advocate for her students. He is proud that she is representing Harelson Elementary School, Amphitheater School District, and educators across the State of Arizona.

Ms. Yewell said she was humbled and honored to be recognized and felt blessed to be part of the Amphitheater School District.

President Zibrat congratulated Ms. Yewell and said she truly represents the "Pride of Amphi." Vice President Day also congratulated Ms. Yewell and thanked her for representing Amphi.

On behalf of the Board, Ms. Yewell received a certificate of congratulations. A group picture was taken with Ms. Yewell, her husband, Mr. Weaver, the Governing Board, and Superintendent Jaeger to mark the occasion.

F. Recognition of 2021 United Way Literacy Champion Finalists

Superintendent Jaeger invited Ms. Valenzuela to introduce the recipients for this award.

Ms. Valenzuela noted that all of tonight's honorees are celebrated on the marquee outside the District office. She also noted that with the Amazing Teachers Award, K-GUN 9 news airs their recognition on their station and, once both have aired, the video clips will be posted on social media.

Ms. Valenzuela announced that Amphi has two finalists for the 2021 United Way Literacy Champion, Ms. Haley Carolin and Ms. Jennifer Campbell. The United Way defines a finalist for this award as “a local classroom educator who goes above and beyond to improve literacy in our community.” Ms. Valenzuela congratulated Ms. Carolin and Ms. Campbell and expressed how proud Amphi is of our educators who are being recognized tonight as Literacy Champions, and how appropriate especially during Love of Reading Week. They will also be recognized at the annual United Way Business Breakfast, which will be held virtually on February 25, 2021.

Ms. Carolin said literacy is her passion. She felt honored to be chosen and is very proud of her students. Ms. Campbell said she was humbled to be honored by the Board and the United Way. She also thanked her Principal, Ms. Laurie Sheber for her mentorship and leadership. She said she is a proud product of the District and is honored to instill the love of learning in her students.

Ms. Carolin and Ms. Campbell received a certificate of recognition. A group picture was taken of the teachers, the Governing Board, and Superintendent Jaeger to mark the occasion.

SUPERINTENDENT’S REPORT - PANDEMIC UPDATE

Superintendent Jaeger requested that the Board would allow Mr. Brian Eller, K-12 liaison with the Pima County Health Department (PCHD), to join the meeting virtually as part of the Superintendent’s Report. The remainder of his report would follow Public Comment. President Zibrat and Board Members approved Superintendent Jaeger’s request.

Mr. Eller, who appeared virtually, thanked the Board and Superintendent Jaeger for inviting him to speak and noted that he enjoyed hearing the awards and what the educators in Amphi are doing. He said he was honored to be invited to speak and would be happy to answer any questions the Board may have.

He said the County is stepping back from making any recommendations on learning models for the schools. PCHD feels that the AZ Department of Education, school Governing Boards, and local superintendent offices are the parties with knowledge of the best learning model(s) for their school district. PCHD believes their role should be to focus on health-related advice and how to operate schools safely. PCHD has been consistent on the importance of mitigation and the three w’s: wash, wear, and wait. He explained further: wash and sanitize touch surfaces frequently; wash hands frequently; practice restroom etiquette in the school; always wear a mask when in public; and wait, referring to social distancing.

Mr. Eller noted that the Center for Disease Control and Prevention (CDC) will be releasing a new update on school guidance. CDC is finding that schools are a safe place regarding community spread and transmission of the COVID-19 virus. Even in a community with a high rate of transmission, schools can still operate safely. He mentioned the CDC may change social distancing for early learners. He said that data shows ages 5-11 are less likely to transmit because they typically present asymptomatic and are less likely to cough, sneeze, or project airborne particles. He added that this age group is also easier to mitigate versus 4th – 12th grade students.

Mr. Eller reiterated that PCHD is recommending strong mitigation efforts be present at all school sites, regardless of the learning model. He said that school Boards should be making the decision on the learning model for their district. He noted that PCHD recommends continued case reporting. He commended Amphi for doing a great job in consistently reporting COVID-19 cases in the District.

In closing, Mr. Eller said the PCHD would support whatever learning model the Amphitheater Governing Board chooses. He offered to answer any questions the Board may have. There were none.

Superintendent Jaeger asked if Mr. Eller knew when the CDC would update the recommendations he spoke about. Mr. Eller said there should be new information in the next two weeks.

Superintendent Jaeger asked Mr. Eller to clarify the number of cases that have occurred in the public school setting that were attributable to school base transmission, and from student to staff in schools. Mr. Eller said there have been three specific cases in all of Pima County where there has been transmission from student to teacher and all of those cases were attributable to poor mitigation efforts.

Mr. Eller noted the PCHD epidemiology for outbreaks in school transmission would mean two or more cases that relate back to the school, excluding those involving siblings or family members such as cousins, etc. In total, since August 2020, there have been 57 reported outbreaks in over 400+ schools in Pima County. Of those outbreaks, the vast majority most of those cases were due to home or social transmission such as sporting events, sleepovers, and family and large gatherings. He said that the PCHD continues to see contact sports as an issue with four full-team quarantines this past week attributed to a COVID-19 case at a game. PCHD is currently not recommending contact sports including basketball and wrestling.

Mr. Kopec asked if Mr. Eller could update the Board on vaccine distribution. Mr. Eller said that at Tucson Medical Center (TMC), there have been 8,000 K-12 teachers vaccinated. He is waiting for updates from Banner Health and the State and will relay updated information to Superintendent Jaeger to pass on to the Board.

Superintendent Jaeger again thanked Mr. Eller for his time. Mr. Eller said that it was his honor to be at the meeting to update the Amphi Board and community on this subject.

President Zibrat called for a seven-minute break.

8. PUBLIC COMMENT

President Zibrat read the Call to the Audience Procedures.

Ms. Lisa Millerd, teacher at Amphitheater High School and Amphi Education Association (AEA) President, said her comments were written before Mr. Eller spoke. She talked about a recent meeting with a group of educators, who had concerns about the decision-making process for the shift to hybrid learning. They had questions about substitute coverage, mitigation protocols, and having a reasonable workload. They also wanted teacher and staff input to be used for future planning. She concluded by requesting for future planning that staff be included, saying they are the experts and want to work together to do what is best for the students.

Ms. Tenaya Snider talked about a recent conversation she had with other teachers about trust, and the importance of teaching and modeling trust to their students. She felt the District violated that trust by returning to hybrid learning. She commented that being expected to teach students in-person and online is unreasonable, and felt the teachers were not given the opportunity for input before the decision to return to hybrid learning was made.

Ms. Tong read an email from Erika Sparlin, teacher at Coronado K-8. She was concerned about starting hybrid learning on February 15, 2021, when the county has five metrics in the red. She appreciated the District following state and county metrics in the past to determine when to open schools and urged them to continue using that information for future decisions. She acknowledged if the metrics improve, then opening with hybrid learning would be appropriate.

Mr. Kurt Schmidt said his son is a special needs student at Canyon del Oro High School. He thanked the District for all that has been done for all special needs students at Amphi. He felt due to the delivery method, in many ways the last year of school has been a wasted year, and their family is frustrated. His son will be 22 and will not be eligible to be enrolled in public school. Mr. Schmidt requested that his son be allowed to attend another year of school to learn and gain. He also asked the District to help him appeal the eligibility age at the federal, state, and local level under the Individuals with Disabilities Education Act (IDEA).

Ms. Tong read an email from Kimberly Smith an Amphi teacher. She said according to guidelines from the federal, state and city health departments, it was not the time to reopen with hybrid learning. She is concerned about the inconsistencies of testing, quarantining and transmission data. Ms. Smith believed there will be more community spread and since Amphi staff have not been vaccinated it is not safe to return to the classroom. She felt students learn better with the same routine and returning to hybrid learning again will be challenging for them.

R. M. Nason, a teacher at Amphitheater Middle School (AMS), said that, in the past, the District valued input and ideas to create great programs. He was disappointed after taking a survey about instructional options for the future, to learn the decision had already been made. Mr. Nason felt teachers should be allowed input concerning plans for instructional options. He urged the District not to lose the collaborative spirit in the Amphi community.

Mr. Daniel Roper thanked the Amphi Education Association for live streaming the meetings, and Amphi educators for their hard work. He said he learned two lessons this past year. First, no one is coming to save you. Secondly, look for the people that are trying to help. Mr. Roper said the teachers are the helpers and do the best they can every day. He urged the Board to continue to listen to them.

Ms. Liz Yeager, an Amphi teacher, said she felt it was not safe to return to school due to the health metrics and continued community spread. She felt that during remote learning student involvement, work completion and attendance were at high levels compared to hybrid learning. Ms. Yeager acknowledged sacrifices are being made by everyone, and that may be the most important lesson students learn this year.

Ms. Kristen Mitchell, a parent and teacher, felt students should currently be in school five days a week since students and families have the option of fully online learning if they do not want to be in the classroom. Ms. Mitchell believed science supports going back to school safely. She spoke about the negative effects of remote learning for students including anxiety, isolation, and depression. She said many Amphi teachers do not like hybrid learning and wanted to give a “shout out” to all the teachers that have worked so hard this year.

9. INFORMATION¹

A. Superintendent’s Report: Update on Pandemic Conditions

For the Superintendent’s PowerPoint Presentation see Exhibit 1.

Superintendent Jaeger reviewed current data from PCHD’s numbers 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 prevalent, interpretations of what is safe in a school setting changes.

Superintendent Jaeger shared the following data from the Pima County Health Department.

On December 27, 2020 there were 732 cases per 100,000 individuals; percent positivity was at 23.5%; hospital visits for COVID-19 like symptoms were at 14.7%.

On January 3, 2021, there were 835 cases per 100,000 individuals; percent positivity declined to 21.7%; hospital visits were at 14.8%.

On January 10, 2021, there were 679 cases per 100,000 individuals; percent positivity again declined to 18.6%; and hospital visits declined to 13.0%.

On January 17, 2021, all areas continued to decline. There were 506 cases per 100,000; percent positivity was 15.5%; and hospital visits were was 10.6%.

He reviewed the following current PCHD indicators relating to schools re-opening.

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 in the red; sufficient Personal Protective Equipment (PPE) for emergency responders is in the yellow.

Public Health Tracking and Prevention: Timely case investigation is in the red; 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 looking at the PCHD indicators, there has not been much change and the state-wide school guidance is still recommending virtual/remote learning in all counties. However, he said, what has changed is the interpretation of the data. Therefore, as Mr. Eller stated earlier, the Arizona Department of Health Services (ADHS) and County Health Departments are withdrawing from recommending particular learning models.

Superintendent Jaeger then presented information explaining why Amphi will be opening in a hybrid model on February 15, 2021. He noted that months of experience has brought new data and discernment from the data.

He reviewed that by March 25, 2020, all K-12 schools in the US had closed for in-person instruction and most shifted to online education for the remainder of the school year, including Amphi schools. Then, throughout the fall 2020 term, educational delivery models varied greatly across the country. Of nearly 14,000 districts studied by the CDC, 17% were fully open for in-person instruction; 24% were fully online; 51% were using a hybrid model; and 51% of districts operated school sports programs.

As planning for the current school year began, there was still much uncertainty about the risk of transmission in schools. After a year of experience and data planning now, we must weigh the risk and benefits of the different learning models. Researchers have found that where schools have reopened for in-person instruction, there has been little evidence that schools have contributed in meaningful levels to increased community transmission.

Superintendent Jaeger presented several case studies from areas including Mississippi, North Carolina, and Wisconsin all showing statistics that in-person learning did not increase the spread of the virus. A study by the European Centre for Disease Prevention and Control, in December 2020, reported similar findings from seventeen country-level surveys.

Specific contrary findings of when the spread and the risk of transmission of COVID-19 increased, were attributed to events, competitions, and social gatherings associated with team sports.

Superintendent Jaeger said that administration is also listening to staff and constituents, and there has been a shift among their way of thinking. He said that you can't just look at the numbers on a chart, you must observe what has taken place over the year of this pandemic.

Superintendent Jaeger invited Ms. Valenzuela to report on recent staff and family surveys.

Ms. Valenzuela noted that four surveys were sent out last week; a family survey on learning models and summer program interest, an employee survey on learning models and their vaccination status, and a substitute survey on their availability during hybrid learning and vaccine status. She noted that the numbers may not add up, as several families have more than one child and their answers would reflect that. She also mentioned that the vaccine survey and the substitute survey were on-going.

The number and percent of responses from families and employees was shown on the PowerPoint presentation and was broken out by school and site. A question was asked which educational learning model would they prefer. Families' highest response was 39.84% would prefer "full-time in-person" learning. Employees' highest response was 51.62% would prefer "remote by necessity" model. Least desired learning model for both groups was "full-time through Amphi Academy" with 7.94% response from families and 1.78% response from employees. Other responses from families were 26.42% preferring the "remote by necessity model" and 25.79% preferring the "hybrid model." Other responses from employees were 19.21% would prefer the "full-time in-person model" and 27.39% prefer the "hybrid model".

The surveys included an opportunity to leave comments. Ms. Valenzuela read a few comments that carried common themes from both families and employees. Families would like to see their children back in the classroom to build relationships with teachers, and engage in physical activity, clubs, sports, and socialization. They are finding it challenging to have their children at home, while still working, and caring for multiple siblings. They are worried about their social and emotional well being.

Employees' general concerns included returning to in-person learning before they were fully vaccinated. They would like to see full in-person classes resume with reduced class sizes. With COVID-19 numbers still high, many would like to stay in remote by necessity model. Counseling for students, staff, and parents was also mentioned.

Another question that was asked involved what factors might change your choice of learning model. Leading the charts for both groups were; widespread access to vaccines, improvement in health data/or worsening health data, and health official recommendations.

When families were asked if they would be interested in a summer school program almost 35% of elementary families said they would be interested. Almost 25% of middle school families were interested. About 36% high school families would be interested.

A survey was sent to 1905 employees asking about their vaccine status. 41% of all employees have received at least one vaccination dose, 13% have an appointment scheduled, and 12% intend to schedule an appointment.

The survey for the vaccine is still open and therefore ongoing – the results thus far show that 30% of classified staff and 49% of certified staff have received at least one vaccination. 10% of classified staff and 18% of certified staff have an appointment scheduled, and 12% of classified and 13% of certified staff intend to schedule an appointment.

Substitutes were sent a survey asking their availability beginning February 15, 2021 and vaccine status. 55% said they were available, 45% said they were not. 38% have received at least one vaccination and 22% intend to schedule an appointment. Substitutes' general concern was returning to the classroom before being fully vaccinated.

Superintendent Jaeger noted that the surveys tell us how people are feeling about very personal issues, and he said he values this information. He said that he also appreciates personal messages and emails. In one email he received several weeks back, the sender told him what a bad person he was. Then, when things changed in the direction that person wanted, he received an email from that person telling him how great he was.

He wanted to share this information to show that we can't make everyone happy. Perceptions are *real* but not necessarily *reality*. Still, every perception is appreciated and valued, but not every perception can determine the outcome. Superintendent Jaeger said that he is charged with making decisions, and he makes sure that he is informed before making any decisions. He referenced a survey that was done several months ago, when only 20% of our families wanted in-person learning and

now that group is 40%. Experiences and perceptions have evolved; our children's needs have evolved; staff members' experiences and needs have evolved; and medical needs have evolved.

Vaccines are now being given, before that was just something we saw off on the horizon.

Obviously people are fearful, but the last thing we want is to be fearful of our students. Also, we should not be fearful of the spread in the classroom; it isn't happening. Healthcare officials and scientists are telling us that the spread is not in the classroom. He said that education is as much a calling as law enforcement, fire protection, and medicine. We felt that calling; we chose this way of life; we are essential to our community.

Many teachers want to get back to school, saying our kids need us. This is different from school to school, by grade level, and community. At the same time, we have two schools where a number of faculty have already requested sick leave beginning when we reopen for hybrid. He said he doesn't begrudge people taking the actions they feel they have to take, but he is concerned about the disparity in how students are impacted.

Superintendent Jaeger offered to answer any questions the Board may have.

Dr. Baker asked if all vaccine appointments are being set up through PCHD. Superintendent Jaeger told him that there were several sites PCHD has partnered with to roll out the vaccine.

Ms. Cox Golder asked about private pharmacies. Superintendent Jaeger said private entities have not yet begun giving out vaccines, however the state is readying to begin vaccinations at sites such as CVS, Safeway, and Fry's Food Stores.

Mr. Kopec thanked Superintendent Jaeger for his presentation and felt it was very thoughtful and done well. He said there are several components to look at in every situation. In Pima County, we have the COVID vaccine, and yet the distribution is not as great as we would like it to be. Amphi's goal of February 15, 2021 to open in hybrid mode is later than other school districts around our community, while some districts in our community have not had kids in-person in schools at all. There have been components of having spaces for kids on Amphi Academy Online vs. being able to serve every child when we are in Remote by Necessity. Kids are disconnecting when in hybrid who are much more engaged when in Remote by Necessity model. The other side of that is kids in Remote by Necessity are not able to socialize and be with their friends. Mr. Kopec said the social-emotional component is credibly important and are the factors that are passed down to us from our elected representatives who occupy higher offices than us. Both the President and the Governor have said they want kids back in school. One has an approach of delivering the goods necessary to open, the other is more of a threat. With all these things that we have to balance, the two greatest ones are what's best for our students, and the very legitimate concern that our employees have over their health.

Mr. Kopec continued saying that when he thinks about this District, and the decisions that need to be made, he would not want to wish them on anyone. With all those things in mind, he would prefer to delay opening until the end of the month to allow a better digestion of the new reality coming from the two health departments, state and local, that there is no longer going to be a recommendation coming from them whether we should open or not.

He reminded the Board that change comes rapidly in a pandemic. We have seen changes in how the health department distributes information and their recommendations for school learning models. The virus itself changes, and unlike everything else, the virus itself doesn't care about anybody's opinion. These are things we continue to cope with and there's no getting around that. Mr. Kopec told Superintendent Jaeger and the District Administration that he appreciates the work they are doing, and he knows that it is coming from the best place possible, which is in the best interest of our District.

President Zibrat said that she also has a few remarks but would first like to hear from Mr. Bejarano and Dr. Lopez.

Mr. Bejarano spoke about changes that were made in the hybrid model, a new pilot program, and plans for a summer program. Mr. Bejarano said the cohorts will remain the same, the change that was implemented was for students to log into a Zoom every day in every class for a brief instruction and connection with the teacher. The students will then have time to complete their assigned school projects. On Wednesdays, both cohorts will meet together via Zoom. Therefore, everyday students will connect with their teacher. Some teachers have left their cameras on during the day for students to hear the instruction even on their home days.

Mr. Bejarano talked about teachers calling out next week when we will open in hybrid mode. He said currently there are enough substitutes to cover these teacher absences, however it is a concern that they will continue to monitor.

Mr. Bejarano and the high school principals met to discuss options for high school seniors who failed a course in the fall semester and are not on track to graduate. The new program called RISE - Recovery, Intervention, Support, and Empowerment - will be held Wednesdays after school and Saturdays beginning March 3 through May 1, 2021. Courses will be offered first to seniors, then to the other grade levels as openings are available. Optimal class sizes will be 15 students per section with a minimum of 10 students per section. The format being considered will be live, in-person learning, using Chromebooks or computer labs at schools. Teachers will monitor students to ensure sufficient weekly progress in order for them to be successful. Core subjects being offered are English: 9th - 12th grade, Math: Algebra I & II, Financial Algebra, Geometry, Science: Biology, Chemistry, Physics, Social Studies: Economics, Government, and History (U.S. & World). Students will be offered transportation and grab and go meals.

Mr. Bejarano talked about summer learning opportunities for students. He explained that committees will begin meeting this week to prepare options for summer learning for our high school students. These committees will consist of teachers, administrators, parents and community members. He said they would like the program to look and feel different from previous years by exciting and engaging students by offering enrichment courses, and transition courses to support middle school students going into high school, as well as core subjects.

Dr. Lopez informed the Board that teachers are managing time periods to get their vaccines by using site spreadsheets and securing a "roaming" substitute at each site.

She briefed the Board on preparations for the return to hybrid learning model. She said elementary teachers added a concurrent "check and connect" Zoom session in the morning each day for students to receive instruction, assignments, and check in with other students. She explained that concurrent instruction refers to students in-person, at the same time students are also engaged through Zoom online. Principals are reviewing mitigation protocols with all staff to ensure protocols are current and consistent.

Dr. Lopez noted the positive observations at the sites including that teachers will have in person contact with students, students will get a chance to work and play with their peers, and teachers will be able to make immediate instructional adjustments and give immediate feedback to students.

Amphi Academy Online's current enrollment numbers for elementary is 666 with 44 students on a wait list. Middle school current enrollment is 293 with no wait list. High school current enrollment is 561 with no wait list. Both middle and high school are at capacity.

Dr. Lopez talked about the elementary summer learning program called Amp Up! A design team is developing ideas and focus groups will review the design. Teams composing of Dr. Lopez, teachers, and curriculum instructors will develop and locate curriculum and materials for this program. For eligibility, the team will look at test scores from the winter NWEA MAP testing, data from software

they are currently using, teacher observations, engagement and attendance data. Children enrolled in an Amphitheater school in the fourth quarter will have priority, all participants must be enrolled in one of our schools for the 2021-2022 school year in order to attend. The program will be funded through the CARES Act funding.

In the Amp Up! program, students will work toward mastery of standards by reading, writing, working with math, and collaborating with each other to solve real problems. They will also “move” and “make”, developing the whole child, and moving them forward. Students will “visit” various locations in the United States and the world. Tasks will be completed during each “visit” (e.g., reading about the location, reading literature about the location, completing a design challenge, making calculations and solving math problems, etc.). Their passport will be “stamped” by their teacher and parents will be invited to view projects and/or performances at the end of the session. Having a summer program such as this will engage our student learners. Students will also reconnect with their peers and with their school. The goal is acceleration rather than remediation to bring students to the next level by moving them, giving them a jump start into school, and igniting excitement about the upcoming school year.

In the statement below, President Zibrat took a moment to acknowledge the difficult time we have all been through for such a long time now.

She said that next month (March) will mark a year since we closed our schools by order of the Governor. At that time, it seemed like the closure would be brief. Two weeks, another two weeks. We had hope, only to have to adjust to new realities so many times.

She said what followed was a year filled with the unexpected and the unknown. We have lived through fear and continue to live *with* fear. We have lived through hope and continue to live *with* hope.

She said that we have always understood that schools are a cornerstone of every community, and that has become ever clearer. Children need us; families need us; and as so many of us have felt during times of absence, we need Amphi's children and families too.

She said that while she knows that the decision to return to hybrid is not universally popular, it is necessary -- and from everything we know -- it is also safe. When the District was open in the hybrid model in October, November, and December, we had very little almost no spread of the virus. This is true of schools all over the world, and it is because we have listened to health officials and scientists about what it takes to operate safely in a COVID-19 world.

Our dedicated employees, she continued, have made heroic efforts to implement the mitigation strategies required to make this work. Our leadership and nurses and health aides have worked hand-in-hand with the Pima County Health Department to learn, adjust and move forward in the safest possible ways.

She thanked employees of the District for doing their best to serve our families and our communities, and she thanked parents for trusting this District with the education and safety of their children. She noted that it has not been an easy road, and that we cannot promise it will get easier in the near future. But, she said she does promise that the Board, the Amphi leadership, the Amphitheater teachers, and support staff will do their best, always.

Difficult times, especially times that continue for such lengths of time, can pull people apart, President Zibrat said. Moving forward, she expressed hope that we can all come together in support of our teachers, our staff and most importantly, our students.

President Zibrat suggested that the Status of the Bond Projects Report and Periodic Legislative Review be saved for another meeting. All Board members agreed.

B. Status of Bond Projects

This presentation was saved for another meeting.

C. Periodic Legislative Review

This presentation was saved for another meeting.

10. 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. – P. 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. – P. passed.

A. Approval of Appointment of Non-Administrative Personnel

Non-administrative personnel appointments were approved as listed in Exhibit 4.

B. Approval of Personnel Changes

Certified and classified personnel changes were approved as listed in Exhibit 5.

C. Approval of Leave(s) of Absence

Leave(s) of absence were approved as listed in Exhibit 6.

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

Separation(s) and termination(s) were approved as listed in Exhibit 7.

E. Approval of Stipend for Coaching Volunteers

Approval of stipend for coaching volunteers were approved as listed in Exhibit 8.

F. Approval of Minutes of Previous Meeting(s)

Minutes of the January 26, 2021 Governing Board meeting was approved as submitted in Exhibit 9.

G. Approval of Vouchers Totaling and Not Exceeding Approximately \$1,376,026.47

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
1181	\$97,561.57	1182	\$104,377.85	1183	\$151,128.29
1184	\$144,333.17	1186	\$113,582.51	1187	\$967.80
1188	\$103,139.26	1189	\$36,460.82	1190	\$108,700.12
1191	\$51,332.57	1192	\$128,890.47	1193	\$56,569.86
1194	\$278,982.18				

H. Acceptance of Gifts

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

I. Receipt of Monthly Status Report for the Fiscal Year 2020-2021

The Governing Board approved the receipt of the monthly status report for the fiscal year 2020-2021 as presented in Exhibit 12.

J. Approval of Parent Support Organization(s) - 2020-2021

The Governing Board approved IRHS Softball Booster Club and Ironwood Ridge Music Association for the 2020-2021 school year as submitted in Exhibit 13.

K. Receipt of December 2020 Report on School Auxiliary and Club Balances

The Governing Board approved the December 2020 report on school auxiliary and club balances as listed in Exhibit 14.

L. Award of Contract for Mesa Verde School Roof Replacement Project - Based Upon Responses to Invitation for Bids (IFB) 01-27-2021

The Governing Board approved the award of contract for Mesa Verde School Roof Replacement Project to Global Roofing formerly known as Roofing Southwest.

M. Approval of Revisions to Governing Board Policy DJE (Bidding/Purchasing Procedures)

The Governing Board approved the revisions to Governing Board Policy DJE (Bidding/Purchasing Procedures) as presented in Exhibit 15.

N. Approval of School Facilities Board (SFB) Grant for Amphitheater High School Central Plant 1 HVAC Controls Repair

The Governing Board approved the SFB Grant for Amphitheater High School central plant 1 HVAC controls repair as presented in Exhibit 16.

O. Approval of School Facilities Board (SFB) Grant for Copper Creek Elementary School HVAC Controls Repair

The Governing Board approved the SFB Grant for Copper Creek Elementary School HVAC controls repair as presented in Exhibit 17.

P. Statement of Assurance Teacher Evaluation System Status

The Governing Board approved the Statement of Assurance Teacher Evaluation System Status as presented in Exhibit 18.

11. STUDY

A. Study of Proposed Recommendations Developed through the Meet and Confer Process for:

1. Employee Working Conditions Related to Policy GBB (Staff Involvement in Decision Making) and

2. Revisions to Governing Board Policy GCQA (Reduction in Force)

Superintendent Jaeger mentioned that the Board received information on this topic in Executive Session and invited Ms. Tong to present this item.

Ms. Tong explained that there are two parts of the Meet and Confer process as defined in Policy HD. In the first part of the process, District and Amphitheater Education Association (AEA) employee representatives meet to study working conditions and policies relative to the G series of the policy manual. The policy requires those discussions to conclude by the end of January.

The second part of the process occurs late January through March to discuss compensation, which will be presented at a later date. She informed the Board that employees will receive a survey next week to get their input on compensation.

Ms. Tong said the all the representatives need to be recognized and have worked very hard during this process to satisfy and make the right decision for everyone. She presented a slide and said the following staff are part of the Meet and Confer committee. On the District professional staff team: Michael Bejarano, Associate Superintendent for Secondary Education; Michelle Tong, Associate to the Superintendent and General Counsel; and Carol Tracy, Mesa Verde Elementary School Principal. The AEA professional staff team: Ann Bonar, Canyon del Oro High School English teacher; Fabienna "Nina" Godlewski, Canyon del Oro High School Math teacher; and Emily Irwin-Stazenski, Copper Creek Elementary fifth grade teacher. The District professional staff team

facilitator is Tassi Call, Director of 21st Century Education, and the AEA facilitator is Brianne Ronnie, Painted Sky Elementary fifth grade teacher.

On the District support staff team: James Burns, Executive Manager of Operational Support; Chris Trimble, Walker Elementary School Principal; and Angela Wichers, Amphitheater Middle School Principal. The AEA support staff team: Jimmy Harper, Amphitheater High School Campus Monitor; Michael Meridieth, Amphitheater High School Security Officer; and Robert Wacker, Journeyman Electrician and AEA ESP Vice-President. The District facilitator for support staff is Chris Gutierrez, Cross Middle School Principal. The facilitator for AEA is Lisa Millerd, Amphitheater High School English teacher and AEA President.

She gave a detailed timeline of the process. Per policy, in October an employee survey was sent out. The results of the survey produced a wide variety of topics of concern. The top two areas for discussion were reduction in workforce for certificated employees and employee ability to provide input. In November, the groups met separately to discuss the topics relating to their specific committee. In January, both committees met to discuss policy GBB-Staff Involvement in Decision Making, since it applies to all employees. She said there were multiple meetings by both groups.

As a result of the meetings, Ms. Tong explained that there were two recommendations to the Board. The first recommendation came from both committees, concerning policy GBB-Staff Involvement in Decision Making. She said no change is needed to the language of the policy, but at the beginning of the year the committees felt that more information needs to be available to employees regarding opportunities to become involved. Ms. Tong said no action is required by the Board, but she wanted them to be aware that administration will work to make that information available now and for employees next year.

Ms. Tong stated Policy GCQB-Reduction in Force Plan will be studied tonight, and will be submitted to the Board in the future for approval. She said in October when the Meet and Confer process began, there was not a concern that the pandemic would continue and therefore, a reduction in staff would be needed. The reason for studying this topic was simply because some survey comments showed that the staff profile form contained outdated language and evaluation models, and needed revision. The committee was in agreement that these changes needed to be made.

The committee submitted the following Staff Profile form for review. Recommended changes include, eliminating attendance as an evaluative measure for reduction in force, and using the current Danielson ATPES evaluation model. The new Staff Profile form was created using weighted categories the committee felt are the best determiners, should a reduction in force be needed. She outlined the categories and possible points for each one. They include Evaluation – 60 points, Certification – 30 points, Teacher Experience (career years, not just Amphi) – 40 points, Professional Growth Activities – 40 points, Leadership Roles and Service – 40 points, Disciplinary Action – 25 points.

Ms. Tong said there were no changes needed to Support Staff Policy GDQA, for the following reasons. It was not a priority listed on the employee survey, and it does not contain outdated language. Also, support staff evaluations did not require similar adjustments, and there have been no recent changes to federal or state law that would require changes to the policy.

She reminded the Board that the changes made last year to Policy HD, was to survey employees before and after the committees meet. The survey opened February 1, 2021 and closed February 8, 2021. Ms. Tong shared the survey results.

For Policy GBB - Staff Involvement in Decision Making, 695 employees answered questions about the recommendation, and approximately 90% agreed with the recommendation. Comments were made by 81 employees. A common theme was the concern that employee input is not always valued, and there was no way to measure whether administrators really do take their input.

For Policy GCQA - Reduction in Force, 392 certificated employees answered questions about the policy, approximately 93% agreed with the recommendation. 33 certificated employees submitted comments. Common themes were positive feedback for the proposed changes, and concerns about the effectiveness of teacher evaluations during the pandemic. Ms. Tong commented that the legislature is working on a bill to eliminate evaluations for this school year. At this point, it has not been passed.

There were no Board member questions or comments. President Zibrat thanked Ms. Tong for presenting this item.

B. Review of Draft District Calendar for School Year 2022-2023

Superintendent Jaeger invited Ms. Tong to review the draft calendar for the 2022-2023 school year.

Ms. Tong said the calendar is typical to past calendars, but reported that the dates for Rodeo Break are not official. She explained according to the rodeo committee, the rodeo is not the same days each year because it aligns with the rodeo circuit calendar. Ms. Tong said since the District approves the calendar so far in advance, as updated information becomes available, the dates for Rodeo Break have may need to be adjusted.

12. STUDY/ACTION

A. Adoption of Resolution Authorizing the Issuance & Sale of School Improvement Bonds of the Amphitheater Unified School District No. 10 of Pima County, Arizona

Vice President Day moved to adopt the Resolution Authorizing the Issuance & Sale of School Improvement Bonds of the Amphitheater Unified School District. 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.

13. PUBLIC COMMENT

There were none.

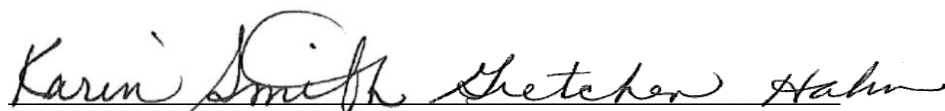
14. BOARD MEMBER REQUESTS FOR FUTURE AGENDA ITEMS

Vice President Day and Mr. Kopec requested for more information regarding allowing students with special needs to enroll for one more year of services past 18 years old.

Dr. Baker asked District administration to talk to site administrators to see how we can better support them in mitigation efforts with the three w's (wash surfaces and hands frequently, wear masks, and waiting – social distancing).

15. 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 9:25 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 5, 2021
Date

Susan Zibrat

Susan Zibrat, Governing Board President

March 9, 2021

Date