

# Minutes of Special Board Meeting

## The Governing Board of Amphitheater Public Schools

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A Special Public Meeting of the Governing Board of Amphitheater Public Schools was held Tuesday, January 29, 2019, beginning at 5:00 p.m. in the Wetmore Center, 701 West Wetmore Road, Leadership & Professional Development Center.

### **Governing Board Members Present**

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

### **Superintendent's Cabinet Members Present**

Mr. Todd A. Jaeger, J.D., Superintendent  
Dr. Roseanne Lopez, Associate Superintendent for Elementary Education  
Mr. Michael Bejarano, Associate Superintendent for Secondary Education  
Ms. Michelle H. Tong, J.D., Associate to the Superintendent and Legal Counsel  
Mr. Scott Little, Chief Financial Officer  
Ms. Kristin McGraw, Director of Student Services  
Mr. James Burns, Executive Manager of Operational Support  
Ms. Michelle Valenzuela, Director of Communications  
Ms. Tassi Call, Director of 21<sup>st</sup> Century Education

### **Call to Order and Signing of the Visitor's Register**

*President Cox Golder called this meeting to order at 5:00 p.m. and asked visitors to sign in.*

### **Pledge of Allegiance**

*President Cox Golder invited Ms. Karin Smith, Executive Assistant to the Superintendent and Governing Board, to lead the Pledge.*

### **Announcement of Date and Place of Next Regular Governing Board Meeting**

*President Cox Golder announced the next Regular Governing Board meeting would be held Tuesday, February 19, 2019 at 6:00 p.m., Wetmore Center, 701 W. Wetmore Road in the Leadership and Professional Development Center.*

#### **1. EXECUTIVE SESSION**

*Vice President Zibrat moved to recess Open Meeting to hold an Executive Session for student disciplinary action. Ms. Day seconded the motion. Voice vote in favor - 5: President Cox Golder, Vice President Zibrat, Ms. Day, Dr. Baker, and Mr. Kopec. Opposed - 0. President Cox Golder proclaimed they were in Executive Session at 5:07 p.m.*

**A. Motion to Recess Open Meeting and Hold an Executive Session for:  
1. Student Disciplinary Action in the Consideration and Decision Upon  
Expulsion Hearing Officer's Recommendation, Pursuant to A.R.S. §15-  
843(F)(2), Regarding:**

- a. Student # 30058491;
- b. Student # 30019001;
- c. Student # 30030561;
- d. Student # 30055831; and
- e. Student # 30065415.

**2. Consideration and Determination of Appeal of Long-term Suspension  
Hearing Officer's Decision, Pursuant to A.R.S. §15-843(A); Determination  
of Whether to Hold an Expulsion Hearing and Designate a Hearing  
Officer to Hear Evidence, Prepare a Record and Bring a Recommendation  
to the Board, Pursuant to A.R.S. §15-843(F)(2), Regarding:**

- a. Student # 30025478; and
- b. Student # 30040665.

**B. Motion to Close Executive Session and Reconvene Open Meeting**

*President Cox Golder asked for a motion to close the Executive Session and reconvene  
Open Meeting. Ms. Day so moved. Vice President Zibrat seconded the motion. Voice  
vote in favor 5: President Cox Golder, Vice President Zibrat, Ms. Day, Dr. Baker, and  
Mr. Kopec. Opposed - 0. President Cox Golder proclaimed they were in Open Meeting  
at 6:15 p.m.*

**2. PUBLIC COMMENT<sup>1</sup>**

There was no comment.

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

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

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

*President Cox Golder asked if there were any Items on the Consent Agenda for further  
discussion, there were none. Mr. Kopec moved to approve Agenda Items A. - Q. as  
presented. Ms. Day seconded the motion. There was no discussion. Voice vote in favor - 5:  
President Cox Golder, Vice President Zibrat, Ms. Day, Dr. Baker, and Mr. Kopec.  
Opposed - 0. Consent Items A. - Q. passed 5-0.*

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

*Non-Administrative Personnel were appointed as listed in Exhibit 1.*

**B. Approval of Personnel Changes**

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

**C. Approval of Bus Driver Attendance Bonus Payments**

*The Governing Board approved the Bus Driver Attendance Bonus payments as listed in Exhibit 3.*

**D. Approval of Leave(s) of Absence**

*Leave of Absence requests 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**

*Approval of Stipend for Coaching Volunteers was approved as listed in Exhibit 6.*

**G. Approval of Vouchers Totaling and Not Exceeding Approximately**

**\$1,989,546.27**

*A copy of vouchers for goods and services received by the Amphitheater Schools and recommended for payment has been provided to the Governing Board. The following vouchers were approved as presented and payment authorized as listed in Exhibit 7.*

Voucher #222	\$142,556.60	Voucher #223	\$697,987.41
Voucher #224	\$61,946.07	Voucher #225	\$72,125.56
Voucher #226	\$283,509.39	Voucher #227	\$339,847.15
Voucher #228	\$115,750.48	Voucher #229	\$110,360.18
Voucher #230	\$32,350.00	Voucher #231	\$133,113.43

**H. Acceptance of Gifts**

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

**I. Approval of Grants**

*The Governing Board approved grants received from SaddleBrooke Community Outreach Enrichment Program for Coronado K-8 School to purchase ukuleles and from the Toshiba America Foundation for Innovation Academy to purchase supplies for the Once Upon a Circuit Project as listed in Exhibit 9.*

**J. Approval of Out of State Travel**

*Out of State Travel was approved as listed in Exhibit 10.*

**K. Receipt of Monthly Status Report for the Fiscal Year 2018-2019**

*The Governing Board approved the Receipt of Monthly Status Report for the Fiscal Year 2018-2019 as shown in Exhibit 11.*

**L. Annual Approval of All Authorized Signatories on District Checking Accounts for the 2018-2019 Fiscal Year**

*The Governing Board approved All Authorized Signatories on District Checking Accounts for the 2018-2019 Fiscal Year as detailed in Exhibit 12.*

**M. Award of Contract for L.W. Cross Middle School Wrestling HVAC Replacement Based Upon Responses to Request for Bid (RFB) 01-10-2019**

*The Governing Board approved the Award of Contract for L. W. Cross Middle School Wrestling HVAC Replacement Based Upon Responses to Request for Bid (RFB) 01-10-2019 as presented in Exhibit 13.*

**N. Award of Contract for Access Points, Network Switches with Switch Components and Associated Licensing, and Network Expansion Modules Based Upon Responses to Request for Proposal (RFP) - 01-15-2019**

*The Governing Board approved the award of Contract for Access Points, Network Switches with Switch Components and Associated Licensing, and Network Expansion Modules Based Upon Responses to Request for Proposal (RFP) – 01-15-2019 as presented in Exhibit 14.*

**O. Approval of Increase in Daily Rate of Pay for Substitute Teachers**

*The Governing Board approved an Increase in Daily Rate of Pay for Substitute Teachers as listed in Exhibit 15.*

**P. Statement of Assurance for Teacher Evaluation System Status**

*The Statement of Assurance for Teacher Evaluation System Status was approved as listed in Exhibit 16.*

**Q. Addendum to Out of State Travel**

*An Addendum to Out of State Travel was approved as listed in Exhibit 17.*

**4. STUDY/ACTION**

**A. Teacher and Principal Evaluation Systems Recommendations for 2019-2020**

Superintendent Jaeger introduced the item and asked Dr. Lopez to present it to the Governing Board. Dr. Lopez gave a slide show presentation to update the Board on Arizona requirements for teacher and principal evaluation systems and to provide an overview and rationale for the selection of the recommended systems. Amphitheater Public Schools has traditionally utilized evaluation systems developed internally for both teachers and principals. The Amphitheater Teacher Performance Evaluation System (ATPES) committee and the Amphitheater Principal Performance Evaluation System (APPES) committee have met a number of times to discuss the possibility of moving to research based/nationally known models of evaluation. This year, both committees have recommended that we transition to new evaluation systems beginning the 2019-2020 school year.

The committees have recommended two nationally known evaluation systems, The Framework for Teaching Evaluation Instrument by Charlotte Danielson and the Marzano Focused School Leader Evaluation Model.

Arizona State Law requires that between 33-50% of the final evaluation of a teacher or principal be attributed to student progress data, the final evaluation results in one of four performance classifications, and that evaluation systems align with the professional standards set forth by State Law. Both recommended systems align with the required standards and can be modified to add student progress data and performance classifications. Both recommended frameworks include detailed rubrics for improvement for every indicator and closely model the District's philosophy.

Dr. Lopez concluded that in order to move forward with the implementation of the two new evaluation systems, the District will need to contract with the

appropriate vendors for usage rights and training. Dr. Lopez offered to answer questions and asked for the Governing Board's approval to move forward with this process.

President Cox Golder asked what happens if a teacher scores low on the rubrics. Superintendent Jaeger explained that the ultimate goal is to drive the quality of instruction to students forward. If a teacher is found deficient in an area, effort is toward improvement of the teacher. This is why clear, well-founded rubrics in an evaluation instrument are vital.

Dr. Baker asked when would professional development for teacher improvement be provided. Dr. Lopez explained that it would be incorporated into a teacher's normal work schedule, specifically on early out Tuesdays, which is a time set aside for professional development.

*There being no further discussion, President Cox Golder moved that the District contract with the Danielson and Marzano Groups. Ms. Day seconded the motion. Voice vote in favor - 5: President Cox Golder, Vice President Zibrat, Dr. Baker, Ms. Day, and Mr. Kopec. Opposed - 0. The item passed 5 - 0.*

#### **B. Approval of Post-Retirement Employment Opportunities During the 2019-2020 Fiscal Year for Staff Retiring in the Current Fiscal Year**

Superintendent Jaeger introduced this item saying that the Board's authority is sought annually in regard to providing employment opportunities to retired staff. Ms. Tong explained the impact of the growing teacher shortage in Arizona, and that this is why we encourage retired staff to continue working for the District in their same positions. Retirees can do this without violating state retirement rules via third party vendor (TPV), Smartschoolsplus, Inc. (SSP).

Recognizing that the District has a goal of hiring employees directly when possible, the District has offered a program to lease-back Arizona State Retirement System (ASRS) retirees through a TPV for several years, and participants have been very positive about the opportunity. The program's approval by the Board expires at the end of this fiscal year.

Ms. Tong asked the Board to continue to permit the hiring of retirees through a TPV to fill a District position under several outlined terms and conditions:

1. The post-retirement employment option will be offered for the 2019-2020 fiscal year and allow the retiree's retention through a TPV, such as SSP or Educational Services, Inc. (ESI), as may be selected by the District from the available options through the Mohave procurement cooperative, or its equivalent, beginning on July 1, 2019.
2. This option will be available for all employment classifications in the District other than: (a) classroom teachers who have been retired for more than twelve months, and (b) administrators who have been retired for more than two years. The TPV option is available to classroom teachers who have been retired for less than twelve months. Qualified retired teachers

separated from direct employment with an ASRS provider for more than twelve months may be hired directly by the District into a classroom teacher position under the terms and conditions set forth in paragraph nine below. Qualified retirees who have been retired for more than two years may continue to fill an administrative position in the District under the terms and conditions set forth in paragraph ten below.

3. In the event of an emergency, the Superintendent or designee may appoint a retiree to fill a position on a temporary basis. This temporary appointment may be in effect for only one school year or until the position is otherwise filled, whichever comes first. The temporary appointee may apply for the position and go through the competitive process as stated above.
4. The terms of the retiree's employment with the approved TPV will be determined by the provider in consultation with the District, and the retiree must acknowledge those terms prior to placement with the District.
5. The approved TPV will compensate former employees of the District at the approximate rate of eighty percent (80%) of the wage paid to the employee by the District prior to retirement. This difference remains the same as last year to account for the state mandate to make the ASRS alternative contribution on contract fees paid to third party contractors.

The approved TPV will make and/or pay all appropriate payroll deductions and taxes. The District will pay a service fee to the provider as determined by the District's contract with the vendor. The District will also make the requisite contribution to the ASRS, which does not modify the retiree's retirement benefits.

6. Personnel placed with the District through this program must meet all District, Arizona state and federal qualification standards, including but not limited to, fingerprint/background clearance, certification, endorsement, education level, and licensure.
7. Regardless of their status as employees of a third party rather than the District, all personnel placed with the District must comply with district, state and federal laws, policies, regulations, directives, as well as, school improvement plans of Amphitheater Public Schools.
8. Retired teachers assigned to classroom positions who have been retired for twelve months, *i.e.* three hundred sixty-five (365) calendar days, qualify for employment directly with the District. This will enable the District to recoup funds from the state of Arizona for these retired teachers' "classroom teaching experience", and it enables those retired teachers to participate in the employment benefits offered to District personnel. Qualified retired classroom teachers may be re-hired directly on an ASRS Retiree Returning to Work Teacher Employment Contract. Unless additional compensation is approved by the Governing Board as part of the

2019-2020 compensation package, the salary and benefits shall be equal to that earned through SSP for the 2018-2019 fiscal year.

9. In an effort to permit promotional opportunities for qualified certificated personnel, positions filled by administrators who have been retired for more than two (2) years may be posted for potential employment by a direct hire employee. This should only happen every other year, after the administrator has been in the position for a continuous period of two (2) years, since there is a clear benefit to having continuity in administration when possible. Therefore, after an administrator who has been retired for at least two years has been in an administrative position continuously for two years, that position may be posted as available for employment for the following school year. Once posted, the position may be filled by a retired administrator hired through the approved TPV if and only if the position remains unfilled by a qualified candidate after being posted for at least one (1) month.

President Cox Golder asked if the program has been successful. Ms. Tong stated that last year 29 teachers were brought back post-retirement. Superintendent Jaeger added that this year we have proposed that retirees have the option to re-hire at other campuses from that which they retired.

President Cox Golder asked if it is a necessity to hire back employees using a third party vendor. Ms. Tong clarified that in order to receive state benefits, retirees are required to work through a TPV for at least one year.

Dr. Baker said he liked that a retired administrator's job is now posted every two years, instead of annually as in the past.

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

### **C. Study of Menu of Statewide Assessments and Authorization to Pilot ACT Option**

Superintendent Jaeger introduced this item and asked Mr. Bejarano to review the Menu of Statewide Assessments options with the Board.

Mr. Bejarano explained that the Arizona Department of Education (ADE) allows school districts to administer an approved assessment in place of AzMERIT and AIMS Science. The current list of approved assessments are: American College Testing (ACT), Scholastic Assessment Test (SAT), Advanced Placement (AP), International Baccalaureate (IB), and Cambridge Academy.

The Menu of Assessments is available on a school-by-school basis but must be administered to all students in that school. We are required to submit notification to the Board and to ADE by July 1, 2019 as to which test we will administer. Amphitheater students who prepare to take the ACT, traditionally

do well especially in contrast to the AzMERIT. The ACT has been chosen as an assessment that will serve students as an instrument that measures college readiness and opens the door to potential scholarships. With Board approval of this item, we will pilot the ACT in the District's three high schools in the late spring of 2019. The goal is for state funding to be in place for at least the 2019-2020 school year to help with the cost of the assessments. Assessments for elementary and middle schools are currently under review by the ADE.

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

**D. Review and Approve Resolution Authorizing the District to Sign Documents to Dedicate and Transfer District-Owned Real Estate Currently Operated as a Private Road Named "Glover Road", and More Formally Identified Below, to the Town of Oro Valley for Use as a Public Road; to Abandon Two Slope and Drainage Easements Associated with the Conditional Plan Approved by the Town for the Same; and to Enter into a Donation Agreement under Policy KJLA with Property Owners and/or Developers Adjacent the South Side of Glover Road.**

Superintendent Jaeger introduced this item saying it had been previously studied by the Governing Board in Executive Session. He said that when Wilson K-8 School was built, the surrounding neighborhood was under developed thus requiring the District to build its own road to the school site. The road is still owned by the District along with the easements for others who use it. Superintendent Jaeger asked the Board for their authorization allowing Ms. Tong to execute the necessary documentation to transfer the road to the town of Oro Valley for use as a public road. Ms. Tong said that the subject had been covered in Executive Session and that the Agenda Item title itself is both lengthy and explanatory. Ms. Tong then offered to answer any additional questions the Board might have.

*There being no further questions or discussion, Ms. Day moved that the Agenda Item be approved as detailed in Exhibit 18. Vice President Zibrat seconded the motion. Voice vote in favor - 5: President Cox Golder, Vice President Zibrat, Dr. Baker, Ms. Day, and Mr. Kopec. Opposed - 0. The item passed, 5 - 0.*

**PUBLIC COMMENT**

There were no comments.

**BOARD MEMBER REQUESTS FOR FUTURE AGENDA ITEMS**

There were no requests.

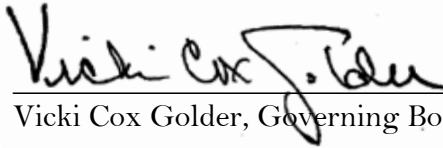


**ADJOURNMENT**

*President Cox Golder asked for a motion to adjourn the meeting. Ms. Day moved to adjourn the meeting. Vice President Zibrat seconded the motion. Voice vote in favor - 5: President Cox Golder, Vice President Zibrat, Ms. Day, Dr. Baker, and Mr. Kopec. Opposed - 0. Meeting adjourned at 7:15 p.m.*



*Minutes respectfully submitted by:  
Andrea Carr  
Governing Board Secretary*



*Vicki Cox Golder, Governing Board President*

May 21, 2019

Date

*Minutes Submitted for Governing Board Approval:*

May 21, 2019