

**Minutes of the Regular Public Governing Board Meeting  
of Amphitheater Public Schools  
June 11, 2019**

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A Regular Public Meeting of the Governing Board of Amphitheater Public Schools was held Tuesday, June 11, 2019, beginning at 5:15 p.m. at 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  
Mr. Matthew A. Kopec, Member

**Governing Board Members Absent:**

Dr. Scott Baker, Member  
Ms. Deanna M. Day, M. Ed., 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 21<sup>st</sup> Century Education  
Mr. James Burns, Executive Manager of Operational Support  
Ms. Michelle Valenzuela, Director of Communications

**CALL TO ORDER AND SIGNING OF THE VISITOR'S REGISTER**

*President Cox Golder called this meeting to order at 5:15 p.m. and asked visitors to sign in.*

*President Cox Golder asked for a motion to recess the Open Meeting to hold Executive Session. Vice President Zibrat moved that the Board recess the Open Meeting to hold Executive Session. Mr. Kopec seconded the motion. There was no discussion. Voice vote in favor - 3: President Cox Golder, Vice President Zibrat, and Mr. Kopec. Opposed - 0. The Board went into Executive Session at 5:17 p.m.*

**1. EXECUTIVE SESSION**

- A. Motion to Recess Open Meeting and Hold an Executive Session for: In Discussion and Consultation with Representatives of the Governing Board In Order to Consider Its Position and Instruct Its Representatives in the Meet and Confer Process Pertaining to Policy, Compensation and Benefits for Certificated, Professional Non-Teaching, Support and Administrative Staff for the 2019-2020 Fiscal Year Pursuant to A.R.S. §38-431.03(A)(5)**

2. **RECONVENE PUBLIC MEETING AND SIGNING OF VISITORS' REGISTER**

*President Cox Golder reconvened the Public Meeting at 6:20 p.m. and reminded visitors to sign in.*

**PLEDGE OF ALLEGIANCE**

*President Cox Golder asked Mr. Kopec to lead the Pledge.*

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

President announced the time and place of the next Special Governing Board meeting: Thursday, June 20, 2019, at 6:00 p.m., 701 W. Wetmore Road, Tucson, AZ in the Leadership & Professional Development Center.

3. **RECOGNITION**

A. **Recognition of 2019 Individual Track and Field Champion, Amphitheater High School**

Superintendent Jaeger introduced the item and invited Mr. David Humphreys, Assistant Principal and Athletic Director at Amphitheater High School, to present this recognition to the Board.

Mr. Humphreys introduced Coach Stileda Rose, Coach Rick Guillen, and AHS Senior Gamar Garem, the 2019 State Champion in the Boys 800 Meters and Runner-up in the 1600 Meter at the AIA State Track and Field Division III Championship.

On behalf of the Board, Mr. Kopec congratulated Gamar Garem and presented him and his coaches with certificates of commendation. A group photograph was taken with the Governing Board and the Superintendent.

B. **Recognition of 2019 Individual Track and Field Champions and Runner-Up, Ironwood Ridge High School**

Superintendent Jaeger introduced the item and asked Armando Soto, Amphitheater Public Schools Athletic Director, to present this Item to the Board. Mr. Soto introduced the Ironwood Ridge High School athletes who competed at the AIA State Track and Field Division II Championship held at Mesa Community College in May. Although unable to be present, these students were recognized for their achievements:

- Parker Bays, Senior, State Champion, Shot Put
- Carmine Russo, Senior, State Champion, 300 Hurdles
- Grace Reinholz, Senior, Runner-Up, 400 Meters

On behalf of the Board, President Cox Golder thanked Mr. Soto and presented him with the students' certificates of commendation.

### C. **Recognition of 2019 State Softball Champions, Ironwood Ridge High School**

Superintendent Jaeger introduced the item and invited Mr. Soto, to introduce the State Softball Champions. Mr. Soto invited Head Coach David Martinez to talk about the student athletes on the team. Mr. Martinez talked about the accomplishments of the girls throughout the year. This year the Ironwood Ridge High School Girls Varsity Softball Team had defeated Centennial High School 5-2 in May to win its third state championship. Mr. Martinez then introduced the team for recognition.

- Emma Almodoba, Sophomore
- Erica Baird, Senior
- Ashley Bass, Senior
- Leah DeSpain, Sophomore
- Rachel Hirschfeld, Junior
- Katie Jamieson, Freshman
- Madison Jeter, Sophomore
- Maddie Judge, Junior
- Kayla Keith, Junior
- Frankie Lucio, Senior
- Alexxis Martinez, Sophomore
- Diana Nisbett, Senior
- Kate Orton, Sophomore
- Keira Painter, Senior
- Jaiden Reid, Senior
- Shelby Thompson, Junior
- Maddie Toia, Senior
- Lexi Varner, Sophomore
- Haidyn Warner, Freshman

Assistant Coaches Chad Binnion, Alissa McGowan, Rudy Baez, Shayna Binnion, Dennis Toia, and Sammie Murrieta were also recognized.

On behalf of the Board, Ms. Zibrat congratulated the student athletes and their coaches and presented each with certificates of commendation. A group photograph was taken of the students, their coaches, the Governing Board and the Superintendent.

#### **PUBLIC COMMENT<sup>1</sup>**

*There were none at this time.*

#### 4. **INFORMATION**

##### A. **Superintendent's Report**

Superintendent Jaeger gave a PowerPoint presentation and spoke about recent and future activities in the District and community. Highlights included many

end of the school year activities, such as Senior Honors Night at Amphitheater High School on May 13, 2019. He also talked about the Amphi Retirement Celebration which took place on May 14, 2019 at the Wetmore Center. He thanked the Culinary Arts students of Canyon del Oro and Ironwood Ridge High Schools, who supplied food for the occasion.

Other end of year events included the Amphitheater High School Choir & Orchestra Concert, the Canyon del Oro High School Choir Concert, Senior Honors Convocation, and the Amphitheater High School Graduation March. On May 17, 2019, graduating Seniors from Amphitheater High School dressed in their caps and gowns and visited Amphi elementary and middle feeder schools to be congratulated by the students for their accomplishments. Superintendent Jaeger congratulated the graduating Seniors of Amphitheater, Canyon del Oro, and Ironwood Ridge High Schools.

Odyssey of the Mind World Finals were held in Lansing, Michigan with nine Amphi teams attending, five from Amphitheater High School. Congratulations to all our students who attended OM World Finals!

Food Service held a press conference to kick-off our summer meals program. It was well attended, representatives from Senator Martha McSally's office, Congresswomen Kirpatrick's office, Congressman O'Haleron's office, Mayor Rothschild and by members of the Governing Board. The program will provide free breakfast and lunch meals to students throughout the summer.

Future events include the Model Schools Conference in Washington D.C. June 22-27, 2019, which will be attended by several Amphitheater teachers, administrators, and Governing Board members.

#### **B. Status of Bond Projects**

Superintendent Jaeger asked Mr. Burns to update the Board on our districtwide Bond projects. Mr. Burns provided the Governing Board with current information on the status of all Bond projects throughout the District at the following schools.

Canyon del Oro High School: Upgrades and testing to the Public Address (P.A.) system are complete. An underground cable installation is in process and scheduled completion on July 15, 2019. Replacement of the track and renovation to the football field is in progress. A repair to a supply water line is in pre-construction.

Ironwood Ridge High School: Security and wrought iron fencing is 95 percent complete. Panel installation and fencing repair modifications at the east side of campus were completed June 3, 2019. The fence has been painted "Ironwood High School Blue" along the west side of the Fine Arts building. Also painting has begun along the south service road fence and the courtyard Ramada. Scheduled are flooring improvements to the cafeteria, band room, and music room. Solicitation and a pre-construction meeting for replacement of the central plant boiler was held on June 3, 2019. Heating Ventilation Air Conditioning (HVAC) unit replacements in buildings H, J, and Plant have been ordered. Materials for a mini-split system and junction box replacement for the elevator

have been ordered. Wireless work for the security access control upgrades is scheduled for June 17, 2019.

Amphitheater Middle School: Currently awaiting plans and specs from Food Service for the cafeteria, serving line, and partition upgrades.

Copper Creek Elementary School: Materials have been ordered and access control upgrades began June 4, 2019.

Coronado K-8 School: The removal and repair of Jace (HVAC) controls are scheduled for July 2019. Upgrades to security fencing is scheduled for June 17, 2019. Materials are ordered and carpet installation is scheduled to begin in the music room on July 1, 2019.

Cross Middle School: A demolition in the wrestling gym is currently in progress. Construction for the HVAC renovations in the wrestling gym began on May 24, 2019.

El Hogar/Land Lab: Materials have been ordered and a pre-construction meeting for HVAC replacements was held on June 4, 2019.

Harelson Elementary School: A pre-construction meeting for the replacement of the boiler was held on June 3, 2019. Carpet has been ordered and is scheduled to be installed in building B, rooms 1 - 6 beginning June 10, 2019.

Keeling Elementary School: A pre-construction meeting for replacement of the parking lot was held on May 31, 2019. Materials have been ordered for upgrades to the HVAC control in building D, estimated to begin on July 1, 2019. Installation is being scheduled for the new playground equipment from the Fiesta Bowl Grant Project.

La Cima Middle School: Electrical and technology connection work is in progress for the new Maker Space. Smoke detectors were replaced in the north wing and Multi-Purpose Room (MPR) on June 3, 2019.

Mesa Verde Elementary School: Renovation of the parking lot is scheduled to begin in July. A pre-construction meeting regarding flooring improvements in Kindergarten rooms 1 and 2 was held on June 3, 2019.

Nash Elementary School: Intercampus security fencing upgrades began June 10, 2019. A pre-construction meeting was held on June 3, 2019 regarding the boiler replacement and new drinking fountain in building G.

Painted Sky Elementary School: Construction on a Maker Space is scheduled for June 12, 2019. USB hubs and wall art will be installed upon arrival. Painting of the security fence is scheduled for July 15, 2019. Carpet installation in the music room will begin in July.

Prince Elementary School: A pre-construction meeting was held on May 17, 2019 regarding HVAC in buildings CN, CW, and CE. Completion of installation of the two remaining units is scheduled for July 1, 2019.

Rio Vista Elementary School: Construction of the Maker Space is in progress. Repainting and removal of the flooring and polishing of the concrete is scheduled for June.

Walker Elementary School: Demolition is in progress for the creation of a single point of entry. Security fencing upgrades are 65% complete. Painting of security fencing is scheduled to start on June 17, 2019. Demolition is in progress for the creation of a Maker Space. Upgrades to the PA system are scheduled for June 17, 2019. A modification to the fire alarm system for the administrative building renovation began on May 28, 2019.

Wilson Elementary School: Replacement of Bollard lighting to LED lighting in thirteen walkways is scheduled for summer break. Speaker additions began May 28, 2019. Upgrades to HVAC controls in library and upper 700 wing is currently in progress on weekends. A fire alarm control panel replacement is scheduled for July 1, 2019. New carpet installation in the 600 wing, rooms 601-611 is scheduled for June 17, 2019.

Mr. Burns concluded by offering to answer questions from the Board. There were no questions.

### **C. Periodic Legislative Update**

Superintendent Jaeger introduced the item and invited Ms. Tong to present it to the Board. Ms. Tong displayed a PowerPoint presentation, summarizing school-related legislation since her last update.

HB 2176 – College Credit by Examination; Payments: Allows either a school principal, school district governing board, or charter school governing body to identify additional teachers who instructed a student in the same department or subject area so that they may receive an incentive bonus if the student passed a qualifying examination for college credit while in high school.

SB 1171 – School Districts; Personnel Evaluations: changes to personnel evaluations, was tied to testing and now will be more be tied to teaching.

SB 1161 – School Facilities; Revisions: Requires the School Facilities Board (SFB) to list vacant or partially used buildings that are suitable for school operations and establishes guidelines for the sale or lease of those buildings. Forbids a district from prohibiting a charter school or private school from negotiating to buy or lease a vacant or partially used building.

Unfunded mandates to include:

SB 1318 – Schools; Training; Screening; Dyslexia: Training of at least one K-3 Teacher. Screening of every Kindergarten and First grade student.

HB 2113 – Public Restrooms, Changing Stations: Requires a public entity that constructs a new restroom that is accessible to the public in a public building, or that totally renovates an existing restroom that is accessible to both men and women and to the public, to include in at least 1 restroom in each building at least 1 changing station that is capable of serving both a baby and an adult.

HB 2007 - ASRS; Compensation; Definition: Bifurcates, by date of hire, the definition of compensation for the Arizona State Retirement System (ASRS) members, and revises that definition for members hired on or after January 1, 2020.

SB 1079 – ASRS Long Term Disability Program: Expands consideration of members of the Arizona State Retirement System (member) with disabilities to include members unable to perform one or more duties of the occupation. Authorizes the Arizona State Retirement System (ASRS) to investigate falsified information or records related to Long-term Disability Program (LTD) eligibility or benefits.

SB 1026 - School Pupils; Emergency Medication Administration: Permits a district/charter employee to administer epinephrine auto injectors, naloxone and inhalers to a minor child without consent of a parent or guardian in the case of an emergency. Amendment passed in the House Education Committee includes “private schools” and “preschools” as an entity in which emergency administration may occur.

SB 1111 – Arts Proficiency; State Seal: Creates a State Seal of Arts Proficiency Program (Program) recognizing students who achieve a high level of proficiency in the arts. Requires State Board of Education (SBE) in collaboration with the Arizona Department of Education (ADE) and experts in arts education to adopt minimum requirements and adopt necessary rules for the Program. Requires each participating school district or charter school to: identify the students meeting the Program requirements; and place the Seal on a qualifying student's high school diploma and note it on their transcript.

HB 2241 – JLAC; Political Subdivisions; Investigation: Requires political subdivisions to comply with the Uniform Expenditure Reporting Systems using instructions and forms prescribed by the Auditor General (AG). Permits the AG to investigate any entity violating this section.

AZ State Budget: Increases to the Base Support Level (BSL) from \$3,960.07 in FY 2019 to \$4,150.43 in FY 2020. An increase of 4.807% or \$190.36 per student determined on enrollment (ADM). Comprise of 2% from Prop 123/Prop 301 in new M&O funding. Also comprise of the governor’s 20-by-20 Plan Teacher Raise Increase (equates to about 2.8%). Estimated to be \$1,960.77 in new M&O funding for teacher salaries only.

The District Additional Assistance (Restoration of Capital Funding) enables school districts to maintain, improve and replace such assets as building, equipment, textbooks, computer, buses, etc. We received approximately 25% of those funds back beginning last year, and about half of these funds were applied to cover non-teacher salary increases. Also provides about \$170 per student for necessities.

Expansion of Results Based Funding, a performance incentive program that rewards teachers at schools which produce certain student achievement results. Provides funds to help replicate these successes at other school sites.

Ms. Tong offered to answer any questions, there were none.

## 5. CONSENT AGENDA

*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 Cox Golder asked if there were any Items that should be addressed separately. Superintendent Jaeger asked that Agenda Item A. be heard separately so that he could make recommendations. Vice President Zibrat moved that Consent Agenda Items B. - R. be approved as presented. Mr. Kopec seconded the motion. Voice vote in favor - 3: President Cox Golder, Vice President Zibrat, and Mr. Kopec. Opposed - 0. Items B. - R. passed.*

### **A. Approval of Appointment of Administrative Personnel**

Superintendent Jaeger introduced his recommendations for Appointment of Administrative Personnel for Governing Board approval. He recommended Ms. Amanda Magelli for the position of Assistant Principal for Canyon del Oro High School for the 2019-2020 school year. Superintendent Jaeger then recommended Ms. Yolanda Nunez for the position of School Improvement Coordinator for Amphitheater High School for the 2019-2020 school year.

At this time, Superintendent Jaeger also recognized Mr. Christopher Boknevitc, newly appointed Assistant Principal at Cross Middle School. Mr. Boknevitc was approved at a previous Board meeting, however was not recognized at that meeting.

The Board congratulated Ms. Nunez, Ms. Magelli, and Mr. Boknevitc. A group photograph was taken with the Board and Superintendent.

*A motion was made by Vice President Zibrat to approve Consent Agenda Item A. Mr. Kopec seconded the motion. Voice vote in favor - 3: President Cox Golder, Vice President Zibrat, and Mr. Kopec. Opposed - 0. Administrative Personnel were approved 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 changes were approved 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 Vouchers Totaling and Not Exceeding Approximately \$2,316,865.82**

*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 6.*

Voucher #311	\$790,122.18	Voucher #312	\$43,025.30
Voucher #313	\$100,218.17	Voucher #314	\$121,096.16
Voucher #315	\$64,715.55	Voucher #316	\$152,037.46
Voucher #317	\$78,760.82	Voucher #318	\$162,609.15
Voucher #319	\$130,617.59	Voucher #320	\$116,873.23
Voucher #321	\$114,743.63	Voucher #322	\$212,869.59
Voucher #323	\$74,359.84	Voucher #324	\$100,588.61
Voucher #325	\$54,228.54		

- G. Approval of Student Fee Rates Charged Pursuant to Governing Board Policy JQ, A.R.S. §15-342(24), and A.R.S. § 15-1142.**  
*The Governing Board approved Student Fee Rates Charged Pursuant to Governing Board Policy JQ, A.R.S. §15-342(24), and A.R.S. §15-1142 as listed in Exhibit 7.*
- H. Approval of Parent Support Organization(s) - 2019-2020**  
*The Governing Board approved Parent Support Organization(s) – 2019-2020 for Amphitheater Middle School PTO and Rio Vista Elementary School PTO as listed in Exhibit 8.*
- I. Receipt of April 2019 Report on School Auxiliary and Club Balances**  
*The Governing Board approved the Receipt of April 2019 Report on School Auxiliary and Club Balances as presented in Exhibit 9.*
- J. Approval of Out of State Travel**  
*Out of state travel was approved as listed in Exhibit 10.*
- K. Acceptance of Gifts**  
*Gifts were accepted by the Governing Board as listed in Exhibit 11.*
- L. Approval of Fireworks for Canyon del Oro High School Homecoming Ceremonies**  
*Fireworks for Canyon del Oro High School Homecoming Ceremonies was approved as listed in Exhibit 12.*
- M. Award of Contract for Amphitheater High School 500 Wing Demising Wall and Drainage Improvements Based Upon Responses to Request for Bid (RFB) 05-17-2019**  
*The Governing Board approved the Award of Contract to Sellers and Sons, Inc. for Amphitheater High School 500 Wing Demising Wall and Drainage Improvements Based Upon Responses to Request for Bid (RFB) 05-17-2019.*
- N. Award of Contract for Liquid Propane Gas (Delivered) Based Upon Responses to Request for Bid (RFB) 05-02-2019**  
*The Governing Board approved the Award of Contract to Amerigas Propane for Liquid Propane Gas (Delivered) Based Upon Responses to Request for Bid (RFB) 05-02-2019.*
- O. Approval of Revisions to the Student Code of Conduct for the 2019-2020 School Year**  
*The Governing Board approved Revisions to the Student Code of Conduct for the 2019-2020 School Year as listed in Exhibit 13.*

**P. Approval of Intergovernmental Agreement with the Pima County Joint Technological Education District No. 11.**

*The Governing Board approved the Intergovernmental Agreement with the Pima County Joint Technological Education District No. 11 as listed in Exhibit 14.*

**Q. Approval of Amphitheater High School 2019-2020 Dual Enrollment Courses**

*The Governing Board approved Amphitheater High School 2019-2020 Dual Enrollment Courses.*

**R. Approval to Renew Lease with Marana Health Center, Inc.**

*The Governing Board approved the Lease Renewal with Marana Health Center, Inc. as listed in Exhibit 15.*

**6. STUDY**

**A. Study of Proposed Revisions to Governing Board Policies Developed through the Meet and Confer Process:**

**Policy GCCH (Professional Staff Bereavement Leave);  
Regulation GCCH-R (Professional Staff Bereavement Leave);  
Policy GCQFA (Discipline Professional - Reprimand);  
Policy GDCH (Support Staff Bereavement Leave); and  
Regulation GDCH-R (Support Staff Bereavement Leave).  
Proposed Policy GB \_\_\_\_\_ (Bereavement Leave); and  
Proposed Regulation GB \_\_\_\_\_ -R (Bereavement Leave).**

Superintendent Jaeger introduced this item and asked Ms. Tong to present it to the Board.

Ms. Tong provided the joint recommendations from the Meet & Confer to include deleting Policy GCCH, Regulation GCCH-R, Policy GDCH, and Regulation GDCH-R. These are virtually identical counterparts for support staff. The joint recommendation is for the Board to adopt the new bereavement leave GD policy to include all employees in one policy and to include who immediate family was by adding the term “domestic partner”.

In regards to Policy GCQFA (Discipline Professional – Reprimand) it is the joint recommendation to delete the phrase, “Decisions on appeals shall be issued within a reasonable period of time”, to provide consistency in the timelines identified for professional staff discipline.

Ms. Tong included Policy HD in her presentation, which requires the final Meet & Confer recommendations of the committees be communicated to District employees for feedback. This was done from May 24 – 29, 2019. No feedback was received concerning either above policy recommendations.

Ms. Tong offered to answer questions from the Board. There were none.

## **B. Review of Pilot ACT Exam**

Superintendent Jaeger introduced this Study Item and explained that the District provided a trial test to every junior student in our District, with the intention of potentially adopting the ACT as the alternative statewide assessment. With the cost approximately \$40,000, there may be assistance from the state to offset some of the charges. He asked Mr. Bejarano to present this Item to the Board.

Mr. Bejarano gave a recap of the statewide menu of assessments. What we do know at this time is that all sophomores will take a re-named AzMERIT test for Math and ELA. There will be no AzMERIT test for juniors; however, they will take the ACT. At this time, we do not have a menu of assessments for elementary and middle school.

ACT pilot statistics were as follows: Amphitheater High tested 215 students (last year 25 were tested), Canyon del Oro High tested 380 students (last year 100 students were tested), Ironwood Ridge High tested 505 students (last year 190 were tested). 111 Special Education and 33 English Language Learner students were tested. 368 juniors receiving free and reduced lunch (FRLP) benefits at our three high schools were tested. Last year statistics are students who took the test on their own, where this year students were offered the test through their home school.

Mr. Bejarano reviewed the average composite scores from the past three years for our high schools and state and national data. All three high schools scored at or above the state and national averages in 2016-2017 and 2017-2018. These are Juniors and Seniors who took the test on their own. For the 2018-2019 school year, the test was offered to all students in grades 11 and 12, the test scores looked a little different. We do not have final test results for state and national levels, therefore, we can only estimate those scores. In doing so, this puts IRHS and CDO at the state and national average and AHS slightly below the state and national average.

Mr. Bejarano offered to answer questions, there were none.

## **C. Results of FY2019 Marketing Program**

Superintendent Jaeger introduced this item and asked Ms. Valenzuela to present it to the Board and introduce guests from Target River.

Ms. Valenzuela introduced Ms. Brian Epperson, CEO of Target River and thanked him for attending tonight's Board meeting. Mr. Epperson addressed the Board and recapped their journey with Amphitheater School District. The campaign began with meetings and constructing the best way to "tell our story". January – April deployed ads to the community using the best tactic within the community. Digital ads, banner ads, searches using tag words "best school" "in my area", "near me", utilizing videos on You Tube, Facebook, Instagram, and strategic zoning on cable network ads. Mr. Epperson wanted to make sure the ads were telling our story and not just a generic ad on public education.

The contracted impressions was 4.25 million impressions – an impression is a set of eyes that saw an ad or ears that heard an ad. Delivered was just over 4.5 million impressions in a four-month period.

Email deployments went out to the community as well as stakeholders in the community. 812 television commercials were deployed; 39 % increase to the Amphitheater website was noted; 130 hours were put into SEO – Search Engine Optimization; 19 press releases were sent out, which generated 2300 visitors to Amphi’s website; 71 prospective email leads; over 350 phone calls.

Mr. Epperson offered to answer any questions.

Superintendent Jaeger made note again how they exceeded the impressions they contracted with our District and thanked the Board for their faith to put funding into this marketing campaign.

President Cox Golder asked if the campaign would continue. Mr. Epperson said that there was on-going discussion with Ms. Valenzuela on what the District can do on its own and opportunities to campaign statically to special groups like pre-K and Kindergarten.

President Cox Golder thanked Mr. Epperson. There were no other questions.

## **7. STUDY/ACTION**

### **A. Review and Approval of the Joint Recommendation of the Meet and Confer Teams for Compensation for the 2019-2020 Fiscal Year for Certificated, Classified, Classified Exempt, Professional/Non-Teaching, Administrative, and Administrative Exempt Employee Groups**

Superintendent Jaeger introduced this item and asked Ms. Tong to present this information to the Governing Board.

Ms. Tong said that the Meet & Confer teams began meeting on Policy matters at the end of October beginning of November and continued meeting consistently through May 21, 2019. The budget came out after that. For this reason, the Joint Recommendation contains contingencies intended to address the different budget possibilities that were being discussed by the Governor and parties while the teams were involved in the Meet and Confer process.

Contingency #2 has been recommended: If the District receives a budget increase from the State of Arizona to its Maintenance and Operations budget in an amount that is less than five percent (5%) but more than two percent (2%) of the Base Support Level, then it is recommended that the Board decrease the above recommendation keeping the priorities that the team has set forth above.

Ms. Tong offered to answer any questions about this Agenda Item. There were none.

### **PUBLIC COMMENT**

At this time President Cox Golder called for Public Comment  
*President Cox Golder read the Call to the Audience procedures.*

Darlene Rowe, a teacher at Coronado K-8 school, addressed the Board in response to the Superintendent's 2019-2020 Fiscal Year Budget Communique of June 6, 2019. Ms. Rowe thanked Superintendent Jaeger for the details in the communique. She would like to be more involved in the process, asking employee opinions, through surveys and meetings.

President Cox Golder asked if there were any other discussion regarding this Agenda Item. Superintendent Jaeger spoke of the divisive action on the part of the Governor and our legislature to single out one group and promise certain increases, and not provide sufficient funding to make those promises a reality, leaving school districts to sort this out. This Board is powerless to change that. He proposed that the Board adopt what the Meet & Confer teams are recommending today. There is still \$1 million on the table and would like to ask the Meet & Confer teams to meet again to address teacher compensation with those funds.

*Vice President Zibrat moved that Governing Board approve Item identified as the 2<sup>nd</sup> Contingency as presented and directs that the joint Meet & Confer team continue to develop and recommend criteria for distribution of remaining funds available through the 20 by 20 plan for teacher salaries. Mr. Kopec seconded the motion. There was no discussion. Voice vote in favor - 3: President Cox Golder, Vice President Zibrat, and Mr. Kopec. Opposed - 0. The item passed.*

President Cox Golder called for a seven-minute break.

8. **ACTION**

A. **Approval of the Amphitheater Teacher Performance Evaluation System (ATPES) for 2019-2020 School Year**

Superintendent Jaeger asked Dr. Lopez to present this item.

Dr. Lopez explained that the ATPES committee meets annually; Dr. Lopez has chaired this committee for many years. The committee is made up of teachers, administrators, an Amphi EA representative, and a data department representative. They met regularly throughout the 2018-2019 school year to discuss possible modifications to the system and to review district policy. The committee watches for changes in law as well as best practices across the country for teacher evaluation.

Dr. Lopez explained last year the ATPES committee recommended that the ATPES domains and indicators be aligned with the Danielson Framework. The Danielson Model for teacher evaluation is a well-researched approach to assessing teacher proficiency and includes rubrics for each indicator which assist teachers in improving their practice. The Danielson system is in place in over forty-four (44) states. In February of 2019 the Governing Board gave approval to procure an evaluation system and the necessary training to make this substantive change.

Training of all administrators and Curriculum and Instructional Support Specialists was conducted by a representative of the Danielson Group from June 3-5, 2019. Teachers will be trained on the new instrument at their school site. The following changes to the ATPES were recommended by the committee:

- Dates were changed to align with the 2019-2020 academic calendar.
- An updated sample lesson plan on the “5E Model” was included in the Appendix.
- AzMERIT results older than three years were removed from the OWA calculations.
- Student survey data from the AdvancED Survey was added to the calculations for the school level OWA.
- A total revision of the indicators to align with the Danielson Framework.
- A reduction of the weighting of the Student Progress Data component to 20% from 33% to align with SB1070 signed into law by Governor Ducey on May 8, 2019. The student progress data will be entered in the evaluation form under “Domain 5”.
- A revision of the actual evaluation form to align with the new indicators and new weightings.
- Revision of the cut points for the teacher performance classification labels to align with the new indicators and the Danielson Framework standards.

Dr. Lopez offered to answer questions, there were none.

*Vice President Zibrat moved to adopt the revised Amphitheater Teacher Performance Evaluation System (ATPES) for 2019-2020 as presented. Mr. Kopec seconded the motion. There was no discussion. Voice vote in favor - 3: President Cox Golder, Vice President Zibrat, and Mr. Kopec. Opposed - 0. The item passed.*

### **PUBLIC COMMENT**

There was no comments.

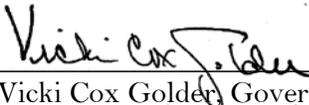
### **BOARD MEMBER REQUESTS FOR FUTURE AGENDA ITEMS**

There were no requests.

*Mr. Kopec moved to adjourn the meeting. Vice President Zibrat seconded the motion. There was no further discussion. Voice vote in favor - 3: President Cox Golder, Vice President Zibrat, and Mr. Kopec. Opposed - 0. Meeting adjourned at 8:34 p.m.*

  
\_\_\_\_\_  
Minutes respectfully submitted for Governing Board Approval by:  
Karin Smith, Executive Assistant to the Superintendent & Governing Board

January 10, 2020  
Date

  
\_\_\_\_\_  
Vicki Cox Golder, Governing Board President

January 14, 2020  
Date