

FINAL

**AMPHITHEATER PUBLIC SCHOOLS
Tucson, Arizona**

MINUTES OF REGULAR PUBLIC MEETING OF THE GOVERNING BOARD

Place, Date and Time of Meeting

Leadership & Professional Development Center, 701 W. Wetmore Road, January 10, 2017 at 6:00 PM

Board Members Present

Deanna M. Day, President
Jo Grant, Vice President
Scott A. Leska, Member
Vicki Cox Golder, Member
Scott K. Baker, Member

Central Administrators Present

Patrick Nelson, Superintendent
Monica Nelson, Associate Superintendent
Scott Little, Chief Financial Officer
Clyde Dangerfield, Attorney
Don Johnsen, Attorney (Executive Session)

Call to Order and Signing of Visitor's Register

Ms. Day called the meeting to order at 6:00 PM and invited those in attendance to sign the visitor's register.

Pledge of Allegiance to the Flag

Coronado K-8 School Elementary and Middle School Student Council members Nicholas Taylor, Kaleb Wilson, Malayah Renteria, Kloie Barney, Damaris Espinoza, Natalie Hill and Hannah Tarpley led the Pledge of Allegiance. Ms. Grant presented them with certificates of commendation.

Announcement of Date and Place of Next Special Governing Board Meeting:

Ms. Day announced the next Special Meeting of the Governing Board on Tuesday, January 24, 2017 at 5:00 PM, in the Leadership & Professional Development Center, 701 W. Wetmore Road, SE Parking and Entrance.

PUBLIC COMMENT

There was no Public Comment.

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

1. ORGANIZATIONAL MEETING

- A. Administration of Oath of Office to Newly-Elected and Re-Appointed Governing Board Members
- B. Nomination and Election of Governing Board President and Vice-President
[<https://v3.boardbook.org/Public/PublicAgenda.aspx?ak=1000433&mk=50225945>, Item 1.A.and 1.B.]
(Exhibit A)

Mr. Nelson introduced Item 1.A. reviewing the process for the administration of Oath of Office. Dr. Scott K. Baker and Ms. Vicki Cox Golder are newly elected Board Members and Ms. Deanna M. Day is a re-elected Board Member. Dr. Baker, Ms. Cox Golder and Ms. Day took the oath of office with family members assisting.

Mr. Nelson introduced Item 1.B. Nomination and Election of Governing Board President and Vice-President reviewing the process used for nomination and election. Ms. Day called on the Board for nominations for the office of Governing Board President.

ACTION: APPROVED. MOTION: Ms. Day nominated Ms. Grant for President. SECOND: Mr. Leska; Ms. Grant was elected by acclamation.

Ms. Grant called on the Board for nominations for office of Governing Board Vice-President.

ACTION: APPROVED. MOTION: Ms. Grant nominated Ms. Day for Vice-President. Ms. Day was elected by acclamation.

2. RECEPTION FOR NEWLY-ELECTED GOVERNING BOARD MEMBERS

Ms. Vicki Cox Golder (*Newly elected*)

Dr. Scott K. Baker (*Newly elected*)

Ms. Deanna M. Day (*Re-elected*)

Ms. Grant invited everyone to congratulate the newly installed Board Members at a brief reception.

3. INFORMATION

A. Superintendent Search Process: Initial Information

INFORMATION ONLY - Mr. Nelson introduced Dr. Timothy L. Ogle - ASBA Executive Director, who briefed the Board. ASBA is a private, non-profit that represents public education in Arizona. ASBA has assisted in 75 Superintendent searches in the last 7 years. ASBA member districts receive national exposure in their superintendent searches with ASBA working to bring a slate of candidates that will represent what the Board and community want in a Superintendent. The search process is directed by the Governing Board and ASBA is there to serve. Leading the ASBA team is Ms. Karen Loftus - ASBA Director of Leadership Development and Dr. Karen Gasket - Independent Education/HR Consultant who is the retired Assistant Superintendent of Paradise Valley School District. Dr. Ogle has worked over 25 years with ASBA and NSBA and was a tenured Superintendent in another state. Ms. Loftus put together a timeline for the Board's consideration that will describe what the process will look like and answer any questions.

Ms. Loftus explained that they begin by speaking to the community and staff about skills they would like to see in a new Superintendent conducting an electronic survey and holding community forums. Five community forums will be held in different parts of the District on January 17th. On January 19th a Special Governing Board Meeting will be held for the Board to receive staff and community input, develop position requirements and preferences, determine a salary range, approve information for job posting and to finalize the timeline and interview schedule. The search would open January 26th and close March 7th, instead of March 3rd, to allow for marketing at a national level conference the weekend of March 4th. The Board would come back March 9th for a Special Board Meeting with Executive Session to review applicant files and then in open session vote to bring back chosen applicants for the interview process. A two-stage approach is used conducting two rounds of interviews. After a first round of interviews the Board will narrow the list down to finalists, usually 2-3 candidates. For final interviews, the Board can determine if a Meet and Greet tour or open house for the final candidates to interact with the community and staff is desired.

Ms. Grant asked for discussion. Mr. Leska inquired what the cost for the search was. Mr. Loftus said that there were three bids and ASBA's bid is \$20,000.00 total. Mr. Nelson noted that the other two bids were approximately \$25,000.00 plus fees for other services. Mr. Leska inquired what was included in ASBA's package. Ms. Loftus highlighted some of the package items such as: intellectual capital, marketing, tracking of applications, background work vetting the applicants, a vendor for electronic background checks, scheduling of interviews, notification of applicants, travel costs, etc. Ms. Cox Golder asked what would

happen if they could not find a candidate. Ms. Loftus said that has never happened yet, but is a good question. It is the Board's process and it is a matter of how the candidates fit the requirements. Dr. Ogle explained that ASBA will see the District through the process. A timeline is suggested; however, should the Board want to look at more candidates, that is included in the fee. Ms. Grant asked what the community Meet and Greet was. Ms. Loftus explained that a community Meet and Greet could be held with the final candidates either through a tour of sites or an open house so that the candidates can interact with people in the District. The Board would decide if they would like a Meet and Greet, and the design of it at the first meeting. Mr. Leska inquired if the community included teachers. Ms. Loftus said the term community was being used in the broadest sense. [Parents, students, teachers, staff and community members.]

Ms. Loftus concluded by saying when the Board reaches the interview stage, ASBA will contact the candidates and arrange the logistics of the interviews in conjunction with the Governing Board Office. Interviews will be in Executive Session, discussion of the candidates will be in Executive Session and then the vote to move candidates forward will be in Open Meeting (the candidates being identified by an assigned number or alphabet for confidentiality). The final step would be a motion to offer a contract. The goal is to have the new Superintendent hired and on-boarded by July 1st. If there is an interest in overlap between Mr. Nelson and the new Superintendent that can be built into the negotiations. After July 1st, ASBA will conduct an orientation for the new Superintendent and the Governing Board.

[<https://v3.boardbook.org/Public/PublicAgenda.aspx?ak=1000433&mk=50225945>, Item 3.A.]

4. CONSENT AGENDA

Ms. Day asked if there were Board Member requests to have any items addressed separately. Mr. Leska requested that item **4.E. Approval to Increase Employees Affected by Arizona's New Minimum Wage** be set aside for discussion.

ACTION: APPROVED. MOTION: Ms. Day moved to approve Consent Agenda items A. - D. and F. - M. SECOND: Mr. Leska; VOTE: 5-0 (Voice Vote). Appointment of personnel is effective provided all district, state, and federal requirements are met.

Mr. Leska asked how many of the District's approximately 2,000 employees are affected by the increase in the minimum wage. Mr. Nelson asked Mr. Little, Chief Financial Officer, to provide information. Mr. Little referred to the list of affected employees provided on pages 25-29 of the board book, broken out by school site and position title. Roughly 87 employees were affected in positions such as Food Service Attendant, Crossing Guard, Campus Monitors, Cooks, Clerks and other positions.

ACTION: APPROVED. MOTION: Mr. Leska moved to approve Consent Agenda item E. SECOND: Ms. Day; VOTE: 5-0 (Voice Vote).

A. Approval of Appointment of Personnel APPROVED

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

[<https://v3.boardbook.org/Public/PublicAgenda.aspx?ak=1000433&mk=50225945>, Item 4.A.]

B. Approval of Personnel Changes APPROVED

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

[<https://v3.boardbook.org/Public/PublicAgenda.aspx?ak=1000433&mk=50225945>, Item 4.B.]

C. Approval of Leave(s) of Absence APPROVED

Leave(s) of Absence were approved as listed in Exhibit 3.

[<https://v3.boardbook.org/Public/PublicAgenda.aspx?ak=1000433&mk=50225945>, Item 4.C.]

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

Certified and classified personnel separations were approved as listed in Exhibit 4.
<https://v3.boardbook.org/Public/PublicAgenda.aspx?ak=1000433&mk=50225945>, Item 4.D.]

E. Approval to Increase Employees Affected by Arizona's New Minimum Wage APPROVED

The revised Support Staff/Classified salary schedule was approved and employees currently paid below \$10.00 per hour will be increased to the new State minimum wage.
<https://v3.boardbook.org/Public/PublicAgenda.aspx?ak=1000433&mk=50225945>, Item 4.E.] (Exhibit 5)

F. Approval of Vouchers Totaling and Not Exceeding Approximately \$5,256,980.47 (Final Total) APPROVED

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:

FY 16-17

Voucher # 485 \$183,330.11	Voucher #486 \$297,366.59	Voucher #487 \$569,881.67
Voucher # 488 \$38,103.13	Voucher #489 \$169,203.19	Voucher #490 \$265,105.66
Voucher #491 \$123,250.69	Voucher #492 \$34,142.40	Voucher #493 \$885,424.23
Voucher #494 \$67,900.28	Voucher #495 \$2,247,621.12	Voucher #496 \$9,553.99
(*497 not in series)	Voucher #498 \$134,722.40	Voucher #499 \$20,936.65
Voucher #500 \$176,461.65	Voucher #501 \$33,976.71	

G. Acceptance of Gifts APPROVED

The listed gifts and donations were accepted.
<https://v3.boardbook.org/Public/PublicAgenda.aspx?ak=1000433&mk=50225945>, Item 4.G.] (Exhibit 6)

H. Receipt of Monthly Status Report for the Fiscal Year 2016-2017 APPROVED

The monthly Budget Status Report for November 2016 was approved as presented.
<https://v3.boardbook.org/Public/PublicAgenda.aspx?ak=1000433&mk=50225945>, Item 4.H.] (Exhibit 7)

I. Approval of Out of State Travel APPROVED

Out of state travel was approved for students and/or staff (source of funding indicated).
<https://v3.boardbook.org/Public/PublicAgenda.aspx?ak=1000433&mk=50225945>, Item 4.I.] (Exhibit 8)

J. Approval of Grants APPROVED

A grant in the amount of \$480.00 from PICOR Charitable Foundation to Rio Vista Elementary was approved.
<https://v3.boardbook.org/Public/PublicAgenda.aspx?ak=1000433&mk=50225945>, Item 4.J.] (Exhibit 9)

K. Approval of Parent Support Organization(s) APPROVED

The following Parent Support Organization(s) were approved as submitted: Ironwood Ridge Music Association Band Boosters and Amphi High School Drama Boosters.
<https://v3.boardbook.org/Public/PublicAgenda.aspx?ak=1000433&mk=50225945>, Item 4.K.] (Exhibit 10)

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

The Board approved the following fees which were not on the document approved at the December 6, 2017 meeting: Lock \$7.00, Art \$33.00, Band Auxiliary \$11.00 and Concert Symphonic \$21.00. These fees do not represent an increase.
<https://v3.boardbook.org/Public/PublicAgenda.aspx?ak=1000433&mk=50225945>, Item 4.L.] (Exhibit 11)

M. Approval of Consultant to Conduct Search for New Superintendent; Discussion of Process **APPROVED**

The Governing Board appointed the Arizona School Boards Association as consultant to conduct and coordinate the District's search for a new Superintendent with hiring to be effective at the start of the 2017-2018 Fiscal Year. [<https://v3.boardbook.org/Public/PublicAgenda.aspx?ak=1000433&mk=50225945>, Item 4.M.] (Exhibit 12)

5. EXECUTIVE SESSION

A. Motion to Recess Open Meeting and Hold an Executive Session for: 1) Discussion or Consultation with Attorney for Legal Advice, to Determine the Board's Position, and to Provide Instruction to Attorney Regarding Settlement Discussions Conducted in Order to Resolve Threatened Litigation Regarding Arizona Civil Rights Division Charge No. TCRD-2016-0203 dated July 26, 2016, Pursuant to A.R.S. § 38-431.03(A)(3) and (4).

ACTION: APPROVED. MOTION: Ms. Day moved that the Governing Board recess the Open Meeting and hold an Executive Session for: discussion or consultation with attorney for legal advice, to determine the board's position, and to provide instruction to attorney regarding settlement discussions conducted in order to resolve threatened litigation regarding Arizona Civil Rights Division Charge No. TCRD-2016-0203 dated July 26, 2016, Pursuant to A.R.S. § 38-431.03(A)(3) and (4). SECOND: Ms. Cox Golder; VOTE: 5-0 (Voice Vote); TIME: 7:02 PM.

B. Motion to Close Executive Session and Reconvene Open Meeting

ACTION: APPROVED. MOTION: Ms. Day moved that the Governing Board close Executive Session and reconvene the Open Meeting. SECOND: Ms. Grant; VOTE: 5-0 (Voice Vote); TIME: 7:27 PM. [<https://v3.boardbook.org/Public/PublicAgenda.aspx?ak=1000433&mk=50225945>, Item 5.A.& B.]

6. RESOLUTION OF CHARGE

A. Approval of Confidential Settlement Agreement in Resolution of Arizona Civil Rights Division Charge No. TCRD-2016-0203 dated July 26, 2016.

[<https://v3.boardbook.org/Public/PublicAgenda.aspx?ak=1000433&mk=50225945>, Item 6.A.]

ACTION: APPROVED. MOTION: Ms. Day moved that the Board accept the proposal discussed in executive session to resolve threatened litigation arising from Arizona Civil Rights Division Charge No. TCRD-2016-0203, in accord with the terms of the proposed agreement reached between the claimant and the District, and that the Board authorize and direct the Administration to take such actions as are necessary to effect the terms and conditions of that agreement. SECOND: Mr. Leska; VOTE: 5-0 (Voice Vote).

BOARD MEMBER REQUESTS FOR FUTURE AGENDA ITEMS

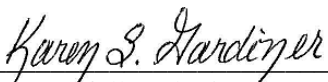
Ms. Grant asked the Board if there were any requests for future agenda items. Ms. Day requested information on Sand Volleyball at Ironwood Ridge High School.

PUBLIC COMMENT

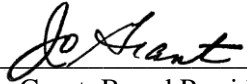
There was no public comment.

ADJOURNMENT

ACTION: APPROVED. MOTION: Ms. Day moved that the meeting be adjourned. SECOND: Ms. Cox Golder; VOTE: 5-0 (Voice Vote), TIME: 7:30 PM.


Respectfully submitted,
Karen S. Gardiner

Amphitheater Regular Governing Board Meeting Minutes
January 10, 2017



Jo Grant, Board President

2/07/2017

Date

Approved: February 7, 2017