

**Minutes of the Special Governing Board Meeting  
Amphitheater Public Schools  
Tuesday, October 27, 2020**

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A Special public meeting of the Governing Board of Amphitheater Public Schools was held on Tuesday, October 27, 2020, beginning at 5:30 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**

*(Members who attended telephonically are in italics)*

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

Ms. Vicki Cox Golder, Vice President

Dr. Scott K. Baker, Member

*Mr. Matthew A. Kopec, Member*

Ms. Susan Zibrat, 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

Dr. Shannon McKinney, Director of Curriculum and Assessment

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

*President Day called the meeting to order at 5:30 p.m. and invited members of the audience to sign the visitors' register. President Day noted that this meeting was being streamed live for compliance with the Centers for Disease Control and Prevention (CDC) recommendations for public gatherings during the COVID-19 pandemic. Amphi will be following CDC recommendations for public gatherings. She noted that Arizona law permits Board members to attend meetings by videoconference or telephone. In addition, she requested that all persons present exercise safe social distancing for this Board meeting. There was a quorum at this meeting.*

**2. PLEDGE OF ALLEGIANCE**

*President Day asked Tassi Call to lead the Pledge.*

**3. ANNOUNCEMENT OF DATE AND PLACE OF NEXT REGULAR GOVERNING BOARD MEETING**

*President Day announced the next board meeting would be held on Tuesday, November 17, 2020 at 6:00 p.m. at the Wetmore Center, 701 W. Wetmore Road, Tucson, AZ in the Leadership and Professional Development Center.*

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

*President Day asked if there were any public comments. Ms. Smith said that there were comments sent in earlier to be read at tonight's meeting and noted that there were people in attendance to speak to the Board as well. President Day read the Call to the Audience Procedures. President Day requested that a comment that was emailed be read and have a speaker ready at the podium to speak next.*

Ms. Tong read an email from Yendi Parker who had some concerns over policies in place about mask wearing for students. She asked the Board to consider allowing students opportunities throughout the day to remove their masks - - for example, when they are at their desk and at recess. She felt the impact on their social and emotional well-being was scarier than the chance of getting the virus.

Joy Alvo commented that transportation contract hours have been reduced, resulting in lower earnings. In her nine-year career, Amphi has always offered higher wages than surrounding districts. Currently, the transportation department has lost 42 employees. Some are leaving for better wages and guaranteed hours. She said many employees are not happy, and she urged the District to make changes that she said are long overdue.

Anthony Scardaville, an Amphi bus driver, felt that transportation employees are not always treated fairly in many ways. He was concerned about the changes for drivers concerning their routes. In the past, a driver could request to return to their same route each fall, which was a good system, since drivers and students would be familiar with each other, especially for Special Education students. He said Amphi is a good District and would like to see positive changes to retain employees and make them feel valued.

Maria Harnick said she is thankful she has a job, but is concerned that there are no tables in the transportation lounge, and since they cannot be in the building, they have to be outside in all types of weather. She said when they were bidding for their routes, they were not aware that they could change school sites to make up their hours and every little bit of time helps.

Tammy Campbell said she has been with the District for nineteen years and has experienced multiple transportation directors, each time there have been many changes resulting in staff leaving. She is concerned about the reduction in hours offered, because staff are leaving and now some routes are covered by contract drivers. She feels when school returns to full time there will not be enough drivers to cover the routes.

Arlene Carter said she has been a driver for fourteen years, and she came to Amphi because we offered a higher wage. She has been a trainer for new drivers for three years and feels the quality of applicants has not been as high, due to the low pay. She said she has not participated in trainings for eight months, instead she has been assigned a bus route and is also working at the District warehouse and the kitchen at Holaway Elementary.

Teri McClemmons, an Amphi preschool psychologist, said she wants to promote the importance of preschool, since studies have shown 90% of children's brain development happens before age five. The District currently has three programs for 60 students, but none serve the most economically disadvantaged students. She urged the Board to investigate the "Preschool Promise" to educate students, especially low income. She said she was disappointed in the District's response to COVID-19 guidelines for typical and special needs preschool students. The policies are vague, and the staff have had to create practices with limited guidance from the District. Mandated facemask wearing is very challenging for some students with autism or sensory issues, not complying puts the parents on the defensive when they have to explain why their student is unable to follow the rules. She asked the District to be more transparent in their communications to staff and families. She acknowledged COVID-19 creates everchanging guidelines and requested staff be part of the discussion as more specific policies are made.

Sandra Ratliff, an Amphi a driver for fourteen years, said she is very happy for her job and is proud to work for the District, but is concerned because they have lost so many bus drivers this year. She commented that bus drivers sometimes have to take a pay cut when they become the dispatcher. She said they should be offered a higher wage due to the stress and responsibility of the job. She said staff in the transportation department have honorable jobs and just want to be respected.

Jeff Farrell, an Amphi substitute, said there has been a pay cut for substitutes due to COVID-19. He said substitutes receive \$100.00 per day for the first 20 jobs, and then \$125.00 per day after that. He felt all returning substitutes should not be required to work 20 days before being paid \$125.00. With hybrid learning on Wednesdays it is no longer a day to work and will take longer to obtain 20 days as a substitute. He suggested that all substitutes that worked in March and were paid \$125.00, continue to receive \$125.00 and be paid retroactively for days worked this year. Any substitutes that commit to working for a full week, also be paid \$125.00 for Wednesday since they would be available to work if school were in session. He concluded by saying he likes working for the District and would like to be a teacher someday, but financially he needs the Boards' help.

In response to Mr. Farrell Ms. Tong explained to President Day that an item not on the agenda may not be introduced, but if clarification is needed to a statement that is made, they may do so. She said no substitute pay reduction has been made due to COVID-19. The policy, which increases substitute pay after 20 assignments, is intended to be an incentive to continue working for the District, and has been in place for many years.

## 5. **INFORMATION**

### 1. **Review of School Hybrid Reopening Progress**

*A Power Point of the Review of School Hybrid Reopening Progress was presented, see Exhibit 1.*

Superintendent Jaeger said he is in communication with the Pima County Health Department (PCHD) weekly. They discuss local metrics, and provide updates on other health guidelines. This week they were updated on new guidelines concerning the definition of "close contact", which was being within six feet of a COVID-19 positive person for 15 continuous minutes. The new Centers for Disease Control and Prevention (CDC) guideline now considers close contact to be 15 minutes of cumulative time within a 24 hour period.

He reviewed the Pima County Health Metrics, which showed improvement based on data as of October 22, 2020.

He said the current indicators still show schools are only allowed to be in session using the hybrid model. The new information is progress - - as all indicators need to be in the green for full reopening to occur. The state benchmarks also reflect schools being in the hybrid model, except for Greenlee County, which show in-person learning metrics have been met.

Superintendent Jaeger invited the department leaders to present their information.

Mr. Bejarano began with a review of the hybrid schedule in secondary schools. Students are divided alphabetically A-L and M-Z with Cohort 1 attending on Monday and Thursday, and Cohort 2 attending on Tuesday and Friday. Wednesday is used for Zoom meetings, remote learning, and tutoring. He has visited all campuses and said hybrid learning is going well, students and staff are glad to be together to meet in person and safety precautions in place are being followed by students.

Dr. Lopez asked principals what changes have been made that might "stick". They shared they have created new arrival and dismissal procedures, increased handwashing and sanitizing, more communication with families, and positive relationships are being built. Bus drivers are helping during the day with touchpoint cleaning and onsite supervision, both resulting in new relationships with school staff. Also, principals noted Early Release on Wednesday is preferred

rather than Tuesday. Google Classroom and Seesaw is very engaging to students and they would like to continue using those formats. She said utilizing the food service staff to clean tables allows custodial staff to work on deeper cleaning needs. Holding meetings remotely is proving to be very beneficial for parents that work.

Dr. Lopez stated that highlighting the positives is important, since there are still some challenges. She noted some challenges, for example - - students logging in, doing their work on off-campus days, and not interacting with the teachers. Another concern was student attendance online and in-person attendance is lower than it should be. She continued, saying students who are sent home to quarantine are required to be out of school for fourteen days and they are looking at ways to keep the students engaged with their teachers and hope to have a plan soon.

Dr. Lopez spoke about Amphi Academy Online (AAO). She said at this point AAO is full and currently has a waitlist. She said based on the parent survey in August, the District planned on 75-100 Kindergarten to 5th grade students enrolling in AAO. By October 12, 2020, when hybrid learning started 360 students had enrolled. There are now students 728 enrolled, with 67 students on the waitlist. At the secondary level, 100 students were anticipated, 350 students were enrolled by October 12, 2020, and currently there are 808 students enrolled, with 50 on the waitlist. This is a combined total of 1,536 students enrolled at AAO.

Dr. McKinney presented information on the benchmark assessments that are required by the state for every District that uses an online learning format. Students in grades Kindergarten through 12<sup>th</sup> must be assessed on reading and mathematics. She said the pandemic created some challenges in facilitating the assessments and was thankful for the team effort needed to complete them. The benchmark testing included the Waterford Assessment of Core Skills (WACS) at the Kindergarten and 1<sup>st</sup> grade level. This online testing format is used to test student's literacy skills so teachers can adjust their instruction as needed based on the results. In grades 2-5, the reading and mathematics online instructional resource used by the District is called i-Ready. This program has a diagnostic component that gives the teachers feedback to personalize instruction for each student and gives them extra support if needed. Overall, 2,893 elementary students were tested remotely.

Assessment Learning and Knowledge Spaces (ALEKS) is a learning resource used for mathematics in grades 6-12. It provides a personalized, adaptive teaching format and assessments. Northwest Evaluation Association Measures of Academic Progress (NWEA MAP) has been used by the District for many years. This year they created a COVID-19 Recovery Report, which compiled student test scores from last year and compared them to this year's results. The outcome was some students have dropped below their anticipated growth. The ACT test, which is required by the District and must be taken in person, had only 44.2% of seniors participate last semester.

Dr. McKinney shared graphs with the testing results and commented that some students have shown a lack of progress, and she will be working with Dr. Lopez and Mr. Bejarano to establish a plan to provide the necessary instruction for the students that need it.

Dr. McKinney concluded by saying the state has made some changes to the testing guidelines. The testing window for statewide assessments has been shortened, AzMERIT will be used again in the spring for grades 3 – 8, AIMS Science bonus point will be replaced with AzSCI percent tested bonus point, and the formula used to calculate A-F letter grades will be reassessed.

Ms. Call spoke about professional development offered by AVID for District teachers. She said there are many topics and new tools available. AVID continues to create new virtual programs, including tutorial programs for students. AVID has designed a pilot program for students that is being used by Amphi Academy Online middle school students. She shared a slide with photos of the preschool program which uses high school interns to help teach, and also students at Amphi

and Ironwood Ridge High School in a CTE classroom. Another photo showed the construction class building desks to be given to students who need them at home.

Ms. Call reported all certified staff members received trauma informed training over the summer and Social Emotional Learning (SEL) support is ongoing. The District will continue to use the Collaborative for Academic, Social, and Emotional Learning (CASEL) model as the training framework. The principals are advising them if additional social, and emotional learning topics need to be offered to the staff, schoolwide or at a specific grade level. She said continuing social, and emotional learning supports include social workers offering office hours for teachers to acquire specific assistance for students and themselves.

Ms. McGraw spoke about additional social and emotional support opportunities for families that the District has offered. A second Zoom training called The Family Room will be led by Amphi social workers tomorrow. She gave an update on student services saying that Special Education services are being provided through hybrid learning and AAO. Using Zoom, student evaluation meetings are being held with positive feedback from participating families. She said most students can wear a mask, but there have been some requests for mask accommodations. A collaborative process has been developed to determine an alternative covering, such as a face shield, and they have also considered additional personal protective equipment (PPE) for staff as part of the solution to keep everyone safe. She stated student services is also offering extended office hours, to provide additional support to special education teachers and staff. She continued by saying they are thankful for the additional PPE they have received from the District, Pima County Superintendents office and the community. She presented information provided by Dr. Cherie Gaither, Director of Health Services. Ms. McGraw explained the COVID-19 Quick Guide Flow Chart provided to families, employees, and posted on the Amphi website. She reported on the current COVID-19 cases in the District as of October 26, 2020. PCHD facilitates the contract tracing and stated all the positive cases were not transmitted through school related activities. Two elementary school sites have had two positive tests with two close contacts. At two middle school sites, there have been three positive tests with eleven close contacts, and two high school sites reported two positive tests with 25 close contacts. When a positive case is reported, the District completes the cleaning and sanitizing measures needed.

Mr. Burns explained the role of the "COVID CRUSHERS", the name given to the response team for any contaminated area. The staff involved utilize Hazardous Waste Material (HAZMAT) gear for some District duties, they received COVID-19 cleaning training and additional PPE supplies were purchased. He stated the first line of defense is protection from the virus. The District has a supply of hand sanitizer, gloves, and cleaning supplies to continue cleaning. He said some school grounds staff had their duties reassigned to keep the outside areas clean. He reported that 229 work orders for facilities modifications have been received. They included creating hand washing stations, changes to ventilation, nurse's area, and workstations.

He mentioned that much of the touch point cleaning is being done by transportation staff, who are not being used for regular routes, and he is concerned that when school returns to full time there will not be enough employees to fill the vacant custodial positions.

He commented that Food Service has been doing an amazing job. Before hybrid learning began 13,000 meals were served weekly. Now that in-person learning has begun 33,002 meals a week have been served. Additional staff will need to be hired to continue to provide the meals. He spoke about the benefit of the continuation of free meals being available to all students age 18 and below until June 30, 2021.

Mr. Burns said there is PPE available for the transportation staff and cleaning policies are in place to keep them safe. He discussed the challenges facing the transportation department and the impact on driver's hours. With activities canceled and changes to half-day to full-day

kindergarten some drivers have lost their mid-day routes. Some staff are working 35 to over 40 hours, but other routes are approximately 30 hours. A benefit is that some staff, in order to receive additional hours, are working in the schools and they are looking at options to continue that in the future. Currently, there are 22 vacancies, and the District the pays lowest wage in the area. Therefore, some drivers are going to other Districts.

Ms. Tong spoke about the legal and compliance measures needed to keep everyone safe. Based on CDC and PCHD guidelines, mitigation protocols have been designed to limit exposure to staff and students. She said employee and student COVID-19 Handbooks were developed to keep people safe. She mentioned that she visited campuses to see if protocols were being followed. She was pleased to report to the Board, that the campuses are doing a wonderful job. Staff and students are happy, smiling and are glad to be together again. She assured the Board by saying, that since the current circumstances create the need for policies and guidelines to be changed frequently the District leadership team continues to use the medical, CDC and PCHD guidelines to implement changes. She mentioned a District change based on new CDC guidelines concerning the definition of close contact, that says family members of a suspected COVID-19 diagnosis needs to quarantine for ten days. In case a teacher or a teachers' child needed to leave to quarantine during the school day, the District responded by having at each site on Monday, Tuesday, Thursday and Friday a substitute available to cover that class.

Ms. Tong discussed employee vacancies, saying the District typically has 20 to 25 bus driver vacancies and they will be looking for ways to fill the openings, including re-evaluating rate of pay, which is done regularly for all jobs in the District. She said she did an interview with local media to discuss the vacancies for other open positions in the District, and substitutes have been available to fill in where needed. She stated that some teachers have decided it is not safe to return to school and there is an established interactive process in place to request a waiver for the liquidated damages clause. The final request was completed today.

She gave an update on the twenty ADA accommodation requests the District received since the hybrid model was approved. She told the Board the District has completed most of the requests and is working to complete the remaining applications.

Ms. Valenzuela said she will be creating a communication to parents and staff outlining the CDC changes concerning close contact and quarantine. She said the Communication's Department has been providing the same information to families and the media when a case has been reported. She mentioned that social media has been very active and even though there are many opinions concerning the learning format, feedback on hybrid learning has been positive and most comments have been very supportive of teachers. There is a concern about a student interaction on off-campus days and while students are quarantining. She said internet access efforts are ongoing as the District continues to support the students that need it.

Ms. Valenzuela shared a slide of the Amphi COVID-19 Case Dashboard, which is on the District website. The information shows active cases listed by school and if it is a student or staff member. The data will be updated as cases become inactive or if new cases arise. She mentioned the flow charts discussed earlier are on the website under the COVID-19 link and are in English and Spanish.

Mr. Little reported that the Governor's office announced they will have the Enrollment Stability Grant final numbers by mid-November and the Board will hear a detailed Budget Revision in December. He reported 4,000 Chromebooks have been received and an additional 4,000 are to be delivered in January 2021, which will be almost one for every student.

Superintendent Jaeger asked the Board if there were any questions or clarification needed about the presentation. There were none.

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

*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 Day asked if there were any Items that should be pulled for further discussion. There were none. President Day moved for Consent Agenda Items A. – M. be approved. Vice President Cox Golder seconded the motion. Roll call vote in favor - 5: President Day, Vice President Cox Golder, Dr. Baker, Mr. Kopec, and Ms. Zibrat. Roll call vote opposed - 0. Consent Agenda Items A.-M. passed.*

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

*Non-Administrative personnel appointments were approved as listed in Exhibit 2.*

**B. Approval of Personnel Changes**

*Certified and classified personnel changes were approved as listed in Exhibit 3.*

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

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

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

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

**E. Approval of Stipend for Coaching Volunteers**

*Stipend for Coaching Volunteers were approved as listed in Exhibit 6.*

**F. Approval of Minutes of Previous Meeting(s)**

*The Governing Board approved the September 15, 2020 Governing Board meeting minutes as listed in Exhibit 7.*

**G. Approval of Vouchers Totaling and Not Exceeding Approximately \$1,759,450.76**

*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 8.*

Voucher #	Amount	Voucher #	Amount	Voucher #	Amount
1090	\$96,621.12	1091	\$200,361.25	1092	\$182,053.79
1093	\$44,608.02	1094	\$183,062.73	1095	\$87,778.93
1096	\$44,160.12	1097	\$39,811.20	1098	\$726,110.61
1100	\$15,259.86	1101	\$29,944.57	1102	\$78,302.44
1103	\$31,376.12				

**H. Acceptance of Gifts**

*Gifts were accepted by the Governing Board as listed in Exhibit 9.*

**I. Receipt of September 2020 Report on School Auxiliary and Club Balances**

*The Governing Board approved the August 2020 report on school auxiliary and club balances as submitted in Exhibit 10.*

**J. Approval of School Facilities Board FY 2020 Preventive Maintenance Program Report**

*The Governing Board approved the School Facilities Board FY 2020 Preventive Maintenance Program Report as submitted in Exhibit 11.*

**K. Approval of School Facilities Board (SFB) Grant for Rillito Center Buildings A & D Weatherization Assessment - BRG-ASMNT-00019**

*The Governing Board approved the SFB Grant for Rillito Center Buildings A & D weatherization assessment - BRG-ASMNT-00019 as presented in Exhibit 12.*

**L. Approval of School Facilities Board (SFB) Grant for Copper Creek MPR Roof Assessment - BRG-ASMNT-00020**

*The Governing Board approved the SFB Grant for Copper Creek MPR roof assessment - BRG-ASMNT-00020 as presented in Exhibit 13.*

**M. Approval of School Facilities Board (SFB) Grant for Harelson ES Funhouse Weatherization Assessment - BRG-ASMNT-00021**

*The Governing Board approved the SFB Grant for Harelson ES Funhouse weatherization assessment - BRG-ASMNT-00020 as presented in Exhibit 14.*

**7. PUBLIC COMMENT**

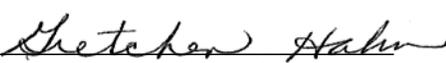
Lisa Millerd, a teacher at Amphitheater High School (AHS) and Amphitheater Education Association (AEA/AmphiEA) president thanked the District for the presentation. She said some of the questions she had from AmphiEA members have been answered, others have not. The questions she had included, how was the input for the presentation collected from teachers and support staff? When an employee is sent home to quarantine what are the expectations? What will determine a site closing due to lack of staffing? For employees requesting accommodation, is there any flexibility in their current job, or is the only option AAO or a new position? At this time, how many employees are on leave, since they felt leave was the only option available? Are exit interviews being held after an employee resigns? How will funding be affected with students at AAO and when traditional students do not attend on asynchronous days? What is the impact of AAO enrollment on FTE at school sites? For students that are failing classes, how will they be supported? She said she appreciated the District dashboard showing COVID-19 cases. She closed by saying she and other teachers are excited to be with students and felt that they are not going back to normal but going toward something new.

**8. BOARD MEMBER REQUESTS FOR FUTURE AGENDA ITEMS**

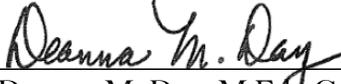
There were none.

**9. ADJOURNMENT**

*President Day made a motion to adjourn the meeting. Vice President Cox Golder seconded the motion. There was no discussion. Roll call vote in favor - 5: President Day, Vice President Cox Golder, Dr. Baker, Mr. Kopec, and Ms. Zibrat. Roll call vote opposed - 0. The meeting adjourned at 7:15 p.m.*

   
Minutes respectfully submitted for Governing Board Approval  
*Karin Smith, Executive Assistant to the Superintendent and Governing Board*  
*Gretchen Hahn, Governing Board Secretary III*

November 10, 2020  
Date

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

November 17, 2020  
Date