

**FINAL**

**AMPHITHEATER PUBLIC SCHOOLS  
Tucson, Arizona**

**MINUTES OF REGULAR PUBLIC MEETING OF THE GOVERNING BOARD**

**Place, Date and Time of Meeting**

Wetmore Center, 701 West Wetmore Road, December 9, 2014, 5:00 PM

**Board Members Present**

Susan Zibrat, President  
Deanna M. Day, Vice President  
Dr. Kent Paul Barrabee, Member  
Jo Grant, Member

**Central Administrators Present**

Patrick Nelson, Superintendent  
Monica Nelson, Associate Superintendent  
Todd A. Jaeger, J.D., Associate to Superintendent and General Counsel  
Scott Little, Chief Financial Officer

**OPENING OF MEETING - 5:00 PM TO HOLD EXECUTIVE SESSION**

**Call to Order**

Ms. Zibrat called the meeting to order at 5:03 PM.

**1. EXECUTIVE SESSION**

**A. Motion to Recess Open Meeting and Hold an Executive Session for Student Disciplinary Action:**

- 1. 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 # 30050077;
  - b. Student # 30043386;
  - c. Student # 30052186;
  - d. Student # 30026446;
  - e. Student # 30039430; and
  - f. Student # 30042603.
- 2. Consideration and Decision Upon Expulsion Hearing Officer's Recommendation, Pursuant to A.R.S. §15-843(F)(2), Regarding:**
  - a. Student # 30048424; and
  - b. Student # 30049758.
- 3. 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 with Employee Organizations, Pursuant to A.R.S. §38-431.03(A)(5).**

Ms. Day moved that the Board recess to hold an Executive Session pursuant to A.R.S. §15-843 (F)(2) and A.R.S. §15-843(A). The motion was seconded by Ms. Cozad and passed unanimously 5-0. The Board recessed into Executive Session at 5:04 PM.

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

Upon return to the Board Room, Ms. Zibrat called the Regular Public Meeting to order and asked for a motion to reconvene. Ms. Day moved to close Executive Session and reconvene into Open Meeting. The motion was seconded by Ms. Cozad and passed unanimously 5-0. The Open Meeting reconvened at 6:02 PM.

**CONTINUATION OF OPEN MEETING - APPROXIMATELY 6:00 PM**

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

Ms. Zibrat asked all visitors who had not already done so to sign the Visitor's Register.

**Pledge of Allegiance to the Flag**

Nash Elementary School Students

Ms. Zibrat asked Mr. Nelson to introduce our guests for the Pledge of Allegiance. Mr. Nelson commented on the outstanding students with us tonight from Nash Elementary School and asked Mr. Bob Hehli, Nash Principal, to introduce them. Mr. Hehli introduced Abner Gomez, Desirae Vigil and Sonia Pacheco. (*Sarahi Ley was unable to attend.*) The students led the pledge of allegiance. Ms. Cozad thanked the students and presented each with a certificate of appreciation on behalf of the Board.

**Recognition of Student Art**

Nash Elementary School

Dr. Barrabee introduced the student art display. The artwork on display this month features student interpretations of Santa flying through Van Gogh's "Starry Night" sky, "selfies" as modern self-portraits, and design of software applications as seen on devices. Language Arts were incorporated with the artwork in stories, biographies and descriptions. Math was incorporated in their design of applications. Mr. Hehli had another piece of art to highlight. Last year 4th Grade students worked on a portrait of the first Amphitheater Superintendent and the current Superintendent, Mr. Nelson. Each student drew a portion of the face, and then the pieces were put together to make the completed portrait. Mr. Hehli and Abner Gomez (who participated in creating the portrait) presented it to Mr. Nelson.

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

Ms. Zibrat announced the next Regular Meeting of the Governing Board: Tuesday, December 17, 2014, 5:00 PM, Wetmore Center, 701 W. Wetmore Road.

**2. RECOGNITION(S)**

**A. Recognition of Rodel Exemplary Principal Semi-Finalist**

**Christine Sullivan**, La Cima Middle School

Board Book Information: *The Rodel Exemplary Principal Initiative selects principals for their demonstrated ability to lead high-need schools to success by inspiring their staffs to develop a campus that is high achieving, safe, orderly and welcoming. Each cohort of Exemplary Principals provides professional development, field experience and mentorship to a class of Rodel Aspiring Principals.*

*After learning from the best, Rodel Aspiring Principals are better prepared to lead their own high-need schools.*

Ms. Zibrat called on Mr. Nelson to present the Rodel Semi-Finalists. Every year the Rodel Foundation in Phoenix recognizes Arizona Educators who are exemplary principals and teachers. Tonight there are two people to honor. First is Christine Sullivan. Christy is the Principal at La Cima. Mr. Nelson shared some of the information in her nomination package which exemplifies what Christy stands for. First of all, she has extremely high expectations for both staff and students, and they live up to them. Second, she knows how to build effective relationships with both students and staff. Third, her depth of knowledge is incredible when it comes to curriculum, instruction and assessment. Fourth, she has taken La Cima to a high achieving school because of her vision for the school. Fifth, she has a sense of purpose. She is driven to achieve her life's goal, which is to educate our children. Sixth, she perseveres through very difficult circumstances in the lives of our children and protects them. And seventh, she does it with passion. Christy is a currently a Rodel semi-finalist, so whatever the final outcome of the process is, in our minds Christy is already an exemplary principal. Not only because of these afore mentioned characteristics, but because she is truly dedicated to the lives of the children in her care.

Ms. Sullivan shared that she is humbled. The work she does is really the work of so many people; so many talented teachers, staff members and very hard working kids. She is blessed to be at La Cima, and work in this District. She stated that she has been an ambassador for public education her whole career. She is proud to have been a teacher in the District, an assistant principal and now a principal. She hopes to retire in Amphitheater. Ms. Sullivan thanked her co-workers and guests. She thanked the Board and Mr. Nelson for the recognition. Ms. Grant presented Ms. Sullivan with a certificate.

#### **B. Recognition of Rodel Exemplary Teacher Semi-Finalist**

**Sandra Bigelow, Rio Vista Elementary School**

Board Book Information: *The Rodel Exemplary Teacher Initiative honors extraordinary teachers and asks that they each mentor high-potential student teachers. What sets the program apart from typical student teaching programs is that mentor teachers are selected based on their outstanding student achievement in high-need schools, their ability to mentor new teachers, and recommendations from their principals and Rodel's observation team. This ensures that student teachers are learning from the best. In addition, Rodel provides further training and support to both mentors and student teachers to assure Promising Student Teacher Graduates start their careers as outstanding educators.*

Ms. Zibrat asked Mr. Nelson to introduce our Rodel Teacher Semi-finalist. Mr. Nelson called on Ms. Dianna Kuhn, Rio Vista Principal, to introduce Sandra Bigelow and talk about her nomination. Ms. Kuhn shared that Sandra is creative, highly intelligent, caring and very passionate about what she does. She has been teaching 2nd Grade her whole career at Rio Vista. Sandra is a leader. She organizes the "Love of Reading" month and book fairs. She is also the core coordinator of the Achieve After School Program. Sandra incorporates some very creative and fun things into her classroom. Sandra has high expectations for their learning and behavior.

Ms. Bigelow then introduced her guests. She thanked Ms. Kuhn for nominating her, for having confidence in her; for giving her the opportunity to do what she thinks is right for her students, nurturing them as she believes she should. She thanked her family for their support in her career. Ms. Cozad presented Ms. Bigelow with a certificate.

### **C. Recognition of CDO Division II Athletic Champions and Runner Up**

Board Book Information: **Golf** - *The Canyon del Oro High School Golf Team is the 2014 Division II State Runner Up. The Board congratulates and recognizes the outstanding achievements of team members Trevor Gregoire, Chris Meyers, Lance Picton, Daniel Rowland, and Jonathan Walters. The Board further recognizes Chris Meyers as the Division II State Champion; John Farbarik - Head Golf Coach and Richard Walters - Assistant Golf Coach. Cross Country* - *The Governing Board congratulates and recognizes Bridgette Doucet for her outstanding accomplishment in becoming the Cross Country Division II State Champion for 2014; Rick Glider - Head Cross Country Coach and Sandy DuPlain - Assistant Cross Country Coach.*

Ms. Zibrat asked Mr. Nelson to introduce our CDO Athletic recognitions. Mr. Nelson noted that we have outstanding young people to honor tonight through our athletic and Interscholastic program. Mr. Nelson introduced Ms. Patsy Harris, CDO High School, Athletic Director. Ms. Harris shared that she is thankful for a lot of things this time of year, one of which is teachers and community members that start coaching children 6th Grade and up. She is fortunate to have four coaches with her; three who are community members and one who is a teacher at CDO. Ms. Harris first introduced Coach John Fabarik. Mr. Fabarik introduced Assistant Coaches Susie Meyers and Richard Walters. The Boys Golf Team are the Arizona State runners-up this year and their end of the year record was 118-14. There were fifteen boys on the team; two Juniors, two seniors and the rest Freshmen and Sophomores. It took a lot of time and work as they helped them move along on their game. They give the kids an opportunity to work hard and work smart and therefore achieve some of the dreams that they have. This is the fifth time they have been in this ranking in 6 years. Mr. Fabarik introduced the team members and spoke about their individual accomplishments. Chris Meyers is a Senior and is Division II State Champion. He was named Southern Arizona player of the year as well as Arizona State Golfer of the Year as the top male Golfer in the state of Arizona.

Ms. Grant congratulated the CDO Golf Team and asked them to introduce their guests and presented them with certificates.

Ms. Harris introduced Coaches Rick Glider and Sandy DuPlain. Coach Glider spoke at length about Bridgette Doucet's record and her outstanding accomplishment in becoming the Cross Country Division II State Champion for 2014. He believes that she is the best runner CDO has ever had. Along with her tremendous talent for running, Bridgette also excels in the classroom, is in International Baccalaureate program, has a grade point average that's in the stratosphere and has received a full scholarship to Lipscomb University in Nashville, TN. Coach Glider introduced Bridgette. Bridgette introduced and thanked her mother. She thanked everyone who has supported her through the past difficult year. Ms. Grant presented her with a certificate.

### **D. Recognition of IRHS Girls Division II Volleyball State Runners Up**

Board Book Information: *The Ironwood Ridge High School Girls Volleyball team is the Division II State Runner Up for 2014. The following students will be recognized for their outstanding efforts and achievements:*

<b>Jordan Weatherless</b>	<b>Macy Kurtz</b>	<b>Karissa Carney</b>
<b>Courtney Linaker</b>	<b>Kayley Mohr</b>	<b>Anne Borendame</b>
<b>Sarah Gosciminski</b>	<b>Lianna Bush</b>	<b>Mallory Kimble</b>
<b>Chloe Dalton</b>	<b>Hannah Semon</b>	<b>Aunesty Jantz</b>
<b>Baylie Stephens</b>	<b>Hanna Stephens</b>	<b>Tea Jonilonis</b>
<b>Leigh-Anne Duffney</b>	<b>McKenna McCabe</b>	<b>Lanea Tuiasosopo</b>

*The following coaches will be recognized for their dedication and service to the team:*

<b>Bill Lang – Head Coach</b>	<b>Chelsea Crane</b>	<b>Tim Gallagher</b>	
<b>Kathy Franklin</b>	<b>Cheryl Wojdyla</b>	<b>Aaron Marter</b>	<b>Jordon Kelly</b>

Ms. Zibrat called on Mr. Nelson to introduce recognition of the Ironwood Ridge High School Girls Division II Volleyball State Runners Up. Mr. Nelson asked Athletic Director Tony Jacobsen to come forward and introduce the team. Mr. Jacobsen proudly introduced the 2014 Girls Volleyball Team and coaching staff. This outstanding group, led by nine seniors, finished the regular season with 16 wins, 30-11 overall including top flight national competition, while competing in the highest flights at various competitions across the nation. He then introduced each member of the team and coaching staff. Ms. Day asked the team to introduce their parents. She then presented the team and coaching staff with certificates.

**E. Acknowledgement of Contributions Made by Board Member - Ms. Zibrat**

Board Book Information: *Ms. Susan Zibrat has served on the Amphitheater Governing Board from January 2011 to the present, currently as the Board President. Her term ends effective December 31, 2014. Ms. Zibrat has also provided great contributions to the Amphi family for many years by chairing the Blue Ribbon Committees.*

Mr. Nelson introduced Item E. Tonight we thank and acknowledge someone who has meant so much to the District, Ms. Susan Zibrat. Mr. Nelson read Ms. Zibrat's biography highlighting her deep, personal connection with the District. Ms. Zibrat has volunteered substantial time and energy serving at the schools her daughters attended, as well as for the greater good of the District. She served several years on various committees and on the PTO Board at Wilson K-8 School. She is also a strong supporter of Project Graduation and served as the chairperson in 2007. She has co-chaired two Blue Ribbon Committees for the District: the Budget Analysis Committee in 2004 and the Budget Analysis and Facilities Needs Process Committee in 2007. Both committees were made up of a cross-section of community members who studied every aspect of the Amphitheater School District. At their conclusion both committees unanimously recommended that the Governing Board call for an M&O Budget Override on the May 2005 ballot and for Bond Election on the November 2007 ballot. Once the Blue Ribbon Committees were dissolved by the Governing Board, Ms. Zibrat then co-chaired the political action committee Leap Ahead for Amphi Schools which advocated for these ballot initiatives. This committee of District parents was successful in garnering community support for the M&O Override in May of 2005 and then the subsequent renewal on the 2009 ballot. In November 2007 the committee that Ms. Zibrat chaired helped our taxpayers pass the bond election for \$180M to improve our facilities. In 2009 she again chaired the renewal of the 2005 M&O Budget. She has served 4 years on the Governing Board, last two as Governing Board President. Ms. Zibrat has truly been an exemplary Board Member. Mr. Nelson asked Ms. Day to do the honors and present Ms. Zibrat with a farewell gift. Ms. Day read the inscription on the vase and presented it to Ms. Zibrat. Mr. Nelson asked Ms. Zibrat if she would call for a recess, as there is a reception prepared in her honor.

Before calling for recess Ms. Zibrat stated that it has been her pleasure and honor to serve this community as a Governing Board Member and in all the other capacities that she has served in. She really thinks that more than her efforts it is the culture, the employees and the reputation that the District has garnered, through dedication and hard work, which has sold the community on those efforts. She thanked everyone for what they do for children every day. It is a labor of love, none of us are here doing this for the money. She will always be a cheerleader for Amphi, just not behind the dias. Ms. Zibrat then called for a recess inviting everyone to the reception.

Ms. Zibrat re-adjourned the meeting at 7:06 PM. She thanked everyone for the reception, flowers and vase.

**F. Presentation of Distinguished Service Awards**

**Julie Gates**, First Grade Teacher, Nash Elementary School

**Pam Kreiner**, Administrative Assistant, Amphitheater High School

Board Book Information: *The Distinguished Service Award was established to recognize employees' initiative, collaboration, loyalty, and contribution to the Amphitheater Public School District. Employees are recognized on a monthly basis during the school year. All Amphitheater employees are eligible to be nominated by their colleagues for this recognition.*

Mr. Nelson introduced the Distinguished Service Awards (DSA), which provides an opportunity every month to recognize two employees from our hardworking staff. Mr. Nelson invited Mr. Mike Bejarano to introduce the recipients for December 2014. Mr. Bejarano noted that the awards, presented monthly during the school year, recognize an employee's initiative, collaboration, loyalty and contributions to the District. The nominees represent a high level of dedication and commitment to the values and mission of the District.

**Pam Kreiner** - Ms. Kreiner has worked for the District for 31 years. As an Administrative Assistant Pam is the key to the day to day operations of Amphitheater High School. Over the years she has been involved in many schools and District offices. She's the one who makes things happen at Amphi High through Work Orders, Budget Requests, placing substitutes, coordinating hiring, or balancing a budget. She takes the initiative to make things happen. Pam works efficiently and tirelessly with over 130 people on campus whether it is rounding up 50 time sheets each week or coordinating and preparing lunch for the entire staff. Pam finds a way to make it happen by getting other people involved. You can always count on her for putting that extra touch on an event in order to make it special. Her 31 years in the District speaks volumes about her loyalty and commitment. Pam is a graduate of Amphi High and her children graduated from Amphi High. She's vested in the community and school and goes well beyond her job responsibilities to make Amphi High a special place. Pam has seen the District change and grow over the years and remained committed to the goals, mission and values.

Ms. Cozad presented Ms. Kreiner with a certificate. She introduced her sisters and family members. She said that she has truly been blessed with Amphi from going to school there, with amazing teachers and all the people she has worked with over the years. The group she works with now are the most amazing, compassionate people and are determined to help the students at Amphi High to achieve. Amazing administration, teachers and staff. She loves working for Amphi.

**Julie Gates** - Julie is a First Grade teacher at Nash. She demonstrates a high degree of loyalty and dedication to Nash and the District. She has been a positive ambassador for the District for 25 years. Through all her various roles at Nash working with staff, families, District staff at Wetmore, collaborating with colleagues at other schools or attending training and in-services across the state and country - Julie is truly the pride of Amphi. She demonstrates great initiative on a daily basis. Every year she begins by building positive relationships with students and families. Julie has an open door policy for families and formally invites them to be a part of the classroom activities, celebrations and special events to build strong learning communities. She has been the coordinator of the After School Program, led the Science Fair, initiated the Hiking Club with the Desert Museum and annually meets with neighboring retirement facilities. Julie leads by example. She is the leader of the First Grade team, actively coordinates several other professional learning Career Ladder groups, and independently seeks out knowledge and information to stay current and on model 21st century learning skills. She has great listening skills which allow her to instill trust and confidence with her colleagues and staff as a whole. She was instrumental in the implementation of two new curriculum adoptions last year. Julie has a special way of taking on large amounts of new information, synthesizing it, then using it to help herself and those around her, in a positive and productive way. She works closely with others to promote a positive school environment, is

always looking for ways to improve instruction, and to support the District mission, vision and beliefs. Julie's first priority is, and always has been, to improve student learning. After 25 years she continues to give 100% to make the students she supports continually move towards academic excellence. She is an un-selfish, tirelessly working educator who always has the best interests of students as her first priority.

Ms. Cozad congratulated Ms. Gates and presented her with a certificate. Ms. Gates thanked her husband for supporting her through 30 years of teaching. She loves being an educator and it is all about the kids for her and always will be. She thanked her principal, Mr. Hehli, and all her colleagues and friends. She loves her profession, loves Nash and she feels like she makes a difference there.

#### **G. Recognition of Conferral of Doctorate Degree**

**Melanie Brynes**, Physical Therapist, Student Services

Board Book Information: *Amphitheater School District is proud to recognize **Melani Byrnes** for her outstanding achievement earning her doctorate degree in Physical Therapy from A.T. Still University in Tempe, Arizona. A.T. Still University Health Sciences conferred the degree on August 10, 2014.*

Ms. Zibrat asked Mr. Nelson to introduce the recognition of Ms. Burns. Mr. Nelson called on Ms. Linda Haller to come up. Ms. Haller was pleased to introduce and acknowledge Melanie Brynes and thanked them for inviting her to say a few words about this outstanding and amazing Amphi employee. Melanie is one of the Physical Therapists in the District who has been with Amphi for over 4 years. She brings a wealth of knowledge and expertise to her job. Ms. Haller is very proud of Melanie for completing her Doctorate Degree in Physical Therapy from A.T. Still University in Tempe, AZ. The achievement of this goal has allowed Melanie to go back into the educational field of Physical Therapy in order to grow and learn about new therapy and research in her field of expertise. Amphitheater is very fortunate, because Melanie brings this knowledge to the children she works with every day. She has worked in many of the schools at Amphitheater; however, she says that her true love is working at Rillito Center. As one can imagine with the many needs of the children at Rillito, Melanie plays a key role in the development of the students' physical therapy programs. Melanie provides direct therapeutic instruction to students. She guides, trains and monitors the staff in implementing therapy programs. She has also been known to make and repair equipment. She has secured donations for individual children, the community and the school. One way that Melanie advocates for the children is by attending clinic and orthopedic doctor appointments with parents. All the parents have shared their deep appreciation for Melanie and the support she gives their children. Ms. Haller thanked the Board and community for the beautiful facility at Rillito and because they now have the right environment, and talented staff like Melanie, the children continue to make unbelievable growth in their programs.

Ms. Burns thanked her family who supported her through the journey to her Doctorate. Ms. Day presented her with a certificate honoring her on the completion of her degree.

#### **H. Recognition of New National Board Certified Teachers**

**Peggy Marnier, Kim Moran and Jessica Jarrett**, Holaway Elementary  
**Lawrence Schneider**, Ironwood Ridge High School

Board Book Information: *Four Amphitheater School District teachers achieved National Board Certification this school year, demonstrating the knowledge and skills necessary to prepare students for 21st Century success. NBCT is a program of the Arizona Department of Education, the Arizona K12 Center, and the National Board for Professional Teaching Standards. National Board Certification is an advanced teaching credential. As part of this process, teachers must analyze their teaching context and students' needs, submit videos of their teaching, and provide student work samples that demonstrate growth and achievement.*

Ms. Zibrat asked Mr. Nelson to introduce the recognition of our new National Board Certified teachers. Mr. Nelson called on Ms. Mindy Blake of Community Relations. Ms. Blake introduced Ms. Karyn Vick-Frantziskonis, who is the NBCT mentor and program coordinator. Ms. Vick-Frantziskonis said as the sort of self-appointed NBCT coordinator, as well as the Candidate Support consultant for the Arizona K-12 Center, and she is excited to have a moment to speak to about what it takes to become Nationally Board Certified. It takes an immense amount of time and sacrifice to become a National Board Certified teacher. These teachers have spent hundreds of hours with pre-candidacy class, monthly facilitation meetings, coaching on weekends, private hours and one-on-one meetings. They have videotaped, watched and analyzed hours and hours of video tape and written as they have reflected on their teaching, how important it is and its impact on student learning. They sacrificed their personal and family time; all for the students of Amphi. These teachers understand the impact of a reflective, learning educator. Tonight they join the ranks of over thirty Amphi NBCTs. It was a pleasure and honor to accompany them through this journey of growth and to celebrate with them tonight.

Ms. Blake introduced Mr. Chris Gutierrez, Principal of Holaway Elementary, who has three new NBCT teachers. Mr. Gutierrez introduced Ms. Peggy Marner, Ms. Kim Moran and Ms. Jessica Jarret. He is excited to introduce them as he recognizes how important they are to the Holaway students, parents, their fellow staff members and to himself the past 3 years. He sees their hard work and dedication on a daily basis. Despite all the challenges faced today in education, and more specifically in Title 1 schools, they choose to devote their love and energy to those students who need it most. Mr. Gutierrez spoke about each teacher and their accomplishments.

**Peggy Marner** - Peggy is a consummate, professional teacher. She is a supportive teammate and colleague. She's steadfast, unwavering and shows tremendous courage every day. Her love of running has been contagious with her students. One of the most flattering things is his son joined him on an afternoon as he went through Peggy's room, and was watching a Reader's Workshop happen in the class. His son immediately said, "I want to be in Peggy's class."

**Kim Moran** - When you think of Kim, she is a champion of families, of classroom community with students and her staff. Teachers from across the District come to observe a truly model cross category classroom. For example, kids will come in not speaking or being able to make eye contact with anybody and they leave being winners of the spelling bee in 2nd Grade. Kim always puts other needs ahead of her own.

**Jessica Jarrett** - One of the interesting things about Jessica is she took on NBCT will taking on two new positions at Holaway. One as an Administrative Designee and one as a new Special Education Resource teacher. You can count on Jessica to be balanced and considerate. And, you can always count on her to provide a perspective that is in the best interest of the students, even if it is not the easy path. Jessica is also ready at the forefront to help with whatever is needed despite whatever she has on her plate.

Ms. Day asked them to introduce their friends and guests and then presented them with certificates from the Board.

Ms. Blake then introduced Ms. Natalie Burnett, Principal of Ironwood High School, who has one new NBCT teacher. Ms. Burnett introduced Mr. Lawrence Schneider. She shared that one of the great privileges and honors of being a principal is celebrating excellence, and Mr. Lawrence Schneider is a staff member that holds pride in working towards excellence. Lawrence graduated from the University of Arizona in 2008 with a degree in Science and Mathematics. He began teaching at Ironwood Ridge in the fall of 2008. He had a strong focus on professional development ever since he began his teaching career, participating in the Career Ladder program for over 6 years. Two years ago he started on quite a quest - he began his pursuit of NBCT and his Master's Degree in teaching. He has completed both this semester.



In addition to his work at IRHS, Lawrence has also been working in the summer with a program called Teachers in Industry through the Master's program at U of A at Raytheon, giving him real world STEM experience to apply in the classroom. One of the things that Ms. Burnett always appreciates about Lawrence is that he always has a smile on his face. He works hard, is very dedicated to kids and steps up to the plate to do extra things to help and support students in learning Math. Mr. Schneider introduced and thanked his family and colleagues. He is proud of his NBCT, but is more proud of the people he works with. Ms. Day presented Mr. Schneider with a certificate from the Board.

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

Mrs. Zibrat asked if there was any public comment. Ms. Gardiner said there was none; however, there was a blue speaker card for Consent Agenda Item 5. E.

### **4. INFORMATION<sup>2</sup>**

#### **A. Status of Bond Projects**

Board Book Information: *District Administration will present to the Governing Board updated information on the status of projects being funded by Bond monies.*

Ms. Zibrat asked Mr. Nelson to introduce the Status of Bond Projects. Mr. Nelson called on Mr. Louth to speak about how the projects are proceeding. Mr. Louth presented a briefing with photos.

#### **I. INSTRUCTIONAL SPACE / PORTABLE REPLACEMENT**

##### **A. Wetmore Center Portable Replacement / New Professional Development Building:**

Construction is 22% complete. Phase 1 renovations are in process. Human Resources Addition is dried-in (weather tight) and interior renovations are in process. HR will be complete prior to January 1, 2015 and will be occupied in January. Federal Programs Offices and School Operations offices are complete and will be occupied prior to winter break. Technology wing offices are being painted and interior finishes are in process. Technology offices will be occupied prior to winter break. East and west restroom renovations will be complete prior to winter break. Phase 2 phase work, renovation of Student Services Offices, and phase 3 work, the removal of the west portable and Professional Development Building Construction, will begin during winter break. The Wetmore project is on schedule and on budget.

B. Donaldson Elementary School Addition / Remodel: Schematic Design is complete and Design Documents are being developed.

C. Mesa Verde Elementary School Addition / Remodel: Design Documents are complete and Construction Documents are being developed.

#### **II. HEALTH, SAFETY, AND SECURITY**

A. Wilson K-8 Playground Improvements: Courtyard playground improvements are in process.

#### **III. NEW SCHOOL**

A. New Elementary School: Programming of the new school is in process with the architect of record and district staff. Curriculum development is complete and conceptual building and site design has started. A meeting with community members was held on November 25 at Ironwood Ridge High School to get input from neighbors. Local jurisdictions have been contacted in a proactive effort to streamline the design process. A bond construction sign is posted on the site and a website is available for updates regarding the project's status: <http://www.amphi.com/stem-school-news.aspx>.

Ms. Zibrat asked the Board if they had any questions. Ms. Cozad asked what the community input was at the STEM School Informational Meeting on November 25th. Mr. Louth said that because it is so early in the process, the discussion was mainly about the passing of the bond, the timeframe, traffic and the effects it would have on the community and how that will be managed when the school is opened.

**B. Community Extension Programs, Inc. - Report to Governing Board**

Board Book Information: *Community Extension Programs, Inc., is a non-profit organization which operates before and after school and other enrichment programs at multiple school sites within the District. Since its initial and original formation as a community schools program, CEP has been a valuable partner for the District – a resource for parents seeking convenient, on-site care for their children after school, as well as a provider of “intersession”, summer, and other educational programming. Approximately 25 years ago, “Amphitheater Extension Programs” became a wholly separate entity from Amphitheater Public Schools, forming its current 501(c)(3) status, and subsequently also changed its name to Community Extension Programs. In 2000, CEP became the exclusive provider of on-site after-school programs in the District. That contractual relationship has since been renewed twice. As part of its agreement with the District, CEP is required to make an annual report to the District Governing Board regarding the scope and status of its operations. CEP Executive Director Bruce Weigold is a former long-time employee of the District, his service including a post as Principal of Donaldson Elementary School. Mr. Weigold will make the report to the Board on behalf of CEP.*

Ms. Zibrat asked Mr. Nelson to introduce the Community Extension Program report. Mr. Nelson commented that the Community Extension Program, commonly referred to as CEP, has been a stellar partner with Amphi for a long time. Presenting the report is Mr. Bruce Weigold, who formerly worked in the District. Mr. Weigold stated that his prior relationship with the Board and staff proved to be helpful and very fruitful. CEP had several programs that had to be picked up and moved due to construction. Mr. Louth did an outstanding job of keeping everyone informed, working with them and finding out what their needs were. Also, the Technology Department got together with CEP and revamped how the CEP computers were networked. They are now in the Amphi network, can receive critical antivirus and software updates and be monitored. Dr. Lopez will be meeting with him soon to coordinate summer activities. Amphi’s partnership in these areas is appreciated. In the past year they have added four new members to the CEP Board, brought in the Business Director from Casa de los Niños, a grant writer from Casa de los Niños, an MBA from Raytheon and Amphitheater teacher Cris Cisco. Mr. Weigold stated he has been spending a lot of time on the collection of data. This year CEP is a under enrollment at about 490 compared to 550 last year. He spoke with the staff about what the reasons could be and they began analyzing and brain storming. They are developing a whole new data system. One of the major changes this past summer was they did not offer high school Summer School. They took the SAFE program and reduced the offerings because in the past twenty-five different courses would be offered and two weeks before programs started only two students signed up. Teachers who were scheduled to work lost that opportunity, children lost their opportunity and CEP lost money. By reducing the number of class options, the classes were filled and only one class had to be cancelled. CEP made a profit this year. Mr. Weigold said he flattened the organization, got a great new Finance Director, changed some job descriptions and with that process for the first time in years CEP made a profit. The profit will be about a 300% increase from before. Mr. Weigold then showed a document comparing the cost of childcare, preschool and before and after school programs in the area. On average centers charged \$800 a month for childcare and \$640 for before and after school programs. CEP is charging \$530 for preschool, and \$270 for before and after school. One of CEP’s commitments to Amphitheater, as part of their partnership, is to provide a high quality product at a low price for our parents. CEP has done a great job. The programs are not just childcare in the before and after school program. The other benefit is that parents don’t have to worry about their children getting on a bus to go to a childcare center hoping that they made it there. By CEP being able to provide the service on site, there is not a security issue. There is communication with the schools, sharing information with issues they are both having with the child. They then can meet with the

parents to discuss the school day problems and how CEP can implement plans for the child after school. In closing Mr. Weigold said there is a new RFP coming out for these services and CEP will be putting in their proposal. When the time comes they hope that the deep, long lasting, productive relationship CEP and Amphitheater have had since 1970 will be taken into consideration.

Ms. Zibrat called for any questions. Dr. Barrabee commented that one of the challenges of having quality childcare is getting quality staff, and inquired how that is being done at such a low cost while earning a profit, and who should profit. Mr. Weigold said that First Things First funded the quality program for preschools and they are now rated on a 1-5 star basis. There are only a handful of 5 star preschools in Pima Co. and Copper Creek's preschool is one of those. From a recent evaluation it was noted that Copper Creek's 3-5 year olds showed problem solving and critical thinking and ages 3-6 were beginning to make the connection between prior learning and new information and knowledge as they interact. They could generalize and make predications. Teaching plans are being followed through in the instruction. These are children that are exhibiting the skills of critical thinkers and problem solvers. CEP changed how they advertise for certain positions. They have staff with Associates, Bachelor and Masters degrees. After retirement many great teachers come to work in CEP. CEP is providing a quality product with quality staff. Mr. Weigold stated that before he was with CEP, they lost family scholarships for program costs. Now through the Quality First program they have limited scholarships through the Valley of the Sun United Way. There is a greater need today. Today if a family qualifies for Department of Economic Security (DES) funding for childcare, there is a 5-year wait list. CEP is conducting fundraising to build a scholarship fund to help the parents they are losing now that can't pay even the lower CEP rates. Dr. Barrabee asked if the teachers are being paid an hourly wage, and if so is it a living wage. Mr. Weigold said that most staff leaders at sites are salaried, others are part-time. One of the struggles at before and after school programs are the children are only there for a limited amount of time. The schedules of hourly wage staff require that they split their hours morning and afternoon. Dr. Barrabee asked about the preschool program, if staff worked all day. Mr. Weigold confirmed that all except one were salaried. Some of the leaders at the sites make more than the starting salary of a teacher. Dr. Barrabee commended the CEP results at Copper Creek and asked if it could be replicated elsewhere. Mr. Weigold shared that they made some changes with the Walker preschool program. They are working on 3 star rating. One of the components on the rating scale is that you must have a certain number of teachers who have a teaching degree. It is hard to find those people. That is one example of where you could be a 4 star program, the best in the state, but if one of your teachers does not have a teaching degree you will never get 5 star rating. CEP is trying to replicate what they have at Copper Creek. CEP made some changes in leadership and staff at Walker, and provides assistance in helping Walker get there. Dr. Barrabee congratulated Mr. Weigold on his accomplishments.

## **5. CONSENT AGENDA**

Ms. Zibrat introduced the Consent Agenda and asked if there were Board Member requests to have items addressed separately. Dr. Barrabee stated he would like to review Item 5. P. Mr. John Fife submitted a speaker card for Item 5. E. Ms. Zibrat asked for a motion to approve Agenda Items A-D, F-O and Q. Ms. Zibrat moved to approve Agenda Items A-D, F-O and Q. Ms. Day seconded the motion. The motion passed 5-0.

Dr. Barrabee asked for clarification on Item 5. P., the new Intervention Course at CDO. He asked for clarification on what the early intervention course would do at the high school level. Mr. Nelson asked Ms. Nelson to provide details on the course. Ms. Nelson explained that previously after a student failed they took a credit make up course. The English Lab, like the Math Lab, is designed to catch students who are struggling before they have to do catch up credits. The program identifies and picks up students early for tutoring.

Mr. Fife spoke on item 5. E. Separation(s) and Termination(s). He highlighted the retirement of Dianna Fife, High School Biology teacher at CDO High School, and noted her accomplishments as an educator. Mrs. Fife is retiring after 30 years in education, of which she has spent 24 years teaching in the Amphitheater School District. Dr. Barrabee expressed appreciation for her dedication and contributions to the District.

Ms. Zibrat asked for a motion to approve Agenda Items 5. P and 5. E. Ms. Cozad made the motion to approve Consent Agenda Items 5.p. and 5.E. Ms. Grant seconded the motion and it passed 5-0.

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

Minutes from the October 28, 2014 meeting were approved as submitted. (Exhibit 1)

[<http://www.amphi.com/departments-programs/governing-board-minutes/2014-2015/october-2014.aspx>]

**B. Approval of Appointment of Personnel**

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

[<https://v3.boardbook.org/Public/PublicAgenda.aspx?ak=1000433&mk=50006755>, Item 5. B.]

**C. Approval of Personnel Changes**

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

[<https://v3.boardbook.org/Public/PublicAgenda.aspx?ak=1000433&mk=50006755>, Item 5. C.]

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

Certified and classified personnel separations were approved, as listed in Exhibit 4.

[<https://v3.boardbook.org/Public/PublicAgenda.aspx?ak=1000433&mk=50006755>, Item 5. D.]

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

Certified and classified personnel leave(s) of absence were approved, as listed in Exhibit 5.

[<https://v3.boardbook.org/Public/PublicAgenda.aspx?ak=1000433&mk=50006755>, Item 5. E.]

**F. Approval of Vouchers Totaling and Not Exceeding Approximately \$2,021,104.10 (Final Total)**

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 payments authorized:

Voucher #953	\$282,554.17	Voucher #954	\$131,109.13	Voucher #955	\$191,219.11
Voucher #956	\$973,846.73	Voucher #957	\$103,861.22	Voucher #958	\$64,915.01
Voucher #959	\$115,542.97	Voucher #960	\$92,012.31	Voucher #961	\$66,043.45

**G. Acceptance of Gifts**

Donations were accepted by the Governing Board. (Exhibit 6)

[<https://v3.boardbook.org/Public/PublicAgenda.aspx?ak=1000433&mk=50006755>, Item 5. G.]

**H. Receipt of Monthly Status Report for the Fiscal Year 2014-15**

The Monthly Status Report was accepted as submitted. (Exhibit 7)

Board Book Information: *This report provides an update on the funding status of the FY 2014-2015 expenditures.*

[<https://v3.boardbook.org/Public/PublicAgenda.aspx?ak=1000433&mk=50006755>, Item 5. H. attachment]

**I. Award of Contract for Audit Services Based Upon Responses to Request for Proposal (RFP) 14-0011**

Award of contract to Heinfeld, Meech & Co., P.C. was approved based on their response and Best and Final Offer to RFP 14-0011.

Board Book Information: *Request for Proposal 14-0011 was e-mailed to 11 vendors and published on the District's website. This solicitation requested proposals for audit services. Two vendors responded with responsive proposals. Both proposals were evaluated by the Evaluation Team based on criteria specified in the solicitation document (see page two). A Best and Final Offer was requested from each vendor. Heinfeld, Meech & Co., P.C. had the highest scoring proposal and the Best and Final Offer.* [<https://v3.boardbook.org/Public/PublicAgenda.aspx?ak=1000433&mk=50006755>, Item 5. I.]

**J. Approval of Disposal of Surplus Property via PublicSurplus.com**

Board Book Information: *With Governing Board approval, the Administration will sell via an online auction the following surplus property listed on page two.*

[<https://v3.boardbook.org/Public/PublicAgenda.aspx?ak=1000433&mk=50006755>, Item 5. J.] (Exhibit 8)

**K. Approval of Out of State Travel**

Out of state travel was approved for staff and/or students (source of funding indicated): (Exhibit 9)

[<https://v3.boardbook.org/Public/PublicAgenda.aspx?ak=1000433&mk=50006755>, Item 5. K.]

**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**

Student Fee Rates were approved as submitted and will be in effect for the 2015-2016 school year. (Exhibit 10)

[<https://v3.boardbook.org/Public/PublicAgenda.aspx?ak=1000433&mk=50006755>, Item 5. L. attachment]

Board Book Information: *Arizona Revised Statute 15-342 sets forth the permissive powers of the Governing Board. Among other things, the provision allows the Governing Board to assess reasonable fees for optional extracurricular activities and programs conducted when schools are not in session. For the purposes of this provision, "extracurricular activity" means any optional, noncredit, educational or recreational activity which supplements the education program of the school, whether offered before, during or after regular school hours. For high schools, the law also allows governing boards to assess fees for fine arts and vocational education courses and for optional services, equipment and materials offered to students beyond those required to successfully complete the basic requirements of any other course. No fees may ever be charged for access to or use of computers or related materials. Fees must be adopted at a public meeting after notice has been given to all parents of students and cannot exceed the actual costs of the activities, programs, services, equipment or materials. The governing board must also authorize principals to waive the assessment of all or part of a fee assessed pursuant to this provision of law if it creates an economic hardship for a pupil. Attached is a list of proposed District fees for the 2015-16 school year. This list has been displayed on the Amphitheater District website for thirty days.*

**M. Approval of Math Textbooks for Adoption**

The following Math textbooks were approved for use.

Board Book Information: *In accordance with Section 15-721 of the Arizona Revised Statutes, new textbooks must be placed on display for a period of 60 days prior to official adoption by the Governing Board. The following textbooks have been under review for the past 60 days and have been evaluated by staff and community members:*

TEXTBOOK: Mathematical Studies Standard level - (IB Math)

Publisher: Oxford Press

Author: Peter Blythe, Jim Fensom, Jane Forrest, and Paula Waldman de Tokman

Price: \$64.95

TEXTBOOK: Mathematics Standard Level - (IB Math)

Publisher: Oxford Press

Author: Laurie Buchanan, Jim Fensom, Ed Kemp, Paul La Rondie, and Jill Stevens

Price: \$75.00

**N. Approval of New Career and Technical Education Course Name for 2015-16 School Year**

The course name change from Sports Medicine I to Sports Medicine I/Healthcare Foundations was approved.

Board Book Information: *The high schools currently have Sports Medicine programs as part of their Career and Technical Education offerings. There is a need to change the name of the Sports Medicine I course to Sports Medicine I/Healthcare Foundations to accurately reflect the healthcare curriculum that is covered during the first level of the program.*

**O. Approval of New Career and Technical Education Courses for 2015-16 School Year**

The following new Career and Technical Education Courses for 2015-2016 were approved.

Board Book Information: *Each of the following courses is designed as the culminating course in a sequence of CTE classes offered at our high schools. Each of these new courses would be available for 12th graders who have completed the first three classes of their related programs:*

- The high schools currently have Sports Medicine programs as part of their Career and Technical Education offerings. The new course will be **Sports Medicine III**.
- Ironwood Ridge High School currently has a Software Development program. A new course, **Software Design III**, would be added to the sequence, if approved.
- Ironwood Ridge High School currently has a Marketing program. A new course in the sequence, **Marketing IV**, is proposed. The culminating experience will allow students to work on real-life projects they propose and develop using independent research and design.
- Canyon del Oro and Ironwood Ridge High School currently have Bioscience programs. **BioTechnology III**, if approved, would add another course to that program sequence.
- The high schools currently have Technical Theater programs as part of their CTE courses. **Tech Theater IV** would become the final course in the sequence.

**P. Approval of a New Intervention Course at CDO**

The addition of a new Intervention Course, English Lab, was approved beginning January 2015.

Board Book Information: *This year, Canyon del Oro High School began a new program focusing on early intervention programs for students. In working through the program this first semester, it has become evident that adding a new course name will offer a more accurate reflection of the content being covered. Consequently, we are asking that the Board approve a course called **English Lab** effective January 2015. Since we already have an approved course called Math Lab listed in Tyler, adding the English Lab will enable us to distinguish the specific content being addressed.*

**Q. Approval of Intergovernmental Agreement with the Arizona State Schools for the Deaf and the Blind to Provide Transportation Services to Students within the Amphitheater District**

The agreement was approved for renewal through June 30, 2019. (Exhibit 11)

Board Book Information: *The Arizona State Schools for the Deaf and the Blind ("ASDB") has requested the District renew its expired Intergovernmental Agreement ("IGA") which will permit the District to provide transportation for some ASDB students who reside in the District, but attend ASDB. A proposed Intergovernmental Agreement has been prepared and is attached for the Board's review. This Agreement shall terminate on June 30, 2019, unless terminated by either party as provided for within this Agreement.*

[<https://v3.boardbook.org/Public/PublicAgenda.aspx?ak=1000433&mk=50006755>, Item 5. Q. attachment]

Ms. Zibrat called for a short break at 8:16 PM. The meeting continued at 8:24 PM.



## **6. STUDY/ACTION**

### **A. Adoption of the FY 2014-2015 Expenditure Budget Revision 1**

The FY 2014-2015 Expenditure Budget Revision 1 was approved as submitted. (Exhibit 12)

Board Book Information: *The State of Arizona requires governing boards to revise the operating budget for the school year to reflect actual carry forwards and interest earnings. The Maintenance and Operations fund was adjusted to reflect the actual carry forwards and adjust student counts to reflect actual numbers. The carry forward amounts and interest earnings for the Soft Capital Fund were estimated for the Budget Adoption in July. These budgets have been revised to actual numbers.*

[<https://v3.boardbook.org/Public/PublicAgenda.aspx?ak=1000433&mk=50006755>, Item 6. A. attachment]

Ms. Zibrat asked Mr. Nelson to introduce the Expenditure Budget Revision 1. Mr. Nelson noted that sometimes throughout the year budget revisions must be made. Since it is a Study/Action if, after Mr. Little's explanations, the Board is comfortable they can take action; or it can be brought back. Mr. Nelson asked Mr. Little to highlight some of the changes.

Mr. Little briefed that Arizona Revised Statutes require that schools must revise their Expenditure Budget and submit it by December 15th for numbers that were not known at the time of budgeted options. The revision accomplishes one main purpose, which is to adjust for final carry forwards and final interest earnings from the prior year. The majority of all changes are relatively small and represent the finalization of carry forward numbers one fiscal year to another. This year we have one other small change regarding the Student Success funding, which was not known at the time of Budgeted Options. Previously approved by the Board is the distribution of approximately \$128 for impacted employees that will be received in paychecks this Friday. Originally the Arizona Department of Education said the District would have the money in mid-November. We received confirmation today from the Pima County Treasure that they received it. So we will be paying the money on Friday. That is a cash controlled fund, so we had a backup plan to have it covered in order to make the payment, so the money was going to get paid regardless.

Ms. Zibrat asked if there were any questions from the Board. There were none. Ms. Day moved to adopt the FY 2014-2015 Expenditure Budget Revision 1 as submitted. Ms. Cozad seconded. The motion passed 5-0.

## **7. ACTION**

### **A. Approval of Revisions to Governing Board Policies ECB (Building and Grounds Maintenance); GDF (Support Staff Hiring); IKF (Graduation Requirements), and JQ (Student Fees, Fines and Charges)**

Revisions to ECB, GDF, IFK and JQ were approved as submitted. (Exhibit 13)

Board Book Information: *On November 18, 2014, the Governing Board reviewed proposed revisions to Governing Board Policies ECB (Building and Grounds Maintenance); GDF (Support Staff Hiring); IKF (Graduation Requirements), and JQ (Student Fees, Fines and Charges). These revised policies and regulations are now presented for the Governing Board's approval. The draft revisions are presented both in "clean final" copy and "redline" copy for the Board's ease of review.*

[<https://v3.boardbook.org/Public/PublicAgenda.aspx?ak=1000433&mk=50006755>, Item 7. A. attachment]

Ms. Zibrat asked Mr. Nelson to introduce the item. He noted that these policies were discussed at the November 18th meeting with some very minor changes, and tonight the Board would vote to approve the changes. Ms. Zibrat asked the Board if they had any questions. There were none. Ms. Day moved to approve the changes. Ms. Grant seconded the motion and it passed 5-0.

### **B. Proposition 301 Teacher Performance Pay Plan:**

#### **a. Review of Revised Proposition 301 Teacher Performance Pay Plan Draft;**

**b. PUBLIC HEARING Regarding Adoption of Proposition 301 Teacher Performance Pay Plan and Approval or Waiver of Modifications to Existing Plan, Pursuant to A.R.S. § 15-977; Approval of Proposition 301 Teacher Performance Pay Plan**

The 301 Teacher Performance Pay Plan, and waiver of the required plan component contained in A.R.S. 15-977(C)(2), were approved as submitted. (Exhibit 14)

[<https://v3.boardbook.org/Public/PublicAgenda.aspx?ak=1000433&mk=50006755>, Item 7. B. attachment]

Board Book Information: *Forty percent of the revenue which the District receives from Proposition 301 and derived from statewide sales tax revenue provides funding for a performance based incentive pay program for teachers, as defined under the law. This program is conducted pursuant to a written plan approved by the Governing Board. State law (A.R.S. §15-977) sets forth specific components "required" for inclusion in a 301 performance pay plan, but then allows for local governing board variance and modification of those components.*

*One component that is to be included in performance pay plans beginning this school year, is use of individual teacher performance as measured by the teacher's performance classification pursuant to A.R.S. §15-203(A)(38). Beginning in school year 2014-2015, individual teacher performance is to be used to determine thirty-three per cent of performance pay. See, A.R.S. §15-977(C)(2). Again, deviation from or waiver of this component is permitted by law as well. See, A.R.S. §15-977(E).*

*The Performance Pay Plan Oversight Committee has met to review the new requirement of the law and make recommendations to the Board regarding modification of the existing 301 Teacher Performance Pay Plan. The committee recommends that any inclusion of individual teacher performance in the plan as prescribed in A.R.S. §15-977(C)(2) be postponed. The committee's rationale is that, while significant progress has been made on the development of the new teacher performance evaluation system (ATPES) to include overall weighted average student outcome measures (OWA), the process has only been in effect for a little over a year and requires further study before so significant an aspect of teacher compensation should become dependent upon it and its validity. Moreover, more study must be given to the potential impact of evaluation procedures that allow for appeal from any evaluation outcome affecting compensation.*

*A copy of the proposed 301 Plan is attached to this Board item.*

**PROCEDURAL GUIDANCE:** *Even though the Board has previously approved the performance pay plan, the Board must do so again through a public hearing process, to be effective for the current fiscal year, and thereafter.*

*Following recognition by the Board President, Administration will review a summary of the legislative history requiring the Board's consideration of this item. Administration will also provide a summary of the alignment of the existing Performance Pay Plan with the requirements of the law and the recommendations for modification or waiver.*

*Following the staff presentation, it will be necessary for the President of the Board to declare a public hearing "open". During the hearing, members of the public shall be invited to address the board on matters of concern relating to the Performance Pay Plan, the requirements of the law, and staff or oversight committee recommendations.*

*Following public comment, the Board may take action as it determines. A recommendation follows.*



*Following Board action, the President then declares the public hearing closed. (Unlike other statutes requiring board action on a matter **following** a public hearing, this law requires that the board action occur at a public hearing).*

Mr. Nelson noted that on the last item Mr. Jaeger to provide information on the Public Hearing procedures that will be used tonight and review of the 301 Teacher Performance Pay Plan. Mr. Jaeger briefed the Board that we have a Performance Pay Plan established through Proposition 301, which we have had in the District for many years. What's new this year is a requirement under statute that 33% of the payment made to teachers is to be based upon evaluation performance ratings. The statute specifies that is to be effective for this fiscal year, meaning it would affect pay that teachers receive next year in October 2015. One of the things the statute allows a waiver of any particular term expressed in the statute. After discussions with the Performance Pay Steering Committee the Administration is recommending that the Board again make that kind of waiver, specifically for that new term. The reason for that is that the inclusion of OWA, the Overall Weighted Average of student data and also the use of it for Group A and B teachers is new and still needs some bugs worked out. We believe that it is inappropriate to have so a large portion of teacher performance pay, particularly as that amount is increasing again, be contingent on something that is still yet being worked out. We are suggesting that at least for the time being we exclude that otherwise required element. Mr. Jaeger said that he would be glad to answer any statute-based questions, and Dr. Lopez could answer questions about the evaluation process.

Ms. Zibrat asked for questions from the Board. Dr. Barrabee stated he was glad we applied for the waiver and he supports its delay. The evaluation system is hard to understand, burdensome and somewhat quite threatening to teachers. He congratulated Dr. Lopez for her ability to make the best of legislative mandates. Mr. Jaeger clarified that we do not apply for a waiver; it is within the Governing Board's discretion to determine the waiver. To make the waiver effective it is necessary for the President to declare an open a Public Hearing. And unlike the other Public Hearings we typically hold, the vote of the Board the motion etc. to approve the plan with the waiver has to occur during the Public Hearing before it is closed.

Ms. Zibrat asked if there was any more discussion or questions before she declared a Public Hearing. Dr. Barrabee asked if they have to approve the whole program along with the waiver, if we choose to have a waiver. Mr. Jaeger said that was correct. Dr. Barrabee asked if there was any way not to accept having the whole assessment program, if we have any choice. Mr. Nelson clarified that it is part of Statutes; and our choice is by the Board approving the waiver.

President Zibrat declared that the Board should hold a Public Hearing. Ms. Cozad moved that after convening a Public Hearing we approve the attached 301 Performance Pay Plan and authorize the waiver of the required plan component contained in A.R.S. §15-977(C)(2). Ms. Grant seconded. The Public Hearing began at 8:35 pm. Ms. Zibrat asked if there was any discussion of the motion. There was none. The motion to hold a Public Hearing was approved 5-0. Ms. Zibrat closed the Public Hearing at 8:35 PM.

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

Ms. Zibrat asked if there were any Board Member requests for future agenda items. There were no new Board Member requests.

#### **PUBLIC COMMENT**

Ms. Zibrat called again for any Public Comment. There was no further public comment.

#### **ADJOURNMENT**

A motion was made by Ms. Day that the Board Meeting be adjourned. Ms. Grant seconded the motion and it passed unanimously 5-0. Ms. Zibrat declared the meeting adjourned; the time was approximately 8:36 PM.

Karen S. Gardiner  
Respectfully submitted,  
Karen S. Gardiner

Deanna M. Day  
Deanna M. Day, President

1-27-15  
Date

Approved: 1-27-15