

**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, October 6, 2016 at 5:30 PM in the Leadership and Professional Development Building.

**Board Members Present**

Deanna M. Day, President  
Jo Grant, Vice President  
Dr. Kent Paul Barrabee, Member  
Julie Cozad, Member  
Scott A. Leska, Member

**Central Administrators Present**

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

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

Ms. Deanna M. Day

Ms. Day called the meeting to order at 5:30 PM and asked those who had not already done so to sign the Visitor's Register.

**1. EXECUTIVE SESSION**

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

- 1. 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. Grant moved that the Board recess into Executive Session. The motion was seconded by Mr. Leska and carried 5-0. Ms. Day declared the Board recessed into Executive Session in the East Conference Room. The time was 5:31 PM.

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

Upon return to the Board Room, Ms. Grant moved to reconvene the meeting into Open Session. The motion was seconded by Ms. Cozad and carried 5-0. The time was 6:00 PM.

**CONTINUATION OF OPEN MEETING**

**Call to Order and Signing of Visitors' Register**

Ms. Deanna M. Day

Ms. Day called the meeting to order again at 6:00 pm and asked any visitors who had not already done so to sign the visitor's register. Ms. Day welcomed everyone to the first meeting in the new Leadership and Professional Development Center which provides more room for Governing Board meetings.

Ms. Cozad asked for a point of privilege and thanked Ms. Laurie Sheber and the staff of Prince Elementary, Annette Orelup and the staff of Keeling Elementary, and Mr. Paul DeWeerd and the Math teachers at Canyon del Oro High School for the visits she had to each school. Because she is a teacher herself, she doesn't usually get to go on scheduled Board site visits to the schools. She was on break and was able to visit. The feeling at the schools was warm and inviting and she looks forward to more opportunities to visit when her schedule allows.

### **Pledge of Allegiance**

Wilson K-8 School Students

Mr. Nelson asked Mr. Adrian Hannah, Wilson Principal, to introduce the Wilson pledge leaders. Mr. Hannah said it was an epic day for Wilson to lead the pledge at the first Board Meeting to be held in the new building. The students leading the pledge are all the pride of Wilson. Mr. Hannah introduced the students and spoke about their accomplishments. **Mostafa Tourky** is Wilson's two time state representative for the Geography Bee, one time state representative for the History Bee, and one time representative for the National Geographic Olympiad. **Ellie Boyer** is the only representative from Arizona to attend the Honeywell Space Camp, a simulation of the Space Shuttle. **Omar Alkhayat** is a scholar-athlete. **Hanna Petersavage** is a scholar-athlete. **Aliyah Douglas** has been recognized nationally and internationally for her vocal abilities. **Mason Whitaker** is on Student Council, in the Jazz Choir and does community service. **Jesse Ybarra** is 4th in the nation in wrestling and is the Arizona champion in his group. The students lead the pledge and were presented with certificates of commendation by Ms. Grant.

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

Ms. Day announced the next Special Meeting of the Board on Tuesday, October 27, 2016, 5:00 PM, Wetmore Center, Leadership and Professional Development Center, 701 W. Wetmore Road, SE Parking and Entrance.

Information Item 4.A., Introduction of Meet and Confer Teams for the 2016-2017 Fiscal Year, Addressing Working Condition Policies and Compensation Terms for Certificated, Support and Professional/Non-Teaching Employee Groups, was moved up on the agenda.

#### **4.A. Introduction of Meet and Confer Teams for the 2016-2017 Fiscal Year, Addressing Working Condition Policies and Compensation Terms for Certificated, Support and Professional/Non-Teaching Employee Groups.**

Board Book Information: *Each year, a team of representatives of the Governing Board and the District meet and confer with representatives of the Amphitheater Education Association, which serves as the exclusive Meet and Confer or "bargaining" agent for employees within the certificated, support, and professional/non-teaching employee groups. The teams meet to discuss, study, and recommend Board action on matters affecting employee working condition policies, wages, and other compensation. This annual process will begin anew immediately in mid-October, when the teams will meet first to discuss issues and concerns relating to working conditions (policy matters in the "G" series of the District's policy manual). Following that body of work, the teams will later meet and confer on compensation matters. This item is presented simply to allow the Governing Board Members to meet the respective teams and provide any comments they like.*

*Ms. Kathryn Pivonka, President of the Amphitheater Education Association, recently informed the Superintendent that the AEA's designated representatives in this year's Meet and Confer process will be:*

*Michael Robinette, Vice President of AEA, Ironwood Ridge Math Teacher  
Robert Wacker, Vice President – ESP of AEA, Facilities Support Department Electrician  
Brian Post, Treasurer of AEA, Cross Social Studies Teacher  
Brandi Golden, Secretary of AEA, Copper Creek Special Education (Pre-school) Teacher  
Lisa Millerd, Amphitheater High English Teacher*

*Audrey Schumann, Ironwood Ridge Bookstore Manager  
Jessica Salazar-Chatt, Amphitheater High English Teacher  
Kathy Spencer, Ironwood Ridge Math Teacher*

*The Superintendent has selected the following representatives for the District team:*

*Todd Jaeger, Associate to the Superintendent and General Counsel  
Monica Nelson, Associate Superintendent  
Dr. Roseanne Lopez, Chief Academic Officer for Elementary Schools  
Jim Burns, Executive Manager of Operational Support  
Tassi Call, Amphitheater Middle Principal  
Patsy Harris, Canyon Del Oro Assistant Principal  
Andy Heinemann, Cross Principal  
Marc Lappitt, Director of Transportation and Food Service*

*Ms. Day called on Mr. Nelson to introduce the topic. Mr. Nelson noted that each year in October the District begins the Meet and Confer process with the Amphi Education Association (AEA) team and the District team discussing policies and ways to make things more beneficial for employees. He introduced the AEA team and the District team, thanking them for their service.*

## **2. RECOGNITION**

### **A. Presentation of Tucson Breakfast Lions Club and America's Best Contacts & Eyeglasses**

Board Book Information: *Amphitheater Public Schools is partnering with the Tucson Breakfast Lions Club Foundation to conduct free vision screening for all K-3 students in the district during the 2015-16 school year as the result of a \$20,000 grant awarded by the Community Foundation of Southern Arizona. As part of the "Better Vision - Brighter Futures" project grant, children who show probable vision difficulties, and may have financial challenges, will be referred to America's Best Contacts & Eyeglasses for a free eye exam and two pairs of free glasses, as needed. Each child referred will also receive a free book during his or her appointment. The Tucson Breakfast Lions Club and America's Best Contacts & Eyeglasses are valuable community partners. Through our combined efforts we will provide better vision for our underserved students and create the advantage needed for them to succeed in school and, subsequently, have brighter futures.*

Mr. Nelson asked Amy Sharpe, Director of Community Relations, to introduce two groups with which the District has an amazing partnership. Ms. Sharpe introduced the Tucson Breakfast Lions Club and America's Best Contacts & Eyeglasses and showed a video of the work they do to provide vision screening for all K-3 grade students in the District and free eye exams, books and glasses or contacts for students who need them. Ms. Sharpe called up Ms. Su-Lin Trepanitis - RN from Lion's Vision Services, Dr. Bernie Engelhard the "Better Vision-Brighter Futures" grant administrator and Ms. Lilly Torres of America's Best Contacts & Eyeglasses. Su-Lin is in her second year of coordinating vision screening for the schools. The Lions were awarded three grants from Larry H. Miller, Sundt Foundation and Community Foundation of Southern Arizona. Dr. Englehard recognized Ms. Elizabeth Virant, of Amphitheater Health Services Department, thanking her and all the District health aides who coordinate the vision screening. He also thanked Ms. Sharpe and Matt Stamp of Community Relations. So far this year they have screened about 1,840 students at eight schools of which 245 were referred for eye exams. They have six more schools to go and will finish in November. He also thanked the school and parent volunteers for their help. Mr. Leska thanked them for their generous donations and presented them with certificates of commendation.

### **B. Presentation of Distinguished Service Awards**

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 and invited Mr. Bejarano to introduce the recipients for October 2015.

**Fiona O'Brien** - Fiona is a District Integration Specialist. She has been with the District for 12 years. Fiona is an amazing teacher, leader and mentor who specializes in helping exceptional Special Education children become as successful as they can be. She develops individual programs and environments that help transform students' lives, especially those with autism, so that they learn and grow educationally, socially and emotionally. Ms. Cozad presented her with a certificate of commendation.

**Hui Xiam Fiske** - Hui is a Special Education Teacher's Assistant at Rillito Center. Hui has a positive attitude that brings out the best in students. She does whatever it takes and has great patience, especially with handicapped students. For example, there was one student that over the course of a year, she taught to walk. Ms. Cozad presented her with a certificate of commendation.

### **C. Recognition of Rodel Exemplary Teacher Semi-Finalists**

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 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.*

**Polly Kimminau**, La Cima Middle School - Ms. Sullivan, principal at La Cima, spoke about Polly who was unable to attend. Polly has been an educator for 29 years; all at Amphitheater. She spent 14 years at Lulu Walker, 14 years at La Cima and 1 year at Career Ladder. Ms. Sullivan accepted the certificate from Ms. Day on her behalf.

**Donna Varma**, Rio Vista Elementary - Ms. Kuhn, principal at Rio Vista, introduced Donna Varma. Donna is a parent at Rio Vista and all her children attend Amphitheater schools. She did her student teaching at Rio Vista. She is part of Rio Vista's strong 3rd grade team. Donna is highly professional and also makes us laugh. Ms. Varma thanked Ms. Kuhn for her mentorship, the fantastic 3rd Grade team and her family. She changed careers from Financial Analyst to Teacher; it is her calling. Dr. Barrabee presented the certificate.

**Karyn Vick-Frantziskonis**, Walker Elementary - Mr. McConnell, principal of Walker Elementary, spoke about Karyn who could not attend as she was holding parent conferences. Karyn has been at Amphitheater 25 years. She always makes sure whenever her students start that at the end of the year they grow a year. She will be going on a trip to Greece soon and will give her students a virtual tour. Ms. Day presented the certificate.

### **3. PUBLIC COMMENT'**

Ms. Day read the Open Call to the Audience.

Mick Stewart addressed the Board. Mr. Stewart spoke to the purchase of Science materials and that even though they were consumables and workbooks, he would have preferred that they be open for community review. He also questioned the construction of the new STEM school given the capacity of some of the other schools.

Jody Bayse addressed the Board regarding possibly changing the policy on grading for High School-level courses taken in Middle School that transfer to High School GPA. He questioned whether Middle School Students were emotionally and academically ready to make decisions, even with parental support. He felt that students were too young to take classes for high school credit and asked the Board to reconsider the policy.

Jenny Bayse addressed the Board. Ms. Bayse's comment is a follow up on Middle School Math grades (for High School-level courses) going onto the High School GPA. She expressed that it is very hard for Middle School students who take accelerated Math courses that count as High School courses. They have to get an A in the course as it affects their future GPA. Some students are taking these courses in 6th, 7th and 8th Grade. The course shouldn't count if they try and don't do well. *(Ms. Bayse's key points were taken from notes as the recording was not audible throughout.)*

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

##### **A. Introduction of Meet and Confer Teams for the 2016-2017 Fiscal Year, Addressing Working Condition Policies and Compensation Terms for Certificated, Support and Professional/Non-Teaching Employee Groups.**

Board Book Note: *Item 4.A. was moved up on the agenda with recognitions.*

##### **B. Update on the Amphitheater Foundation**

Board Book Information: *Leah Noreng, Executive Director of the Amphi Foundation, will update the Governing Board on the Foundation's accomplishments and activities over the past year. She will also review the mission and goals for the coming year.*

Mr. Nelson introduced the update. The Amphitheater Foundation is a big support system for the District and each year we ask the Executive Director of the Foundation to update the Board on some of the activities. We have a new Executive Director, Leah Noreng, who has been with the Foundation for about a month and is doing an outstanding job.

Ms. Noreng introduced herself as an Amphitheater parent and is very happy to be here. She has two children attending Harelson and is very involved with the PTO and fundraising. Working with the Foundation is a neat place for her to end up. Last year the Foundation was able to purchase 63 Chromebooks and will continue their efforts. This year the goal is to raise \$45K and place 5 Chromebooks in every classroom. The annual Bowlathon, the "Chrome Bowl" raised \$17K for laptops and technology. A new initiative is to "Take the Pledge" asking students, staff, business owners and the community to support the Foundation. The Foundation is building and maintaining relationships.

##### **C. Status of Bond Projects**

Board Book Information: *The administration will present the Governing Board with current information on the status of projects funded with Bond monies.*

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

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

Construction is 98% complete. Phase 3 Renovations: Professional Development Building construction is complete. Civil, parking lot, landscape, and underground utility infrastructure is complete. Painting of Wetmore Center is 95% complete. All parking lots have been re-sealed and re-stripped.

##### **B. Central Conference Room & Former Governing Board Room**

The Central Conference Room is complete. Demolition has begun in the former Governing Board Room. The project should be complete in early November. The Wetmore project is on time and on budget.

##### **C. Donaldson Elementary School Addition / Remodel:**

The Donaldson Project will begin Winter Break 2015.

D. Mesa Verde Elementary School Addition / Remodel:

Construction is 70% complete. Concrete slab, CMU walls, and roof framing complete. Overhead MPE to begin. Drying in roof to begin. The mesa Verde project is on time and on budget.

E. Keeling Elementary Bus Pull-Out

City water lines were found to not be at an appropriate depth. The project is delayed while City of Tucson formulates a course of action.

## **II. NEW SCHOOL**

A. New Elementary School:

Plans are being reviewed by Facilities & the IT Department. A website is available for project updates [www.amphi.com/stem-school-news](http://www.amphi.com/stem-school-news).

Mr. Burns asked the Board if there were any questions he could answer for them. Mr. Leska asked if the water line at Keeling would wind up being at our expense or if it is a City of Tucson issue and they will lower their own line. Mr. Burns said that there is a bit of negotiation going on, the District is asking the City to replace it as it is a newer plastic pipe and apparently was installed at the wrong depth. Mr. Leska asked if it was in the right-of-way of the City or the easement the District is using. Mr. Burns said waterline is in the easement of the District, owned by the District. Mr. Leska opined that the City of Tucson should pay and asked what the cost will be for relocation of the line. Mr. Burns responded that the cost is projected to be ~ \$7,800.00.

### **D. Annual Review of Progress of Bond Program and Capital Improvement Projects Pursuant to A.R.S. 15-491(K)**

Board Book Information: *Pursuant to A.R.S. 15-491 (K) the District Administration is required to present to the Board an annual review of projects being funded by bond monies, capital improvement projects, building renewal, and adjacent ways. The presentation provided will fulfill this obligation.*

<https://v3.boardbook.org/Public/PublicAgenda.aspx?ak=1000433&mk=50166827>, Item 4.D.] (Exhibit A)

Mr. Burns reviewed the 2014-2015 Bond Projects which included: IT work at Amphi High, CDO North portable demolition, Cross Middle School, Donaldson Elementary, Harelson Elementary, Mesa Verde Elementary, construction of the Wetmore Leadership and Professional Development Center, Wilson K-8 School, Transportation and design plans for the new STEM Elementary. He asked if the Board had any questions.

Ms. Cozad asked if the presentation will be available on the website. Mr. Burns confirmed that it will be posted to the Bond Project webpage. Mr. Leska commented on the bleacher seating relative to ADA accessibility and cost. Mr. Nelson responded that the District meets ADA requirements, and there is a study which can be provided. We conducted the study as a result of an inquiry from a citizen about the cost to do that. Mr. Leska asked if the finding of the study exceeded the amount that we have left over for CDO. Mr. Nelson said that the Bond money was not identified for ADA access. Any building of ADA ramps and bleacher seating would come out of Capital funds. Ms. Day stated that given her experience with ADA as a personal matter, she knows the law and the District complies with it. Dr. Barrabee said that what Mr. Nelson referred to he thought they had already received with the last Friday Memo. He was very impressed with the details in the graphs, and also very concerned about the deficit that the District faces this year alone. Never mind over the next 5 to 10 years. He is very concerned about how we are going to deal with the deficit as there are needs like fixing rooves and cooling systems. It's an extraordinary list, very detailed with a huge number of needs, and it indicated it will be quite a challenge to do what we need to do to maintain our facilities adequately in the best interest of the students and staff that work in the facilities. It's a crisis.

**E. School Reports - Cross Middle School and La Cima Middle School**

*Beginning this year, each school principal will present information about their school to the Board. This evening, Andy Heinemann, principal of Cross Middle School and Christine Sullivan, principal of La Cima Middle School, will share news, data, and other information about their schools.*

<https://v3.boardbook.org/Public/PublicAgenda.aspx?ak=1000433&mk=50166827>, Item 4.E.] (Exhibit B)

**Cross Middle School**

Mr. Heinemann of Cross Middle School shared his experience with the Board. He was recruited from Wisconsin to Arizona in 1986. He taught 4th, 5th and 7th Grade for 10 years. In 1996 he helped open Wilson K-8 as an assistant principal and worked there 6 years. In 2002 he became the principal at Harelson and worked there for 12 years. Three years ago he was the principal at both Harelson and Cross. He is now in his third year as principal at Cross. This year he is celebrating his 30th year in education. Mr. Heinemann then highlighted information about Cross and its programs and goals. Ms. Grant thanked him for a very informative presentation and asked if it is known where the 176 open enrollment students come from. Mr. Heinemann said he did not have the list in front him, but they do track it. They get a lot of students from around the city; from Sahaurita, Red Rock, TUSD, Catalina Foothills, from all over and from within the District. Ms. Grant asked if the majority of students are from outside the District. Mr. Heinemann said he would have to check to be sure and would provide the information to the Board. Ms. Day asked if when a student is open enrolled in 6th grade, are they counted as open enrolled in 7th and 8th as well. Mr. Heinemann confirmed that he does.

**La Cima Middle School**

Ms. Sullivan of La Cima Middle School shared that it was her 7th year as principal at La Cima. She has been a public school teacher and administrator in Arizona for 27 years, first starting at TUSD teaching 7th Grade Social Studies for 8 years. She was hired as one of the first 8th Grade teachers at Wilson K-8. After 7 years at Wilson she became assistant principal at Coronado K-8 and after 5 years at Coronado became principal of La Cima. Ms. Nelson highlighted information about La Cima and its program and goals. Dr. Barrabee said that both presentations were informative and touching. He would like these presentations to be made available to parents who are looking for schools, to have a recording of the principals giving their presentations in a multi-media format so we can give the people a sense of the life of the schools. He's so proud of what is going on in our schools that he would like to have this available for the public.

**F. Review of Enrollment Projections and Actual Enrollment for Current (2015-2016) School Year**

Board Book Information: *Each year, the District projects enrollment for the subsequent fiscal year as a key component for budget planning resource allocations. Previously, the District relied upon a 2007 growth study which the Board commissioned to predict enrollment expectations, and that study was initially a fairly accurate predictor of school population trends immediately following its completion. Within a relatively short period of time, however, the unanticipated economic and demographic changes in our community dramatically affected the reliability of that growth study. As a consequence, in more recent years, our projections have been based upon student cohort information, combined with other demographic information, such as expected property development in neighborhoods served by individual schools, anecdotal data from schools on population trends, etc. The District's initial model driven estimates are then shared with principals, who provide feedback on the District estimate. This feedback is essential in determining the final projections. It is the final projection upon which staffing and non-staffing allocations are made.*

*Each year, the administration must reconcile the estimates for enrollment with actual enrollment experienced in the early stages of the school year. This helps ensure equivalent and equitable distribution of resources across the District's schools. This agenda item is the first step in reviewing the actual data and its implications for resource adjustments. In most situations, changes in existing distributions are simply effected through budget code changes, e.g., changing a staffing allocation from general maintenance and operation funding to override class size reduction funding, or vice-a-versa.*

*Since the time this agenda item was prepared, work has continued to make adjustments to actual enrollment data. This consists of deletion of students (drops) who may have preregistered but who never arrived to attend school in the District or perhaps arrived to attend a different school than originally planned. Occasionally, students will also withdraw early in the first few weeks of the school year to change schools or perhaps move. The same factors work in reverse as well, with new students enrolling in our schools through the first few weeks of school (adds). After taking such factors into account and including their effects into our actual enrollment counts, it presently appears that, overall, enrollment is approximately five (5) students (FTE) over of what our enrollment projections were for the year.*

[<https://v3.boardbook.org/Public/PublicAgenda.aspx?ak=1000433&mk=50166827>, Item 4.F.] (Exhibit C)

Mr. Jaeger reviewed enrollment last year and in the current year to give the Board an idea of where the District is currently. Enrollment drives our District budget, it is the way we receive our funding from the State and other agencies, grants and the like. Each year in the preceding spring we review our projections for enrollment recognizing that we will be building a budget, primarily our staffing budget which is roughly 85% of our overall budget. We review the information each year with the Board and after the fall after taking into consideration additional enrollment, as well as enrollment drops from people moving during the summer, to see how close we got to the mark. Tonight we present a summary of our enrollment throughout the District, and what we want to pay particular interest to is the difference column. The difference column, to clarify, represents the difference between what we projected and our actual enrollment. It is not the difference between last year's and this year's enrollment. As a total we are 5 students ahead of what we projected meaning our budget is fairly sound based on what we anticipated District-wide. There are some fluctuations here and there by school, but perhaps more notable is that our enrollment this year is some 129 students ahead of last year's enrollment. The far right column, to clarify, represents a lower number than the actual column dated 9/24. Currently our enrollment is 13,812. The lower number is 13,339 which is because the State only provides us funding for Kindergarten half time. So each student enrolled in Kindergarten is only funded as if they are half of a student. Some years ago we did have full day funding from the State which was one of the early budget cuts the end of the last decade. Before answering any questions the Board may have, we wanted to bring to your attention that our enrollment is increasing and we were very close to projections across the District.

Ms. Day called for any questions. Ms. Cozad said we had talked about a plan to go out and advertise Amphitheater, a magazine or something for everyone in the District. Please give us an update on where we are with that. Mr. Nelson reported that Ms. Sharpe, Community Relations Director, has been working on a communications plan. We have been doing marketing for specific events, and are developing an overall plan. Ms. Day said the Amphi newsletter that comes via email to staff is very nice.

#### **G. Update on Override Expenditures**

*Board Book Information: Our override funding (which is calculated as 10% of the district's yearly Maintenance & Operation budget) has been in place since the original request was supported by the voters in May 2005, with renewal votes in November 2009 and again in November 2014. The categories of the override include maintaining and lowering class sizes, enhancing art, music, and physical education at the elementary level, expanding electives at the middle schools and high schools, expanding Advanced Placement programs in all three of our high schools, supporting the International Baccalaureate Program at CDO and the Cambridge Program at AHS, providing academic assistance and intervention programs for students, maintaining support of school facilities and equipment, and continuing efforts to attract and retain staff.*

[<https://v3.boardbook.org/Public/PublicAgenda.aspx?ak=1000433&mk=50166827>, Item 4.G.] (Exhibit D)

There were no questions. Ms. Day called for a short break at 7:57 pm. The meeting continued at 8:08 pm.

## **H. Report of Governing Board Delegate and Alternate on the Arizona School Board Association (ASBA) Delegate Assembly**

Board Book Information: *The Arizona School Boards Association (ASBA) held its annual delegate assembly on September 12, 2015 to determine the legislative agenda of the organization. The Board will recall that in previous Governing Board action (in July), the Board appointed President Day and Vice- President Grant to serve as the Amphitheater Governing Board delegate and alternate, respectively, to the Delegate Assembly. This item will permit the President and Vice-President to report on the delegate assembly.*

[<https://v3.boardbook.org/Public/PublicAgenda.aspx?ak=1000433&mk=50166827>, Item 4.H.] (Exhibit E)

Ms. Day and Ms. Grant were selected to attend the ASBA Delegate Assembly September 12, 2016 and will give a brief overview of the Delegate Assembly. Ms. Day noted that the official documentation can be found on the ASBA website. The ASBA Delegate Assembly came up with three Long-Term Goals, seven Short-Term Focus Goals and 13 Session Specific Goals.

### **Long Term Goals**

1. Strengthen the school finance formula to equitably and adequately fund public schools (with codicils).
2. Uphold, preserve and strengthen local control to reinforce the connection between the community and its elected governing board members.
3. Meet the unique educational needs of every student so that all students have the opportunity to reach their full potential.

### **Short-term Focus Goals**

1. Reinstate and fund formulas to comply with at least State school building minimum standards.
2. Provide greater equity, funding and access for Special Education students within the public school system.
3. Allow public school tax credits to be used as determined by local districts.
4. Establish a transparent financial and academic accountability for empowerment scholarship accounts.
5. Maximize income opportunities for teacher salaries and student support.
6. Restore 9th Grade CTE JTED so students have the opportunity to explore career fields and/or certification completion.
7. Require comparative and consistent Auditor General reports for public, district and charter schools.

### **Session Specific Goals**

1. Fully fund full-day Kindergarten and include Kindergarten students in the override calculation.
2. Fund inflation fully in the manner prescribed by statute mandated by Arizona voters.
3. Repeal CTE and JTED cuts slated to take effect in fiscal year 2017.
4. Change override budget increase language to locally controlled funding to better reflect what voters are being asked to support.
5. Fund the implementation costs of Arizona standards assessments and technology.
6. Restore building renewal funding to insure school facilities are adequately maintained.
7. Allow districts the option to operate individual schools for a 200-day school year and increase accompanying funding to 8% from 5% to improve student achievement.
8. Eliminate the change to current year funding.
9. Advocate lessening unfunded mandates and administrative burdens.
10. Allow school districts greater flexibility in the divestiture of property to address population and course needs.
11. Protect desegregation funding from any cuts or modifications.
12. Require charter applicant holders to use the holder's and applicant's local entities' most recent demographics study and enrollment demand data to justify the need for a new school. *(The committee recommended that charter holder's that want to expand use demographic data similar to data that school districts must produce in opening a new school, with the School Facilities Board, to account for a need.)*

13. Increase the compulsory attendance age from 16 years of age to 18 years of age.

Ms. Day concluded saying that ASBA has a lot to lobby for. JTED funding was a huge topic of conversation. Increasing the compulsory attendance age from 16 to 18 years of age received a lot of comment from the floor. Ms. Day asked if the Board had any questions. Dr. Barrabee thanked them for the report.

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

Ms. Day asked if there were Board Member requests to have any items addressed separately. Mr. Nelson asked that on Consent Agenda Item H. Approval of Out of State Travel the approval of the Ironwood Ridge Trip (p. 119) be postponed until additional information is received before recommending it for approval by the Board. The request was accepted.

Mr. Leska asked to set aside Item J. Approval of Proposition 301 Teacher Performance Pay Awards and Administrative Performance Pay Awards for the 2014-2015 Fiscal Year for discussion and more information. Ms. Cozad moved to approve Consent Agenda Items A-G, H modified, I, K and L. Ms. Day seconded the motion and it passed 5-0. Appointment of personnel is effective provided all district, state, and federal requirements are met.

Ms. Day called for introduction of Item J. Approval of Proposition 301 Teacher Performance Pay Awards. Mr. Nelson called on Dr. Lopez to answer any questions that Mr. Leska might have. Mr. Leska stated he knows Prop 301 does not include counselors. He asked if it is correct that we currently do not give any pay increases for an equivalent of 301 to counselors. Dr. Lopez confirmed that is correct. Dr. Lopez said that in the packet today, is a spreadsheet that includes every name of every person, every teacher that is being paid. Our Records Department, in collaboration with the Finance Department, prepares that sheet. At the very end we could count that up and see how many people that is. But it's almost every single teacher; no one ops out. Ms. Day said that when Proposition 301 first came out it was a huge thing as to who got the pay and who did not. Ms. Grant asked as a follow-up to the memo on 301, that a list of what other classifications of employees who are not included in 301 be provided. Ms. Day asked if there was further discussion. Ms. Grant move to approve Item J. and Ms. Day seconded the motion, motion carried 4-1.

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

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

[<https://v3.boardbook.org/Public/PublicAgenda.aspx?ak=1000433&mk=50166827>, Item 5.A.]

### **B. Approval of Personnel Changes**

Certified and classified personnel were appointed as listed in Exhibit 2.

[<https://v3.boardbook.org/Public/PublicAgenda.aspx?ak=1000433&mk=50166827>, Item 5.B.]

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

Leaves of Absence requests were approved for certified and classified personnel as listed in Exhibit 3.

[<https://v3.boardbook.org/Public/PublicAgenda.aspx?ak=1000433&mk=50166827>, 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=50166827>, Item 5.D.]

### **E. Approval of Vouchers Totaling and Not Exceeding Approximately \$1,726,669.91 (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 payment authorized:

**2015-2016 Fiscal Year**

|              |                |              |             |              |              |
|--------------|----------------|--------------|-------------|--------------|--------------|
| Voucher #237 | \$1,115,155.20 | Voucher #238 | \$68,014.52 | Voucher #239 | \$90,345.17  |
| Voucher #240 | \$129,827.99   | Voucher #241 | \$72,193.73 | Voucher #242 | \$228,670.42 |
| Voucher #243 | \$22,462.88    |              |             |              |              |

**F. Acceptance of Gifts**

The Board accepted the gifts and donations as listed.

[<https://v3.boardbook.org/Public/PublicAgenda.aspx?ak=1000433&mk=50166827>, Item 5.F.] (Exhibit 5)

**G. Approval of Parent Support Organization(s) - 2015-2016**

The following Parent Support Organizations were approved pursuant to District Policy KBE-R:

**JOM Indian Education Committee**  
**Title VII Parent Committee**  
**IRHS Softball Booster**  
**CDO IB Organization**  
**IRHS Girls Basketball**  
**IRHS Boys Soccer PAC**  
**Ironwood Ridge Music Association**

**H. Approval of Out of State Travel**

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

[<https://v3.boardbook.org/Public/PublicAgenda.aspx?ak=1000433&mk=50166827>, Item 5.H.] (Exhibit 6)

**I. Addendum to Out Of State Travel (10.5.15)**

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

[<https://v3.boardbook.org/Public/PublicAgenda.aspx?ak=1000433&mk=50166827>, Item 5.I.] (Exhibit 7)

**J. Approval of Proposition 301 Teacher Performance Pay Awards and Administrative Performance Pay Awards for the 2014-2015 Fiscal Year**

Board Book Information: *Forty percent of the revenue which the District receives from Proposition 301 derived from sales tax revenue provides funding for a performance based incentive pay program. This program is conducted pursuant to a written plan previously approved by the Governing Board. The plan provides for three elements of performance pay.*

*The first element is a participation award paid to eligible professional employees for their initial agreement to participate in the program. That "first-time participation award" for 2014/2015 is a payment of \$600. The total amount of 301 funds allocated annually to this element naturally varies with the number of new participants each year.*

*The second performance pay element is an annual award given to eligible employees assigned to a school which reaches its student engagement and a site selected achievement goal (Goal I). After first-time participation awards are allocated and funded, the Goal I A accounts for 50% and Goal I B accounts for 50% of the performance pay fund expenditures for middle and high schools. For elementary schools, Goal I A accounts for 50% of the award, Goal I B, Part 1 accounts for 40% of the award, and Goal I B, Part 2 accounts for 10% of the award. This year the full pay out per middle school and high school participant for Goal IA is \$1250 and Goal IB is \$1250. The full pay out per elementary school participant for Goal IA is \$1125, Goal IB, Part 1 is \$1125 and Goal IB, Part 2 is \$250.*

*Normally, the third performance pay element is an annual award for a school reaching a student achievement goal as measured by Arizona State standardized testing (Goal II). This year there are no*

*Arizona State standardized testing results to utilize for this purpose. As a result, the funds normally allocated to Goal II was allocated to Goal I A and B.*

*This item will authorize payment of the performance pay awards to eligible staff for the 2014-2015 fiscal year. The attached information provides details by school on the level of accomplishment of the goals and the dollar amount earned per person at that site. The maximum pay out for full accomplishment of both goals for 2014/2015 eligible certified staff is \$2500.*

*The Meet and Confer agreement approved by the Governing Board on August 1, 2007 allowed for a performance pay plan for Principals and Assistant Principals. The plan allowed for a potential of up to \$1000 per participant mirroring the 301 plans at the school sites. This year, the total award possible will be \$600. The administrator plan is similar to the 301 Plan for teachers. Principals and Assistant Principals and Instructional Support Assistants will receive up to \$600 for accomplishment of Goal IA and B. 100% of the payout is based on Goal IA and B. There are no State assessment results for 2014-2015 which would have been used to award Goal II.*

*The attached spreadsheets list pay out totals by school and individual calculations for both eligible certified teaching staff and administrators based upon the accomplishment of Goal I A and B, adjusted for full-time equivalency.*

[<https://v3.boardbook.org/Public/PublicAgenda.aspx?ak=1000433&mk=50166827>, Item 5.J.] (Exhibit 8)

#### **K. Approval of Request for Waiver of Graduation Requirement**

The Board approved a waiver of 1.5 credits of Physical Education, to be replaced with 1.5 credits of other course work, for Amphitheater High School Student #30044314.

#### **L. Disposal of Surplus Property via PublicSurplus.com**

The Board approved the sale of the listed surplus property via PublicSurplus.com

[<https://v3.boardbook.org/Public/PublicAgenda.aspx?ak=1000433&mk=50166827>, Item 5.L.] (Exhibit 8)

### **6. STUDY**

#### **A. Review of Governing Board Policy JFAB (Tuition/Admission of Nonresident Students); Policy JFABC (Admission of Transfer Students); Policy JK and its accompanying Regulation JK-RB (Student Discipline), and JLIA (Supervision of Students).**

Board Book Information: *The 2015 Legislative Session ended with a number of changes to state law that affect existing Governing Board policy. Recommendations for revision of the following District policies and regulation suggested or made necessary by legislation are herein presented for the Governing Board's review and discussion:*

**JFAB (Tuition/Admission of Nonresident Students)** - House Bill 2479 relating to student tuition added language referencing the eligibility of children who are residents of the United States but non-residents of Arizona for enrollment without payment of tuition if certain conditions are met. These conditions are detailed in the enclosed revision of this policy.

**JFABC (Admission of Transfer Students)** – House Bill 2530 modifies A.R.S. 15 701.01, including language which prohibits requiring proof of payment as a condition of a school district or charter school accepting credits earned from an online course provider for online classes taken between May 1 and July 31. Senate Bill 1093 modified A.R.S. 15-808 (Arizona online instruction) specifying that school districts or charter schools may not charge a fee to a pupil who takes an examination in a particular course to obtain academic credit, pursuant to section 15-701.01. The appropriate change has been made to the policy.

**Policy JK (Student Discipline)** - In 2009, SB 1197 established a task force on best practices in special education and behavior management with directions to examine, evaluate and make recommendations concerning best practices for managing the behavior and discipline of pupils with disabilities including prohibited disciplinary actions, training for special education teachers, and parental notice requirements. Regulation JK-RB, Student Discipline, was the final document, focusing primarily on restraint and seclusion. The Arizona Legislature passed HB 2476 in 2013. This bill amended A.R.S. 15-843(B)(9), relating to pupil discipline and is applicable to all students. Information pertaining to confinement was placed both in Policy JK and in Regulation JK-RB. The current legislature passed SB 1459, adding A.R.S. 15-105 (Use of restraint and seclusion techniques; requirements; definition) to Title 15. As a result, language pertaining to restraint and seclusion applicable to all students has been added to document JK, Student Discipline. In addition, the Governor released a letter dated April 13, 2015, expressing his recommendation that the legislature consider “protections to well-intentioned individuals acting in good faith in emergency situations” during the next legislative session.

**Policy JLIA (Supervision of Students)**

Some optional language in Policy JLIA has been modified for clarity in response to input from The Arizona School Risk Retention Trust, Inc.

Mr. Jaeger reviewed the policies that would need revision based on changes to existing law. He has reviewed both the legislation supporting the changes and the changes themselves and will be recommending at the next review that they be adopted. But of course the Board always has the discretion of modifying the policies. Dr. Barrabee asked about JK Student Discipline, the statement about discipline shall not be based on race, color, religion, etc. He believes that in our District we generally have a more extensive set of non-discrimination practices. Mr. Jaeger confirmed that is correct; we have a more extensive description or prohibition of discriminatory practices. Dr. Barrabee noted this includes sexual orientation for example. Dr. Barrabee said he doesn't see why we don't modify this to include our own values that we have already established as far as anti-discrimination. Dr. Barrabee asked if that would be possible. Mr. Jaeger noted that this is a specific reference to an Arizona statutory provision that does not contain those same provisions. We can certainly include it; however, his concern would be that there may be some misleading aspect of that because those specific provisions are not included in the statute. But it can certainly be consistent with our other statements of anti-discrimination language. Mr. Leska asked how often restraint and seclusion is necessary; if it is prevalent. Mr. Jaeger confirmed it is a very rare occurrence as all kinds of other interventions are tried before that would need to happen. It is only when the student themselves or others are in imminent risk of harm that we would even employ such a method. Reporting of such incidents is required.

**7. ACTION**

**A. Review of the 2014-2015 Annual Financial Report**

The Board certified the 2014-2015 Annual Financial Report for Amphitheater Public Schools as presented and directed its submission to the State for publication on the Arizona Department of Education website.

Board Book Information: *The State of Arizona requires the Governing Board to annually publish and submit to the State a report of all revenue and expenditures for the previous year. A review of the 2014-2015 Annual Financial Report will be presented. Comments have been added to the attached Adobe document. The comments will appear when the mouse is placed over the comment icon. The significant highlights in the report are listed below:*

*Page 2 of 9 (Maintenance and Operations Expenses):*

*The percentage changes are a comparison of actual expenses in Fiscal Year (FY) 2014 to FY 2015.*

*Lines 1 & 3 These lines represent the final year phase out of the Career Ladder program.*

*Line 4 This line represents the Governing Board Election costs from November 2014.*

*Line 11 This line represents decreased travel costs for Athletics.*

*Lines 15 through 24 – Special Education*

*Line 17 This line represents decreased professional development in FY 2015.*

*Line 20 This line represents the change in funding source.*

*Line 24 Total Maintenance and Operation expense for Special Education increased by 4.2%.*

*Page 3 of 9 (Classroom Site Funds):*

*Line 43 The total revenue from Proposition 301 decreased by \$290,823 (5.5%).*

<https://v3.boardbook.org/Public/PublicAgenda.aspx?ak=1000433&mk=50166827>, Item 7.A.] (Exhibit 9)

Mr. Nelson introduced the item and noted that the Board would be asked for their approval on the item so the report can be submitted. Mr. Little provided the Board with a new, clean printout of the report as there were some revisions that had to be made. The document is placed on the website and has notes which can be viewed. He went through the significant highlights. Dr. Barrabee asked how much the State budget has decreased over the years. Mr. Little reviewed some of the things that have changed resulting in a decrease. He also highlighted that funds do not flow as quickly from the sources, federal or state, as they have in the past. Mr. Leska noted that we are not the only district experiencing woes with capital and asked if we have done, or will do, anything to create a coalition with other districts to rise up against lack of funding for capital. Mr. Nelson responded that the District works with a couple of coalitions such as: Arizona School Boards Association (ASBA), who are our state lobbyists, as well as local superintendents who present information to legislators, and individually superintendents spend time with legislators. Last week Mr. Nelson spent over an hour with Representative Vince Leach talking about funding and capital. Mr. Little said it was important to add that those districts that can get community support with relatively low tax rates also have the ability to pass capital overrides. Several districts have capital overrides in place, specifically Tanque Verde and Catalina Foothills, and that is how they are addressing some of those needs is by going to the voters. We've been successful in getting School Facility Board (SFB) grants, but there are still things that SFB won't pay for. Mr. Little pointed out that the Student Success Fund is making its first and last appearance on the annual financial report as after 1 year, it was promptly eliminated by the legislature. We used those funds directly for compensation increases for staff. Mr. Little concluded the presentation stating that with the Board's approval of the report, Finance would publish the report, file it with the Arizona Department of Education and begin the process of filing financial statements for the Comprehensive Annual Financial Report. Dr. Barrabee asked about the increase in spending in Special Education, specifically for students with multiple and profound disabilities as increased, noting that ~70% of our Special Education students are in a category in which we receive only \$10 extra, per year, per student to support their Special Education needs.

Ms. Day asked if there was any further discussion; then called for a motion. Ms. Cozad moved to approve the 2014-2015 Annual Financial Report, Mr. Leska seconded, motion carried 5-0.

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

Ms. Day asked the Board if there were any requests for future agenda items.

Ms. Day requested a Friday Memo on Middle School Grades for High School Credit and GPA. Mr. Leska requested a Memo, or to have on the agenda, a discussion of the pay for counselors, the ASCA national model which other districts are using and why we aren't using it.

#### **PUBLIC COMMENT**

There was no public comment.

**ADJOURNMENT**

Ms. Grant moved that the meeting be adjourned, Mr. Leska seconded the motion and the motion passed 5-0.  
Ms. Day declared the meeting adjourned at 9:05 PM.

Karen S. Gardiner  
Respectfully submitted,  
Karen S. Gardiner

Deanna M. Day  
Deanna M. Day, Board President

3/8/16  
Date

Approved: 3/8/16