

**AMPHITHEATER PUBLIC SCHOOLS
Tucson, Arizona**

MINUTES OF SPECIAL PUBLIC MEETING OF THE GOVERNING BOARD

Place, Date and Time of Meeting

Wetmore Center, 701 West Wetmore Road, July 23, 2013, 5:00 p.m.

Board Members Present

Susan Zibrat, President
Kent Paul Barrabee, Vice President
Julie Cozad, Member
Deanna Day, Member
Jo Grant, Member

Central Administrators Present

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

OPENING OF MEETING

Call to Order and Signing of Visitors' Register

Mrs. Zibrat called the meeting to order at 5:02 p.m. and invited members of the audience to sign the visitors' register.

Pledge of Allegiance

Mr. Nelson led the Pledge of Allegiance.

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

Mrs. Zibrat announced the next regular meeting of the Governing Board: Tuesday, August 13, 2013, 6:00 p.m., at the Wetmore Center, 701 W. Wetmore Road.

PUBLIC COMMENT

There were no public comments.

1. CONSENT AGENDA

Mrs. Zibrat asked if there were Board member requests to have any items addressed separately; there were none. A motion was made by Dr. Barrabee to approve consent agenda items A-M. The motion was seconded by Mrs. Cozad and it passed unanimously, 5-0. Appointment of personnel is effective, provided all district, state, and federal requirements are met.

A. Addendum to Appointment of Personnel

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

B. Addendum to Personnel Changes

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

C. Addendum to Separation(s) and Termination(s)

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

D. Approval of Vouchers Totaling and Not Exceeding Approximately \$4,376,704.66 (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:

2013-2014 Fiscal Year

Voucher #701 - \$237,684.63

Voucher #702 - \$209,968.96

Voucher #703 - \$107,157.85

2012-2013 Fiscal Year Encumbrances

Voucher #643 - \$ 434,430.70

Voucher #644 - \$ 168,222.37

Voucher #645 - \$ 28,414.56

Voucher #646 - \$2,218,372.92

Voucher #647 - \$ 143,925.02

Voucher #648 - \$ 46,239.25

Voucher #649 - \$ 647,904.00

Voucher #650 - \$ 134,384.40

E. Approval of Parent Support Organization(s) for 2013-2014

The Governing Board approved the following Parent Support Organization application(s) pursuant to District Policy KBE-R from: *Painted Sky PTO*.

F. Out of State Travel

Out of state travel was approved for students and staff (source of funding indicated): from the JROTC program at Flowing Wells School District to take 3 (CDO) students to the US Olympic Village Shooting Camp in Colorado Springs, Colorado, August 4-9, 2013 (no cost to the District).

Out of state travel was approved for staff (source of funding indicated): from the District Offices to attend the iNACOL Blended and Online Learning Symposium in Orlando, Florida, October 26-30, 2013 (federal funds designated for staff development).

G. Approval of Grant(s)

The Governing Board approved the *Caring Through Giving Christina-Taylor Green Memorial Foundation (CTGMF)* grant in the amount of \$25,000.00 for the repair and replacement of existing playground equipment at Nash Elementary School.

H. Approval of a New Cambridge Physics Course

The Governing Board approved the addition of *Cambridge Physics* to the coursework offered to District students as part of the Grand Canyon Diploma program.

I. Approval of Textbook(s) for Adoption

The Governing Board approved the following textbook(s) for adoption; and, which have been on display to the public for 60 days (5-7-2013) in accordance with Section 15-721 of the Arizona Revised Statutes.

Textbook: D'accord, Levels 1, 2 and 3; Publisher: Vista Higher Learning; Author: Cherie Mitschke; Cost: \$94.80.

J. Approval of Intergovernmental Agreement with Pima Community College District for Dual Enrollment of Amphitheater Students

Board Book information: *On September 6, 2005 the Board reviewed and approved an Intergovernmental Agreement with Pima Community College ("PCC") to provide an opportunity for designated District students to enroll into college level courses for credit while still attending high school. Eligible students must be enrolled simultaneously in at least four district courses, unless granted a waiver.*

The Board approved multiple extensions to this program; the last Addendum extended the program to June 30, 2013. PCC has now submitted a revised IGA which will extend the district's participation in the program until June 30, 2018 with extensions permitted by written approval of both parties.

The District is obligated to provide qualified course instructors and to participate in PCC's faculty evaluation processes. The Agreement provides for no exchange of funds between the District and PCC as the value of the instructional services and facilities provided by the District is expected to be substantially equivalent to the value of community college credits provided by PCC.

Students enrolled under this Agreement are responsible for the payment of all required tuition and fees; however, the District may choose to make provision for tuition payments for the students.

The Governing Board approved the IGA between Pima Community College District and the District to offer college-level courses conducted on a JTED campus during the school day, which can be counted toward both high school and college graduation requirements – Dual Enrollment (Exhibit 4, pp. 1-8).

K. Award of Contract for Ice Cream Products Based Upon Responses to Request for Bid (RFB) 13-0001

Board Book information: *Request for Bid (RFB) 13-0001 was e-mailed to five vendors and published to the District's website. This bid requested pricing for ice cream products to be sold in the District's cafeterias and meet the Arizona Department of Education healthy snack standards. One vendor responded with priced bids for the required products.*

The other four vendors were contacted to see why they did not submit a bid for this solicitation. Three vendors received notification of the solicitation but did not submit a bid because they did not complete it in time. The last vendor could not be reached for comment as to why a bid was not submitted for this solicitation.

The average percent of increase from the previous bid of two years ago is 2.86% (comparison detail included as attachment).

The Governing Board approved the award of contract for ice cream products to *Blue Bell Creameries* based upon responses to RFB 13-0001. [comp sheets can be viewed at: <https://v3.boardbook.org/Public/PublicItemDownload.aspx?ik=34087692>]

L. Approval of Disposal of Electronic Equipment

The Governing Board approved the disposal of surplus electronic equipment [computer peripherals] through the District's contracted vendor (*Vintage Tech LLC*).

[list can be viewed at: <https://v3.boardbook.org/Public/PublicItemDownload.aspx?ik=34087696>]

M. Approval of Physical Therapist and Occupational Therapist Salary Schedules [7-22-13]

Board Book information: *As mandated by IDEA, Amphitheater provides a full continuum of special and "related" services to meet the needs of our special education students. Those related services include physical therapy, which has been determined under the law to be a service necessary to ensure a student can benefit from their education.*

For many years, the availability of physical therapists has fluctuated in the job market, on an almost cyclical basis: the private sector outpaces public sector compensation; we lose staff to the private sector; we are compelled to contract with private sector vendors for coverage; we increase pay; we are again able to hire and retain therapists; and the private sector outpaces our compensation, starting the process all over again. The heavy and increasing utilization of physical therapy in the medical service marketplace has, in fact, accelerated the pace of this cycle.

We are again at a point in such a cycle where we are finding it increasingly difficult to recruit and retain qualified physical therapists due to the scarcity of applicants. Not only is competition for therapists in the private sector difficult again, but we are now also finding that other school districts are much more competitive for these vital service providers. Over the course of the last school year, we had a vacancy that we were unable to fill. As a result, we were forced to contract for services (at twice the cost of an employee) to ensure that we could meet physical therapist obligations of the District under IEP's.

This past year's long difficulty in hiring and the threats of resignation from existing personnel necessitated that we conduct a job market study and review of current salaries for physical therapists to ensure we are at least competitive with other districts and also, to the extent possible, with private organizations.

METHODOLOGY:

A wage analysis of physical therapist positions within the community and surrounding area was conducted, producing the following data:

<i>District/Organization</i>	<i>Salary</i>
<i>Amphi</i>	<i>\$46,608</i>
<i>Catalina Foothills USD</i>	<i>\$73,374</i>
<i>Flowing Wells USD</i>	<i>No Data Available</i>
<i>Marana USD</i>	<i>\$72,809</i>
<i>Santa Cruz USD</i>	<i>\$49,806</i>
<i>Sierra Vista USD</i>	<i>\$64,000</i>
<i>Tanque Verde USD</i>	<i>No Data Available</i>
<i>Tucson USD</i>	<i>\$57,416</i>
<i>Vail USD</i>	<i>\$42,207</i>
<i>Carondelet Health Network</i>	<i>\$50,400</i>
<i>University of Arizona Medical Center</i>	<i>\$58,497</i>

The mean starting salary for the organizations compared, not including Amphitheater, is \$58,564.00. As indicated above, Amphitheater's current starting salary is \$46,608.00, which is \$11,956.00 below the average.

Additionally, a national salary review was conducted, but the disparity between prevailing wages and national averages did not allow for accurate and relevant comparison. Therefore, national data was excluded.

CONCLUSION:

Comparability data and the yearlong vacancy and associated expense demonstrate the need for an immediate salary increase for physical therapists. The District's minimum starting salary for physical therapists should be no less than the community mean of \$58,564.00. This will, in fact, be our proposal.

Currently, physical therapists are paid on the "OT/PT & Audiologist" Professional/Non-Teaching schedule. Consequently, physical therapists should be moved from its current placement on the schedule and a new placement be created solely for physical therapists with a minimum starting salary of \$58,564.00, allowing for typical hiring range differentials for those applicants with prior experience. To stay aligned with the other schedules, the "Physical Therapist" schedule will also include a doctorate differential with a minimum starting salary of \$61,251.00.

This proposed increase should permit the District to stay competitive for some time; although we would be more than naïve to conclude it will end the cycle described above. The other thing to be mindful of is that occupational therapists and physical therapists had long been paid the same. That changed last fiscal year, when we

implemented a \$10,000.00 essential recruitment stipend (ESR) for that position at a time when occupational therapists were very scarce. Because we will be placing the physical therapists on their own salary schedule, we will also recommend that the occupational therapists' ESR be incorporated into the base salary, allowing greater clarity for occupational therapist applicants about what the position really pays.

We are not recommending any increase at the current time for occupational therapists, because the District's compensation (inclusive of the ESR) seems sufficient to compete in the market currently.

The Governing Board approved the creation of new salary schedules for: Physical Therapists, with a minimum salary of \$58,564.00; and, Occupational Therapists in which the current Essential Recruitment Stipend be incorporated.

2 EXECUTIVE SESSION

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

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 # 30034072; b. Student # 11401090.

2. Consideration and Decision Upon Expulsion Hearing Officer's Recommendation, Pursuant to A.R.S. §15-843(F)(2), Regarding: a. Student # 30014025; b. Student # 30043202; c. Student # 30022751; d. Student # 30008304; e. Student # 30031838; f. Student # 30036108; g. Student # 30011303; h. Student # 30046055; i. Student # 30041742; j. Student # 30037129; k. Student # 30041507; l. Student # 30043957; and, m. Student # 30019754.

A motion was made by Ms. Day that the Board recess into Executive Session pursuant to A.R.S. §15-843 (F)(2), as presented. Dr. Barrabee seconded the motion and it passed unanimously, 5-0. Mrs. Zibrat called a recess at 5:03 p.m. for the purpose of holding Executive Session for student disciplinary action.

B. Motion to Close Executive Session and Reconvene Open Meeting

Upon return to the Board Room, Ms. Day moved to reconvene the meeting into open session. Dr. Barrabee seconded the motion and it passed, unanimously, 5-0. The time was 7:07 p.m. Mrs. Zibrat declared the meeting in open session.

BOARD MEMBER REQUESTS FOR FUTURE AGENDA ITEMS

There were no Board Members requests.

Mrs. Cozad requested a written communiqué regarding Site Visit practices for the 2013-2014 school year.

PUBLIC COMMENT

There were no public comments.

ADJOURNMENT

A motion was made by Ms. Day seconded by Mrs. Cozad, and passed unanimously, 5-0 that the meeting be adjourned. Mrs. Zibrat declared the meeting adjourned at 7:08 p.m.

Respectfully submitted,
Margaret Harris

Mrs. Susan Zibrat, President Date: 8.13.13

Approved: 8.13.13