

Final Posting, Friday, September 4, 2020

REGULAR PUBLIC MEETING OF THE AMPHITHEATER GOVERNING BOARD

**Leadership and Professional Development Center
701 W Wetmore Road
Tucson, AZ 85705**

Tuesday, September 8, 2020

6:00 PM

AMPHITHEATER PUBLIC SCHOOLS

MISSION

To empower all students to become contributing members of society equipped with the skills, knowledge, and values necessary to meet the challenges of a changing world.

We Believe

- ❖ ***All students can learn and achieve.***
- ❖ ***Everyone has unique strengths, talents, and needs.***
- ❖ ***All students and staff should be responsible for and dedicated to educational excellence.***
- ❖ ***Education requires cooperation, honesty, and respect among the students, parents, staff, school, and community.***
- ❖ ***The school community deserves a safe and caring environment.***
- ❖ ***Our actions reflect our values and our dedication to meeting student needs fairly and equitably.***
- ❖ ***Ample resources are essential to accomplish the Mission.***

We Value

achievement, caring, creativity, curiosity, diligence, diversity, fairness, honesty, kindness, respectfulness, responsibility and service to the community.

AGENDA*

As permitted by the Arizona Open Meeting Laws, Board members may participate in this meeting by telephone, video or internet conference. Due to pandemic conditions, this meeting will also be streamed live for the public online. The link for the meeting will be posted on the day of the meeting on the District's website, www.amphi.com.

Persons present at the Board meeting may complete a form to speak to the Board. Individuals who are unable to attend the Board meeting may submit written communications to the Board Members and Superintendent via email. (All email addresses are available on the District website).

We apologize in advance for any unforeseeable difficulties and ask for your patience as we navigate unprecedented conditions.

* The Governing Board may meet in an executive session concerning any item on this agenda for purpose of consultation with legal counsel, pursuant to A.R.S. § 38-431.03(A)(3). Rules of Order that apply to Governing Board meetings may be suspended by a vote of the majority of the Board. One or more Governing Board members may attend by electronic means.

¹ Persons interested in addressing the Governing Board must complete and submit a form available from the Governing Board secretary. Procedures for addressing the Board are outlined on the form.

² Information items are for discussion only; no action will be taken.

³ Details are available in the offices of the Associate Superintendents, Associate to Superintendent, and Chief Financial Officer.

⁴ Study session items are for discussion only; no action will be taken.

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

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

2. PLEDGE OF ALLEGIANCE

Innovation Academy Students

3. RECOGNITION OF STUDENT ART

Innovation Academy

4. ANNOUNCEMENT OF DATE AND PLACE OF NEXT SPECIAL GOVERNING BOARD MEETING

Tuesday, September 22, 2020 at 5:30 p.m. at the Wetmore Center, 701 W. Wetmore Road, Tucson, AZ 85705 in the Leadership and Professional Development Center, SE Entrance and Parking

5. RECOGNITIONS

- A. Recognition of the 2019-2020 American Heart Association Kids Heart Challenge Participants 4
- B. Presentation of Distinguished Service Awards 5

6. PUBLIC COMMENT

7. INFORMATION

- A. Superintendent's Report 6
- B. Update on the Amphitheater Foundation 28
- C. Annual Review of Bond and Capital Projects pursuant to A.R.S. 15-491(K) 29
- D. Update on International Baccalaureate 80
- E. Review of 2020-2021 Property Tax Rates 107
- F. Summer Institute/BOOST Presentation 111
- G. Report on Employee Check-In Survey 120

8. CONSENT AGENDA

- A. Approval of Appointment of Non-Administrative Personnel 152
- B. Approval of Personnel Changes 155
- C. Approval of Leave(s) of Absence 171
- D. Approval of Separation(s) and Termination(s) 173
- E. Approval of Minutes of Previous Meeting(s) 176
- F. Approval of Vouchers Totaling and Not Exceeding Approximately \$2,249,511.15 185
- G. Acceptance of Gifts 186
- H. Approval of Parent Support Organization(s) - 2020-2021 188
- I. Approval of Qualified Amphitheater Teacher Performance Evaluation System (ATPES) Evaluators 192

9. STUDY/ACTION

- A. Study and Approve Governing Board Policy ACA (Sexual Harassment) and Policy ACAA (Title IX Sexual Harassment) 193
- B. Selection of Governing Board Delegate and Alternate for Arizona School Board Association (ASBA) Delegate Assembly; Determination of Governing Board Position on ASBA Legislative Action Agenda Items; Direction to Delegate and Alternate 198

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10. **ACTION**

A. Resolution Declaring September 24, 2020 as "Legendary Teacher Day"

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11. **PUBLIC COMMENT**

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

13. **ADJOURNMENT**

In addition to display at various locations, copies of each agenda are available 24 hours prior to the meeting in the Records Department (Room 114), Wetmore Center, 701 West Wetmore Road, Tucson, Arizona. The public and the press are also welcome to examine in the Records Department all non-confidential supporting materials for the agenda. Requests for copies, at cost, of any of these supporting materials will be honored as timely as possible.

If you need special accommodations, please call the Governing Board office: (520) 696-5158

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**GOVERNING BOARD AGENDA ITEM
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

DATE OF MEETING: September 8, 2020

TITLE: Recognition of 2019-2020 American Heart Association Kids Heart Challenge Participants

BACKGROUND:

The American Heart Association's Kids Heart Challenge, formerly known as "Jump Rope for Heart" and "Hoops for Heart," has been an enduring tradition in the Amphitheater School District. Since 1989, students in the District have raised over a half-million dollars for heart disease research and prevention.

Through the participation of ten schools during the 2019-2020 school year, our schools raised \$41,215 for the American Heart Association. That is over \$7,000 more than last year, and we are very proud of this accomplishment. Just as important as the benefits of the fundraising, however, is the benefit to our participating students, who learn the importance of proper nutrition, exercise and living tobacco-free lives.

We would like to congratulate the following schools for their participation in Kids Heart Challenge and American Heart Challenge events during the 2019-2020 school year:

- Wilson K-8 School
- Harelson Elementary School
- Mesa Verde Elementary School
- Copper Creek Elementary School
- Rio Vista Elementary School
- Cross Middle School
- Holaway Elementary School
- Coronado K-8 School
- Nash Elementary School
- Prince Elementary School

The amounts raised vary by school, with Wilson K-8 grades kindergarten through five raising an impressive \$13,093, Harelson raising \$10,729, and Mesa Verde bringing in \$8,917. We are also proud to announce the inclusion of Cross Middle School this year! When you combine the money raised by all ten schools, the donations add up quickly. In fact, Amphitheater raised the most of any district in all of Pima County. Thank you to all of the staff, students, families, and community members who came together to help children learn about their health and the benefits of giving to others.

RECOMMENDATION:

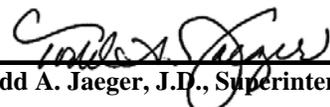
This item is for the Governing Board's information and recognition.

INITIATED BY:



Michelle Valenzuela, Communications Director

Date: September 1, 2020



Todd A. Jaeger, J.D., Superintendent



**GOVERNING BOARD AGENDA ITEM
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

DATE OF MEETING: September 8, 2020

TITLE: Presentation of Distinguished Service Award

BACKGROUND:

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.

We would like to recognize the following individuals for the month of September:

- Danielle Cannon, Health Aide, Mesa Verde Elementary
- Andy Morales, Teacher, Rio Vista Elementary

RECOMMENDATION:

This is presented for the Governing Board's information and recognition.

INITIATED BY:

Michael Bejarano
Associate Superintendent for Secondary Education

Date: August 26, 2020

Todd A. Jaeger, J.D., Superintendent



**GOVERNING BOARD AGENDA ITEM
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

DATE OF MEETING: September 8, 2020

TITLE: Superintendent's Report

BACKGROUND:

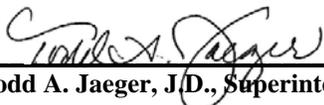
The Superintendent will provide a brief review of recent and future activities in the District and community.

RECOMMENDATION:

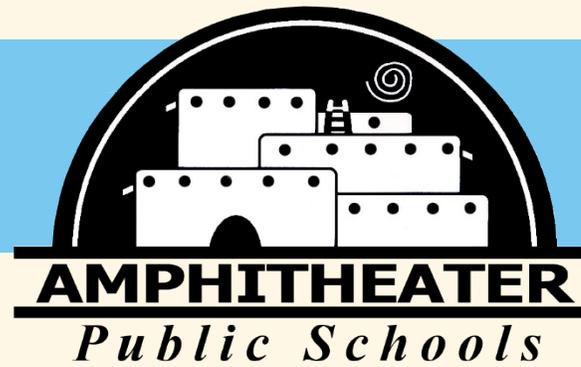
This item is presented for the Board's information.

INITIATED BY:

Date: August 27, 2020



Todd A. Jaeger, J.D., Superintendent



September 8, 2020

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Superintendent's Report





Remote Learning Opening



- 12,100 students enrolled (713 in AAO; 426 Elem. and 287 Sec.)
- All teachers using consistent, uniform online learning platforms (Google Classroom or Seesaw). Necessitated by pandemic; but valuable for the future in terms of student/parent communication.
- Teachers and other educators:
 - have risen to the challenge
 - changed their pedagogy substantially and immediately
 - pursuing time consuming and exhausting work
 - to be commended for their work
- Online Professional Development to prepare; positive feedback and results; may even work better than in-person PD in some circumstances.



Remote Learning Opening



- Implementation of Labster to facilitate online experiments (NEW)
- Assessments occurring online for the first time resulting in significant data (TBA), but preliminary indications:
 - Learning losses have occurred due to pandemic and school closures (consistent with research)
 - We must act quickly to make up for the losses
- Management of schools and learning is much more difficult during these times, particularly in the context of polarized public views and interests
 - Principals and others have had to change their practices, assuage fears and worries, rearrange schedules, and more; they too are to be commended
- We have lost staff due to pandemic concerns



Remote Learning Access Update

- 4,000 Chromebooks due end by the of July have begun arriving.
- We continue working with private vendors, the Amphi Foundation and private donors to help provide internet access (hotspots, broadband, etc.):
 - GRIN (Suzi Hileman) - sponsoring access throughout the District.
 - Oro Valley Rotary Club and Impact of Southern Arizona sponsoring access in the north.
 - Already supporting families from 9 schools.
- Enrollment details
 - Cox is creating a dedicated portal for families starting next week, and Comcast has provided us unique enrollment codes.
 - Including information in paper packets and flyers.
 - Reach out: Answers@amphi.com



Remote Learning Access Update



- Continuing direct contact to families without internet.
- Cox Computer Distribution and Drive Thru Enrollment Event
 - Cox will be donating 50 computers to our District through the Amphi Foundation.
 - The Amphi Foundation and Cox will be holding a drive-thru enrollment and distribution event at Prince/AMS later this month.
 - All families needing internet will be invited to attend the event.
 - We are hoping for a visit from Wilbur and Wilma from UArizona to help hand out computers.



On-Site Supervision



- Required by Gubernatorial Executive Orders 2020-51.
- For the week of 8-17, approximately 1,600 were expected based upon parent notifications
- Actual utilization has been approximately 100 or less per day district wide
- Does require advance “reservations” to ensure adequate staffing is present
- Staffing by support staff – bus drivers, campus monitors, and others



Financial Impact of Pandemic



- Costs for unemployment claims have sky-rocketed to over \$168,000 for the past quarter -- an increase of more than 1000% over normal annual costs
- Enrollment Stabilization Grant application deadline was September 4th; District did apply due to decline in enrollment
- However, the district will receive less funding (5% - 15% less) on a per student basis for remote every student in remote learning
- Significant costs incurred:
 - Learning materials and subscriptions
 - enhanced cleaning and sanitation supplies, equipment and staffing
 - overtime wages or contracted services due to absence/leave coverage
 - Estimated to exceed \$3,000,000 total



Meal Service Update

Food Service has been working hard to meet the needs of many of our students. They've distributed more than 444,105 meals to families in need during the school closure and summer feeding programs.

Their newest effort is allow families to pre-order food for curbside pickup. On Sept. 1, the first day of pickup in the new program, they served more than 1,150 meals at their test site Amphi High School.

Amphitheater Food Service

Now Offering Meal Pre-ordering!
Visit amphi.com for more info and to pre-order meals

Why Pre-order Meals?

- School Meals help extend your household food budget
- Using our curbside service saves you time shopping and prepping meals. It is easy and convenient...just grab and go!
- Expanded pick-up windows to fit all schedules
- Bring the kids for a fun and familiar outing during the school day
- Amphi school meals are delicious and balanced-especially for growing minds!
- Amphi meals offer a great value and may even be free if your household qualifies

Safe, Nutritious School Meals

Supporting Amphi Food Services through the purchase of school meals helps fund Cafe operations at all Amphi Schools.



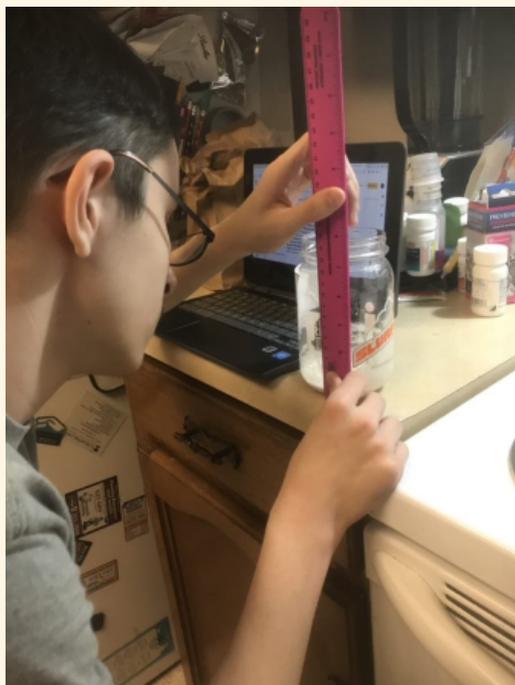
From Our Schools

Mesa Verde Elementary took an innovative approach to reading. They created a drive-through version of the book “Brown Bear, Brown Bear, What do you see?”





From Our Schools



Canyon del Oro students are making sourdough starters to practice the principles of scientific methodology. Students have the option to use their sourdough to bake bread or submit their data to a global citizen science project called Sourdough for Science run by North Carolina State University researchers.



Reopening





Where do things stand now?

- We have been watching state and local (most relevant) data for indicators allowing us to resume in-person learning.
- After a period of indicators climbing in wrong direction, more recent weeks have shown declines (the right direction).
- State's reopening benchmarks: 3 of 3 met.
 - CASES: a two-week decline in the number of cases OR a two-week of a case rate of less than 100 cases per 100,000 population within the county;
 - PERCENT POSITIVITY: for initial opening, two weeks of percent positivity less than 7% within the county; and
 - COVID-LIKE ILLNESS (CLI): two weeks with hospital visits due to CLI below 10% within the region.
- County's reopening benchmarks – all yellow and green are required for partial (hybrid) opening; all green required for full in-person opening



Where do things stand now?

PCHD Indicator: Disease Data

- Declining cases over two consecutive weeks* (with complete reporting of cases) (Below 10 per 100K) 
- Percent Positivity below 5 % for two consecutive weeks 
- COVID-19 like illness I hospitals below 10% for two consecutive  weeks*

19

*(Not including the current week)





Where do things stand now?

PCHD Indicator: Healthcare System Availability

- Lab Testing Availability and Utilization 
- Adequate hospital bed capacity to care for 2X the current COVID cases (+ surge) – Statewide 
- Sufficient Personal Protective Equipment (PPE) for Emergency Responders 

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Where do things stand now?

PCHD Indicator: Public Health Tracking and Prevention

- Timely case investigation ██████████
- Testing of symptomatic contacts within 48 hours ██████████
- Facilities/support for patients who can't be discharged home
 - Statewide ██████████

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Where do things stand now?

PCHD Indicators Summary

- 2 
- 6 
- 1 

Current metrics guide against reopening presently. Metrics are expected and continuing to improve, however, and support *openings* very soon.

When all indicators are green: full reopening.





Reopening

- Expectation that all metrics will “go green” within the next few weeks.
- Full reopening still likely after Amphi Fall Break (Oct. 12)
- Guarantee of two-weeks advance notice
- Parent and Staff surveys to be conducted this week to assess interests and potential participation
- Bottom line: we will reopen. But, after doing so, we should expect intermittent closures after breakouts are possible. Thus, we must have remote abilities at the ready.

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Reopening

- Growing concern regarding athletics
- New guidance from AIA late last week – not yet cleared for competition (FB)
- Reopening of school = Reopening of Athletic competition
- Reopening of competitions requires training/practice in advance
- Tuesday, September 15 Governing Board Meeting:
 - Proposal for reopening schools and athletics
 - Adherence to two-week advance notice for all constituents
 - To be informed by continuing advice from public health officials/agencies
 - To be informed by parent and staff input – surveys this week

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Thank you

Rio Vista has two great community partners to thank! Tucson artist Camilla Ibarra painted a special mural at Rio Vista featuring the bulldog mascot in a superhero costume. This ties into the schools superhero theme for its Student of the Month program.

Also, Tucson Appliance Company and Kailey Melen donated appliances to the school.



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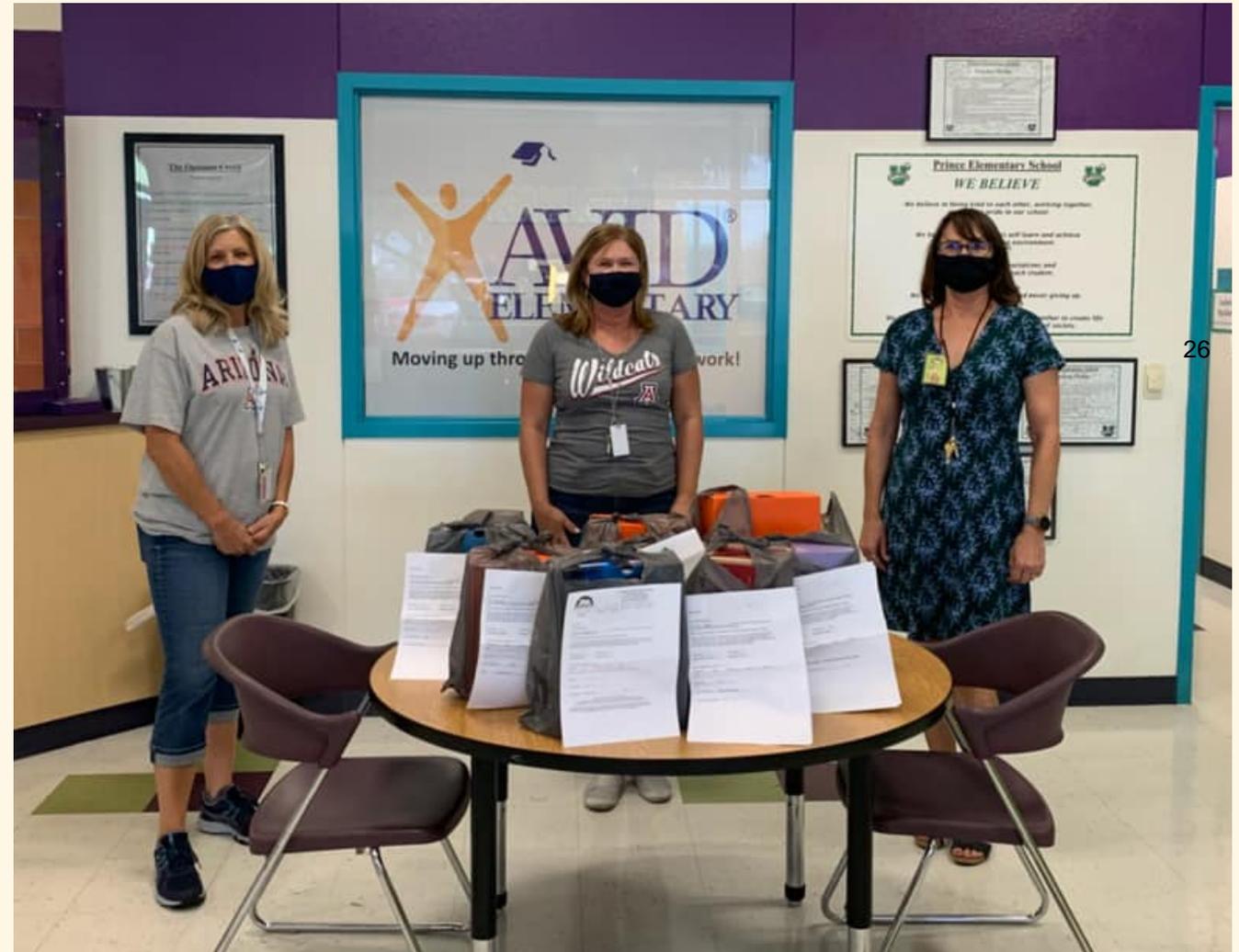


Thank you!

The Amphi Foundation is not letting COVID-19 stop the Shoes for Smiles program.

The Foundation made a special drop off of shoes at Prince Elementary last week.

The Foundation will continue to provide shoes for our students, even if they can't take the kids along for the shopping trips!







**GOVERNING BOARD AGENDA ITEM
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

DATE OF MEETING: **September 8, 2020**

TITLE: **Update on the Amphitheater Foundation**

BACKGROUND:

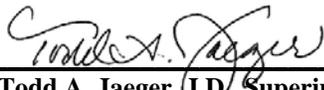
Leah Noreng, Executive Director of the Amphi Foundation, will update the Governing Board on the Foundation's accomplishments and activities over the past year. She will also review the mission and goals for the coming year.

RECOMMENDATION:

This item is presented for the Board's information.

INITIATED BY:

Date: August 28, 2020



Todd A. Jaeger, J.D., Superintendent



**GOVERNING BOARD AGENDA ITEM
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

DATE OF MEETING: September 8, 2020

TITLE: Annual Review of Bond and Capital Projects pursuant to A.R.S. 15-491(K)

BACKGROUND:

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.

RECOMMENDATION:

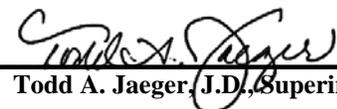
For information and discussion only.

INITIATED BY:



Jim Burns, Executive Manager, Operational Support

Date: August 27, 2020



Todd A. Jaeger, J.D., Superintendent



AMPHITHEATER

P u b l i c S c h o o l s

Annual Bond & Capital Expenditure Report

Per A.R.S. § 15-491 (K)

7/1/19 – 6/30/20

Per A.R.S. § 15-491 (K)

District Administration is required to present to the Board an annual review of projects being funded with monies from these sources:

- Adjacent Ways
- Building Renewal
- Bond Proceeds

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Adjacent Ways Projects-\$297,961

Amphitheater High School

- fire lane paving - \$19,455



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Canyon del Oro High School

- fire lane paving - \$132,415



Adjacent Ways Projects-cont.

Mesa Verde Elementary School

- fire lane paving - \$38,548



Prince Elementary School

- bus loop construction - \$107,543



Building Renewal Grants (SFB)

\$6,056,636

Amphitheater High School - \$771,469

- Roof replacement - multiple buildings - \$507,392
- G1/G2, G3/G4 & trainer's room HVAC replacement - \$42,694
- MDF HVAC replacement - \$9,909
- Main Gym roof assessment - \$2,540
- Central Plant 2 boiler replacement - \$61,196

34



Building Renewal Grants (SFB) cont.

- Central Plant 3 boiler replacement - \$76,309
- 500 Wing demising wall repairs - \$71,426



35



Building Renewal Grants (SFB) cont.

Canyon del Oro High School - \$1,910,362

- Roof replacement phase I - \$1,910,362



36



Building Renewal Grants (SFB) cont.



37



Building Renewal Grants (SFB) cont.

Coronado K-8 - \$379,483

- MPR roof replacement - \$379,483



38



Building Renewal Grants (SFB) cont.

Ironwood Ridge High School - \$2,063,329

- Roof restoration - \$2,063,329



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Building Renewal Grants (SFB) cont.

Cross Middle School - \$131,057

- MPR HVAC replacement - \$131,057



40



Building Renewal Grants (SFB) cont.

Painted Sky Elementary School - \$72,254

- Tile roof replacement - \$72,254



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Building Renewal Grants (SFB) cont.

Wilson K-8 - \$457,773

- Roof Replacement - \$457,773

Rillito Center - \$27,940

- Drainage improvements - \$9,400
- Roofing replacement design - \$18,540

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Building Renewal Grants (SFB) cont.

Harelson Elementary School - \$242,970

- Funhouse HVAC & roof replacement - \$242,970



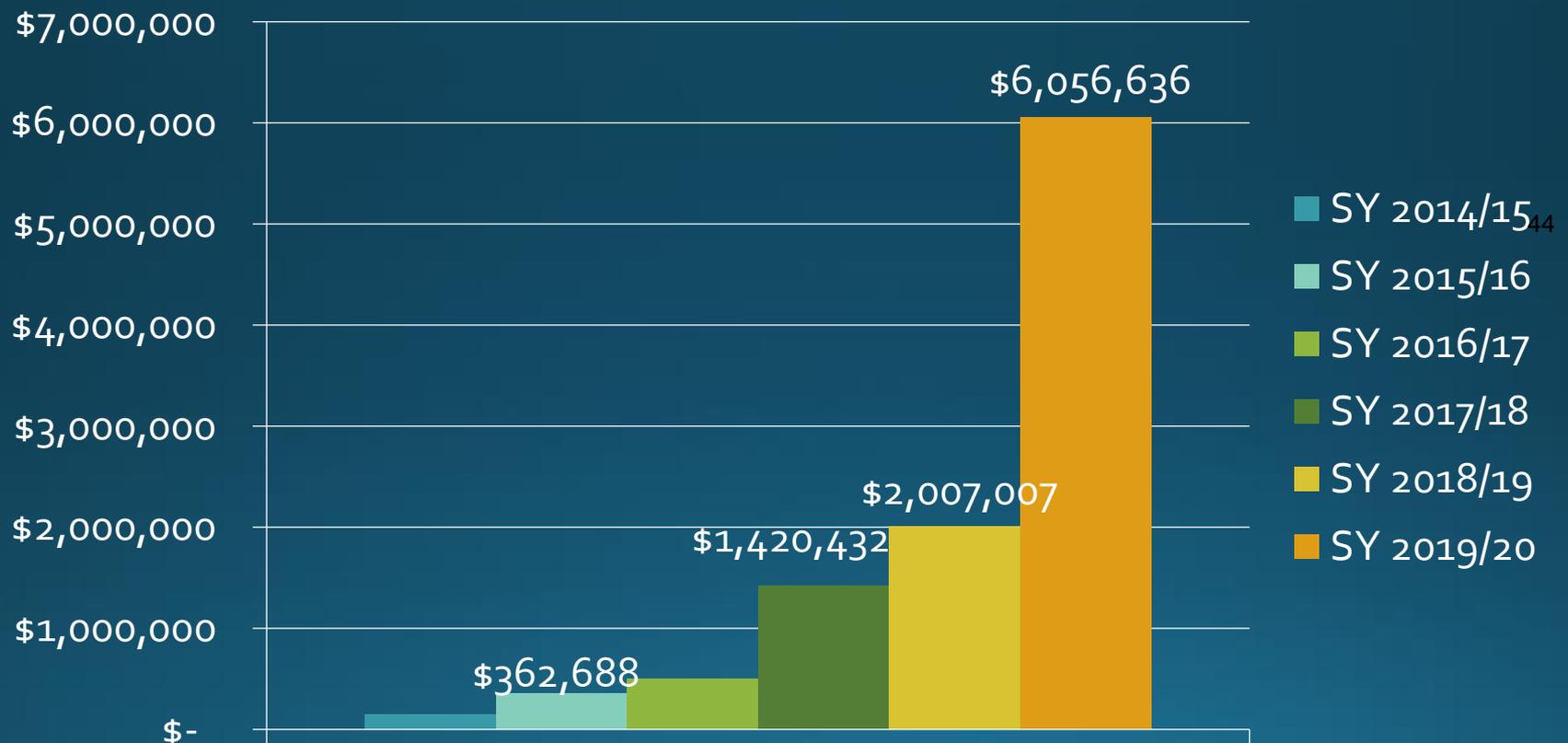
43



Building Renewal Grants

Total SY 2019/20 - \$6,056,636

*\$9,656,275 awarded SY 2019/20



Bond Projects

\$3,291,032

45



AMPHITHEATER

P u b l i c S c h o o l s



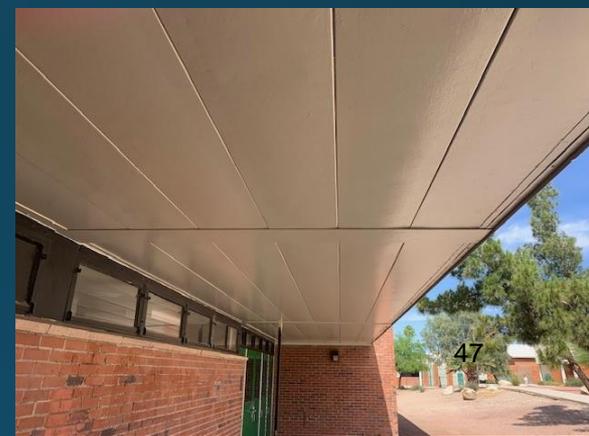
Amphitheater High School

Bond Projects Completed:

- Replaced acid waste line 300 wing \$6,788
- Asphalt repairs main parking lot \$18,624
- Welding lab assistance for JTED project \$17,317⁴⁶
- Design cost for cafeteria service line remodel \$11,390
 - Summer 2021 project
- 100 wing north side fascia painting \$13,127
- Library renovations \$348,393
 - 3 air conditioners replaced, new library carpet, new classroom lighting, new carpet in classroom 309



Amphitheater High School cont.



Canyon Del Oro High School

Bond Projects Completed:

- PA system upgrades \$165,374
 - Interior and exterior speakers, new wiring
- Installation of 4 panic gates in south gym \$24,956⁴⁸
- 600 Building waterline replacement \$8,209
- T Building fan coil replacement \$123,929
- AC replacement N Building (3 units) \$44,084



Canyon Del Oro High School cont.

Bond Projects Completed:

- Main switchgear design and replacement \$238,573⁴⁹
- Fire lane paving \$9,257
- Grounds building shingle replacement \$7,785
- M to T Building water line replacement \$54,566



Canyon Del Oro High School cont.



Ironwood Ridge High School

Bond Projects Completed:

- Central plant boiler replacement \$132,810
- Track resurface \$130,442
- Central plant heating and cooling repairs \$25,987⁵¹
 - New water heater and expansion tank in central plant
 - Replacement of pressure regulator
 - Replacement of mixing valve
 - Replacement of pressure reducing valve
- Football field storage container painting \$1,389
- Installation of a double gate near softball field \$2,646



Ironwood Ridge High School cont.

Bond Projects Completed:

- Accommodation improvements \$123,056
 - ADA faucets and sinks
 - ADA shower controls in locker rooms
 - Compliant science tables
 - ADA van accessible parking spots and signs
- Trainer's room repairs \$26,192
 - New floor and wall tile

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Ironwood Ridge High School cont.



Amphitheater Middle School

Bond Projects Completed:

• Kitchen improvements	\$16,219
• PA upgrades	\$109,382
○ Additional interior and exterior speakers	54
• 800 wing roof recoating	\$59,764
• Maker Space renovation	\$28,577
○ Included a new woodshop	
• MPR restroom repairs	\$13,096



Amphitheater Middle School cont.



55



Copper Creek Elementary School

Bond Projects Completed:

- Chiller replacement (2) \$203,877
- Maker Space improvements \$12,267
- New water fountain/bottle filler in nurses office \$4,639⁵⁶
- Administration boiler replacement \$10,261
- Design for staff restroom remodel for ADA \$7,500



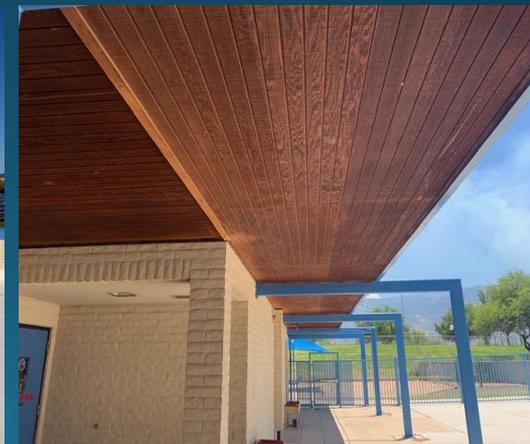
Coronado K-8 School

Bond Projects Completed:

- Maker Space improvements \$13,397
- Elementary classroom lighting improvements \$37,451⁵⁷
- North side of campus security fence upgrades \$14,259
- Elementary exterior painting improvements \$31,530
- East side of campus security fence painting \$7,058
- Exterior lighting improvements \$16,450
- Air conditioner replacement small gym \$28,008



Coronado K-8 School cont.



Cross Middle School

Bond Projects Completed:

- Maker Space improvements

\$17,623



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AMPHITHEATER

Public Schools



Donaldson Elementary School

Bond Projects Completed:

- Water fountain/bottle filler Admin and MPR \$5,226
- Maker Space improvements \$13,210
- E Pod roof restoration \$6,673⁶⁰



Land Lab

Bond Projects Completed:

- Exterior improvements \$24,455
 - New sink, water fountain/bottle filler
 - Fascia painting



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Harelson Elementary School

Bond Projects Completed:

- Funhouse improvements \$10,665
- Mechanical water line replacement \$56,541
- Maker Space improvements \$18,962⁶²



AMPHITHEATER

Public Schools



Holaway Elementary School

Bond Projects Completed:

- New west side inner campus security fence \$38,191
- Maker Space/new hallway lighting \$23,877



63



Keeling Elementary School

Bond Projects Completed:

- Sidewalk handicap ramp for new playground \$4,921
- Building D roof restoration \$30,423
- Building G parking lot improvements \$45,533
- Maker Space improvements \$11,863
- Room 230 carpet replacement \$2,060

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La Cima Middle School

Bond Projects Completed:

- Chiller compressor replacement (2) \$132,293
- East side exterior door replacement \$3,553

65



Mesa Verde Elementary School

Bond Projects Completed:

- Maker Space improvements \$18,294
- Carpet replacement classrooms 13/14 \$6,183
- MPR interior painting improvements \$13,358 ⁶⁶
- Carpet replacement room 10 \$2,693



Nash Elementary School

Bond Projects Completed:

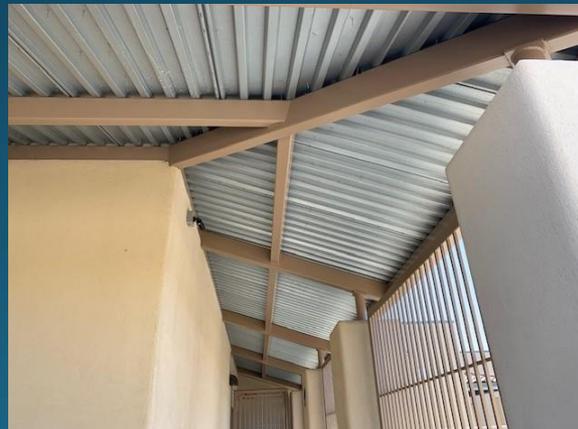
- Administration boiler replacement \$61,823
- Maker Space improvements \$12,267
- Parking lot and basketball court replacement \$74,906⁶⁷



Painted Sky Elementary School

Bond Projects Completed:

- New fire alarm system design \$10,401
- Water heater replacement Building B \$7,624
- VFD cooling tower replacement \$4,306⁶⁸
- Administration interior and exterior painting \$9,462



Prince Elementary School

Bond Projects Completed:

- Maker Space and classrooms 21-25 flooring \$36,718
- Access control improvements \$39,588



Rillito Center

Bond Projects Completed:

- Pool deck tile replacement \$27,932
- Greenhouse repair, sensory room improvement,
new school sign \$16,875

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Rio Vista Elementary School

Bond Projects Completed:

- New inner campus security fence \$64,677
- Security fence painted \$6,434
- Stage floor VCT replacement \$3,097⁷¹
- Smoke detector upgrades Building C \$10,700
- MPR air conditioner replacement \$35,994



Walker Elementary School

Bond Projects Completed:

- Pre-K air conditioner replacement \$41,261
- Access control improvements \$6,010⁷²



Wilson K-8 School

Bond Projects Completed:

- Maker Space improvements \$12,267
- Fire alarm replacement design \$22,101⁷³
- ADA restroom improvements \$151,361



Building System	Current Deficiencies	Bond Expenditures	SFB Expenditures	Adjacent Ways	Total Expenditures	Short Term Needs	Long Term Needs	Total Needs
	2015					2015 - 2020	2021 - 2025	Ten Year
TOTAL	17,001,188	3,291,032	6,056,636	297,961	9,645,629	45,412,832	30,441,474	75,854,306
Site Structures								
Parking Lots / Drives	915,457	204,376		297,961	502,337	2,056,671	526,309	2,582,980
Gates and Fencing	45,220	158,221			158,221	421,908	61,143	483,052
Walkways and Patios	69,648	4,921			4,921	263,484	268,520	532,004
Athletic Courts	439,234	158,374			158,374	497,367	423,942	921,309
Exterior Bleachers	-				-	-	264,128	264,128
Exterior Surfaces								
Exterior Enclosure	-	31,530	71,426		102,956	445,574	695,975	1,141,549
Eaves and Overhangs	52,402	13,127			13,127	736,589	392,084	1,128,673
Exterior Doors	75,636	20,089			20,089	395,495	700,661	1,096,155
Exterior Windows	22,441				-	309,046	244,420	553,465
Interior Surfaces								
Interior Brick and Steel	-				-	157,396	311,199	468,595
Drywall	43,948	135,865			135,865	193,987	262,874	456,862
Flooring	324,607	138,143			138,143	923,146	365,902	1,289,048
Tile	9,748	28,692			28,692	227,677	151,698	379,374
Ceilings	72,307	42,546			42,546	639,024	332,188	971,212
Interior Doors	6,718	5,620			5,620	143,652	16,981	160,633
Operable Walls	63,442				-	218,402	55,989	274,391
Built-In Furniture	49,816	60,390			60,390	186,702	115,953	740,655
Interior Windows	-				-	69,599	9,322	78,921
Roofing								
Roof System	737,168	104,645	5,511,673		5,616,318	2,971,922	2,890,402	5,862,324
Flashings and Curbing	434,162	18,500			18,500	1,635,759	2,004,473	3,640,232
Drains	26,304				-	707,808	1,242,572	1,950,381
Grounds								
Turf	246,407				-	284,317	-	284,317
Non-turf	167,275				-	224,540	-	224,540
Plant Materials	169,598				-	201,557	40,066	241,623
Athletic Fields	143,709	1,389			1,389	157,077	-	157,077
Playgrounds	53,777	16,875			16,875	174,738	16,170	190,908
Drainage	124,705		9,400		9,400	147,438	-	147,438
Trees	121,028				-	148,729	-	148,729
Irrigation								
Turf Irrigation	-				-	4,603	275,514	280,117
Non-turf Irrigation	-				-	20,022	248,505	268,527
Plant Material irrigation	-				-	15,017	207,964	222,981
Athletic Field Irrigation	-				-	1,492	208,902	210,393
Wells	2,195				-	37,322	60,619	97,941
Tree Irrigation	-				-	10,760	141,272	152,032



Building System	Current Deficiencies	Bond Expenditures	SFB Expenditures	Adjacent Ways	Total Expenditures	Short Term Needs	Long Term Needs	Total Needs
	2015					2015 - 2020	2021 - 2025	Ten Year
Plumbing								
Water Heaters	961,084	7,624			7,624	1,239,315	1,440,355	2,679,670
Domestic Water	944,453	140,746			140,746	1,322,072	974,290	2,296,362
Gas Distribution	738,270				-	1,289,744	399,878	1,689,622
Fixtures and Valves	391,953	118,280			118,280	609,596	538,329	1,147,925
Backflows	372,511	38,900			38,900	601,930	357,060	958,990
Trap and Septic Systems	373,763	14,997			14,997	565,848	322,405	888,253
Swimming Pools	-	19,390			19,390	2,351	-	2,351
Disposal Lift Stations	121,718				-	141,642	73,219	214,861
HVAC								
Boilers	377,346	204,894	137,505		342,399	1,364,196	684,914	2,049,110
Chillers	409,690	366,463			366,463	2,338,647	1,931,158	4,269,805
Cooling Towers	191,613	45,800			45,800	1,442,177	59,792	1,501,969
Energy Management	462,897				-	726,081	943,084	1,669,165
Fan Coils	186,593	123,929			123,929	630,596	363,275	993,871
Heat Pumps	266,655				-	364,749	92,369	457,118
Heating Systems	120,028				-	384,338	191,670	576,008
Package Refrigeration	909,965	105,263	326,632		431,895	2,723,051	1,206,775	3,929,826
Multizone Systems	128,083	44,084			44,084	455,017	413,853	868,870
Split Systems	53,907	59,850			59,850	611,963	623,454	1,235,417
Evaporative Coolers	119,184				-	181,692	134,729	316,421
Electrical								
Switchgear	1,313,561	238,573			238,573	2,673,655	1,455,947	4,129,602
Transformers	660,170	2,500			2,500	1,990,972	406,074	2,397,046
Interior Lighting	330,261	130,110			130,110	1,357,088	740,373	2,097,460
Exterior Lighting	492,126	16,450			16,450	1,003,316	441,875	1,445,191
Emergency Lighting	489,345				-	998,886	333,927	1,332,813
Receptacles	91,419	8,670			8,670	494,953	291,947	786,900
Dimmers Systems	124,830	26,450			26,450	254,901	-	254,901
Emergency Generators	-				-	-	88,919	88,919
Inverters	87,730				-	87,730	9,241	96,972
Special Systems								
Fire Alarms	875,699	43,202			43,202	1,548,142	1,460,241	3,008,383
Fire Sprinklers	375,627				-	530,673	687,251	1,217,924
Clocks	240,966				-	408,185	363,864	772,048
Access Control	20,595	45,598			45,598	310,265	122,843	433,107
Intercoms	265,392	274,756			274,756	412,064	460,545	872,609
Intrusion Alarms	49,111				-	87,129	-	87,129
Special Equipment								
Bleachers	-				-	444,007	33,385	477,392
Elevators and Lifts	-				-	508,389	67,294	575,683
ADA Door Openers	7,287	71,200			71,200	226,682	118,808	345,490
Lockers	-				-	147,926	15,933	163,859
Stage Rigging	-				-	68,161	-	68,161
Sky Lighting	13,734				-	134,067	10,475	144,543
Kilns	16,671				-	101,819	46,177	147,995



Bond Expenditure Transportation

\$600,408 - purchased 3 buses



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AMPHITHEATER
Public Schools



Bond Expenditure - Technology

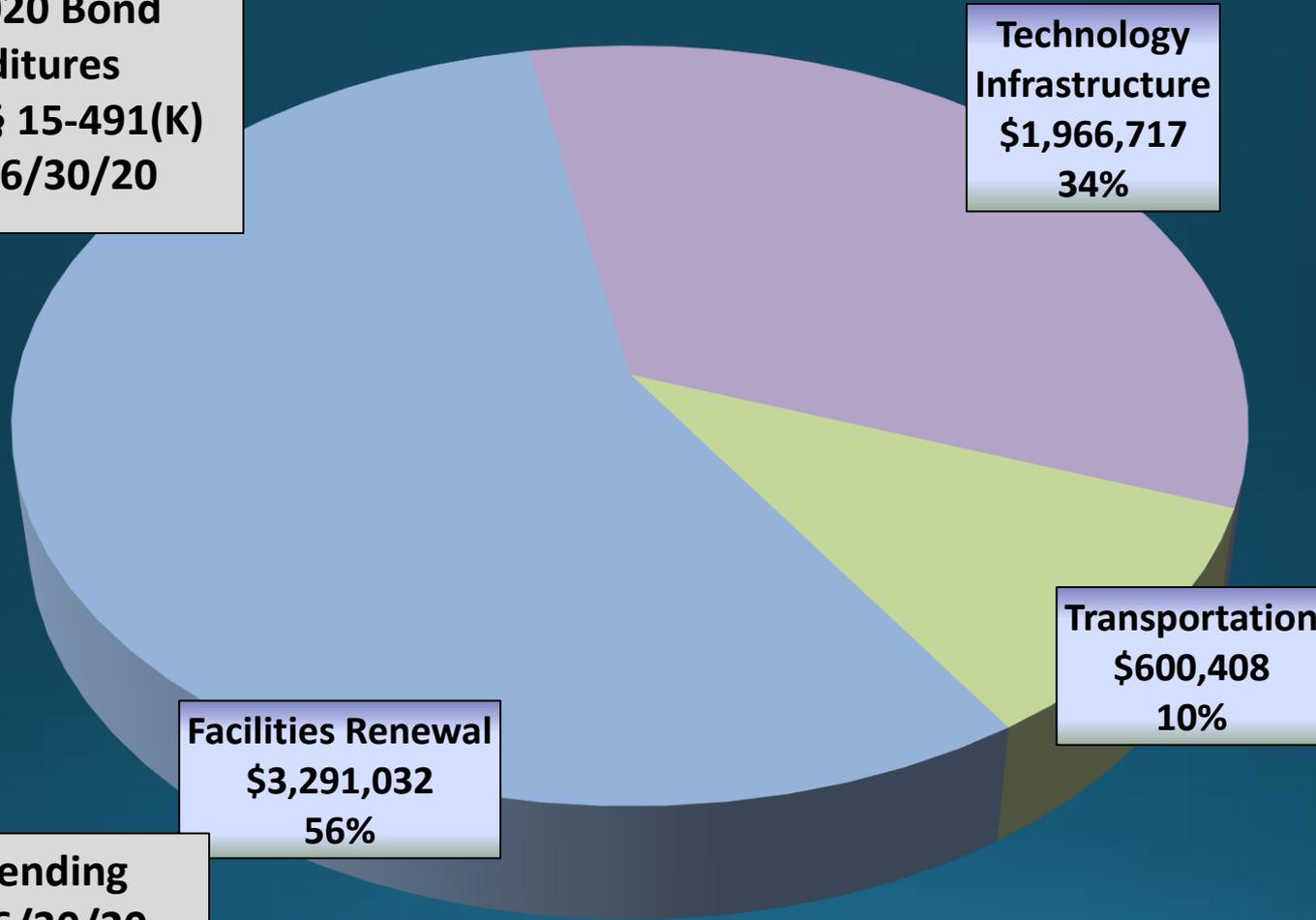
\$1,861,936

- Computers/end devices \$1,820,270⁷⁷
- Servers/routers \$110,998
- Cabling and infrastructure \$35,449



	Expended SY 19-20	Total Expended	Amount Authorized	Remaining Balance
Transportation	\$600,408	\$2,691,275.00	\$6,000,000.00	\$3,308,725.00
Facilities Renewal	\$3,291,032	\$15,653,342.00	\$36,000,000.00	\$20,346,658.00
Technology Infrastructure	\$1,966,717	\$6,077,261	\$16,000,000.00	\$9,922,739.00
Total	\$5,858,157	\$24,421,878.00	\$58,000,000.00	\$33,578,122.00

2019 - 2020 Bond Expenditures per A.R.S. § 15-491(K) 7/1/19 - 6/30/20



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Bond Spending 7/1/19 - 6/30/20 \$5,753,376



AMPHITHEATER

Public Schools



Questions?

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**GOVERNING BOARD AGENDA ITEM
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

DATE OF MEETING: September 8, 2020

TITLE: International Baccalaureate (IB) Programme Overview

BACKGROUND:

In our continued effort to keep the Governing Board informed on programs in our District, administration will present the Governing Board with an overview of our International Baccalaureate Programme (IB) including our financial commitment to the program, the growth and decline in student interest over the years, and our plans for the future of IB.

Canyon del Oro High School was authorized as an IB World School in February of 2012 and is one of 942 schools nationwide that offers the IB Diploma Programme (DP) to students in 11th and 12th grades who are seeking personal and academic growth. Of those 942 schools, there are 19 schools in Arizona that offer the Diploma Programme and only two schools in Tucson.

During the first five years of the implementation of the IB Diploma Programme, we began seeing student interest decline from initial inception of the Full Diploma enrollment. In reviewing the program's vision and needed growth, it was determined that changes would need to be made in order to meet the needs of a wider range of students. Over the last two years, we have transformed from a program with a limited scope, marketed to the highest achieving students at CDO, to a much more inclusive program that almost 20% of our current junior class will participate in. With a new vision for recruitment and retention, as well as the implementation of the IB Certificate Pathway Programme, student interest and participation has increased significantly.

The original intent of the program was to provide students with a 2-year college preparatory program that would transfer to high rates of college acceptance and post-secondary opportunities. In the history of the IB Programme at CDO, many Valedictorians, Salutatorians, and top 10 graduates were IB students who have gone on to post-secondary opportunities. While the success of these students was expected, it became clear to us that it was going to be difficult to maintain a program that focused on a select group of students. Our "one size fits all approach" presented a de facto selection of a small group of students and eliminated other students who also had an interest in portions of the program. Students who were heavily involved in other programs or had other interests were finding it difficult to choose between being enrolled in IB and/or continuing with other programs of interest. Through the integration of the IB Certificate Programme, CDO students found that they were able to participate in multiple program offerings, while still taking IB courses.

The draw of the IB Diploma Programme continues to be a rigorous academic program designed to encourage students to have a positive attitude towards learning, to ask challenging questions, reflect critically, develop research skills, and to become active life-long learners with international awareness.

Canyon del Oro High School now offers an alternative IB Certificate Programme which, similar to the Advanced Placement (AP) program, allows students who earn a high enough score on assessments to potentially earn college credit. Individual subject Certificates may be completed by students not wishing to complete the full IB Diploma Programme.

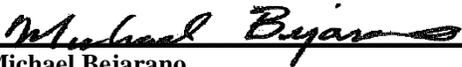
Post-secondary data continues to show that as of 2019, 96% of all Canyon del Oro High School IB DP and Certificate graduates have gone on to a 2- or 4-year college to continue their studies.

Administration will present and highlight the future for the IB Programme.

RECOMMENDATION:

For information and discussion only.

INITIATED BY:


Michael Bejarano
Associate Superintendent for Secondary Education

Date: August 28, 2020


Todd A. Jaeger, J.D., Superintendent

Canyon del Oro High School
IB Diploma Programme Overview

September 8, 2020



IB Diploma Programme (DP) Basics

- Rigorous 11th and 12th grade college-readiness program for students seeking **personal** as well as **academic** growth.
- Aims to develop inquiring, knowledgeable, and caring young people who work towards becoming active, compassionate, life-long learners with international awareness.
- Students are encouraged to have a positive attitude toward learning, ask *challenging* questions, reflect *critically*, develop *research* skills, learn *how* to learn, and participate in *community* service.

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IB Course Traits

IB courses:

- are weighted and most are 2 years in duration.
- have a specific emphasis on writing, discussion, critical thinking, and developing the whole student.
- provide multiple assessment types (presentations, reflections, fieldwork, lab experiments, literary performances, mathematical investigations, formal exams) to give a more accurate depiction of student learning.



IB Mission Statement

- The IB Learner Profile is the mission statement in the form of learning outcomes.
- Learner profile traits are developed throughout the curriculum and support Amphitheater's Portrait of a Graduate.



IB Schools and Programmes

- IB offers four programmes for students aged 3 to 19.
- As of May 2020, there were 7,002 programmes offered across 5,284 schools in 158 countries.
- There are 19 AZ High Schools, including CDO, that offer the Diploma Programme.



IB Outcomes

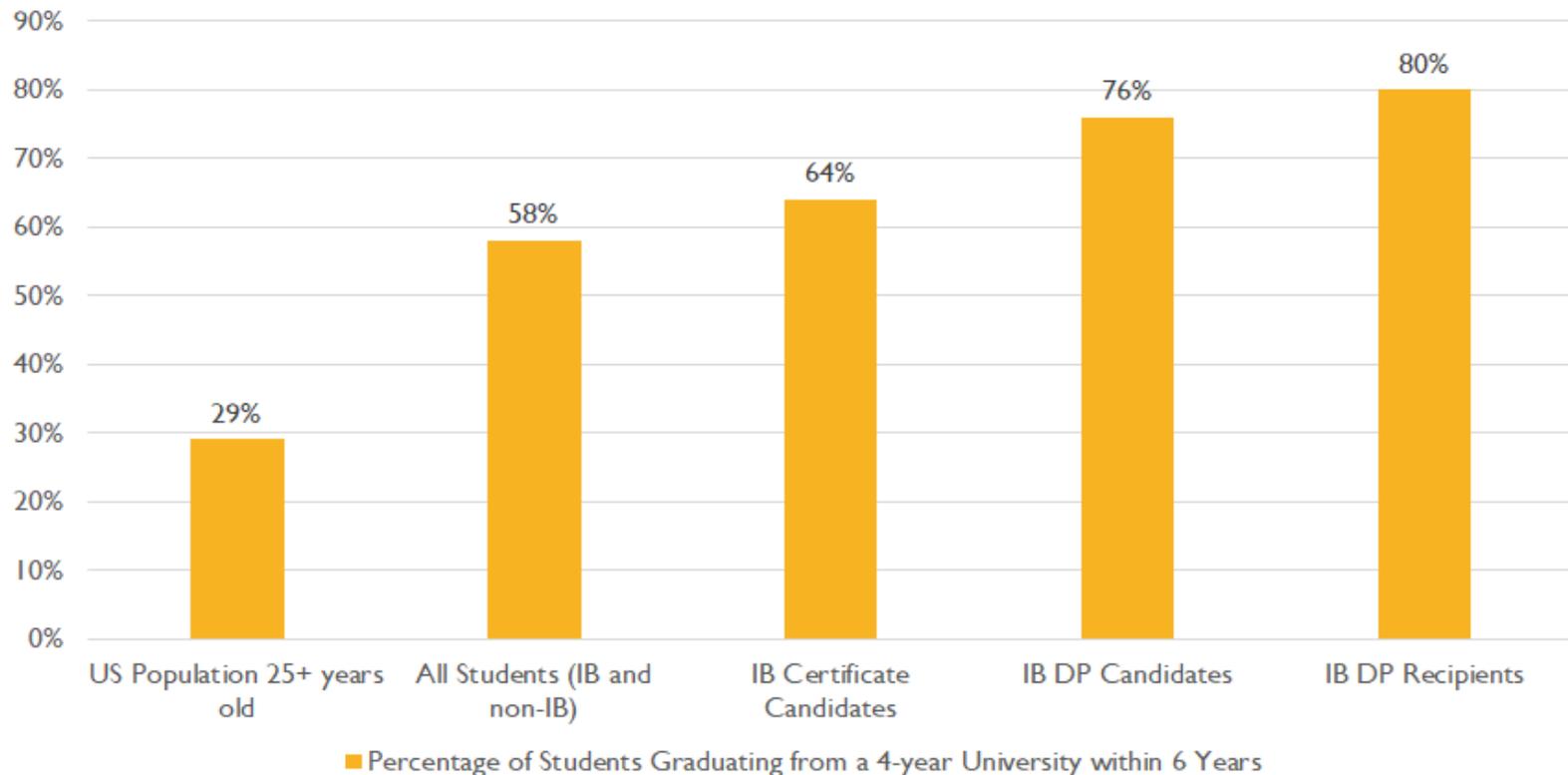
Compared to their non-IB peers, research shows that IB Diploma Programme graduates:

- have higher college acceptance rates.
- who attend college, feel they have the skills to complete research projects and are more willing to engage in future research.
- tend to make more contributions to campus life by participating in activities such as community service, tutoring, assisting faculty in research, study abroad, internships, and joining clubs and other student groups.



IB Outcomes in Post-Secondary Education

Percentage of Students Graduating from a 4-year University within 6 Years



IB at Canyon del Oro High School

- CDO was authorized as an IB World School in February of 2012.
- CDO's first Diploma Programme graduating class was in May of 2014.
- To increase accessibility to the Programme to more students, CDO began offering the Certificate Pathway in 2018.
- The class of 2020 was CDO's 7th graduating class and the first class to graduate both Full Diploma students and Certificate students.

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Feedback from our students



IB Full Diploma vs. Certificate

Full Diploma Programme (6 IB subject courses + the “DP Core”)	Certificate Programme (1 - 3 IB courses + other CDO programs)
<ul style="list-style-type: none">• Students take 6 courses, 3 HL (Higher Level) and 3 SL (Standard Level)<ul style="list-style-type: none">○ 6 IB subject areas:<ul style="list-style-type: none">▪ Language & Literature▪ Language Acquisition▪ Individuals & Societies▪ Experimental Sciences▪ Mathematics▪ Art & Electives• The DP Core:<ul style="list-style-type: none">○ Theory of Knowledge (TOK)○ Creativity, Activity, Service (CAS)○ The Extended Essay (EE)	<ul style="list-style-type: none">• Students generally take 1-3 IB courses at any level and do not participate in the Core. • Most of these students combine IB courses with <i>AP</i>, <i>CTE/JTED</i>, Fine Arts courses, and other electives.



IB Diploma Programme Results

Year	CDO Full DP Students	CDO Certificate Students	CDO Students earning DP	CDO% attaining Diploma	AZ% attaining Diploma	CDO Average grade for passing student	CDO Students earning 4 or higher
2020	12	32	11	92%	TBA	4.98	84%
2019	17	4	12	71%	60%	4.85	81%
2018	17	4	16	94%	62%	4.89	88%
2017	22	4	17	77%	63%	4.73	81%
2016	26	9	11	42%	66%	4.88	92 73%
2015	23	3	18	78%	68%	5.06	75%
2014	37	0	23	62%	68%	5.02	82%



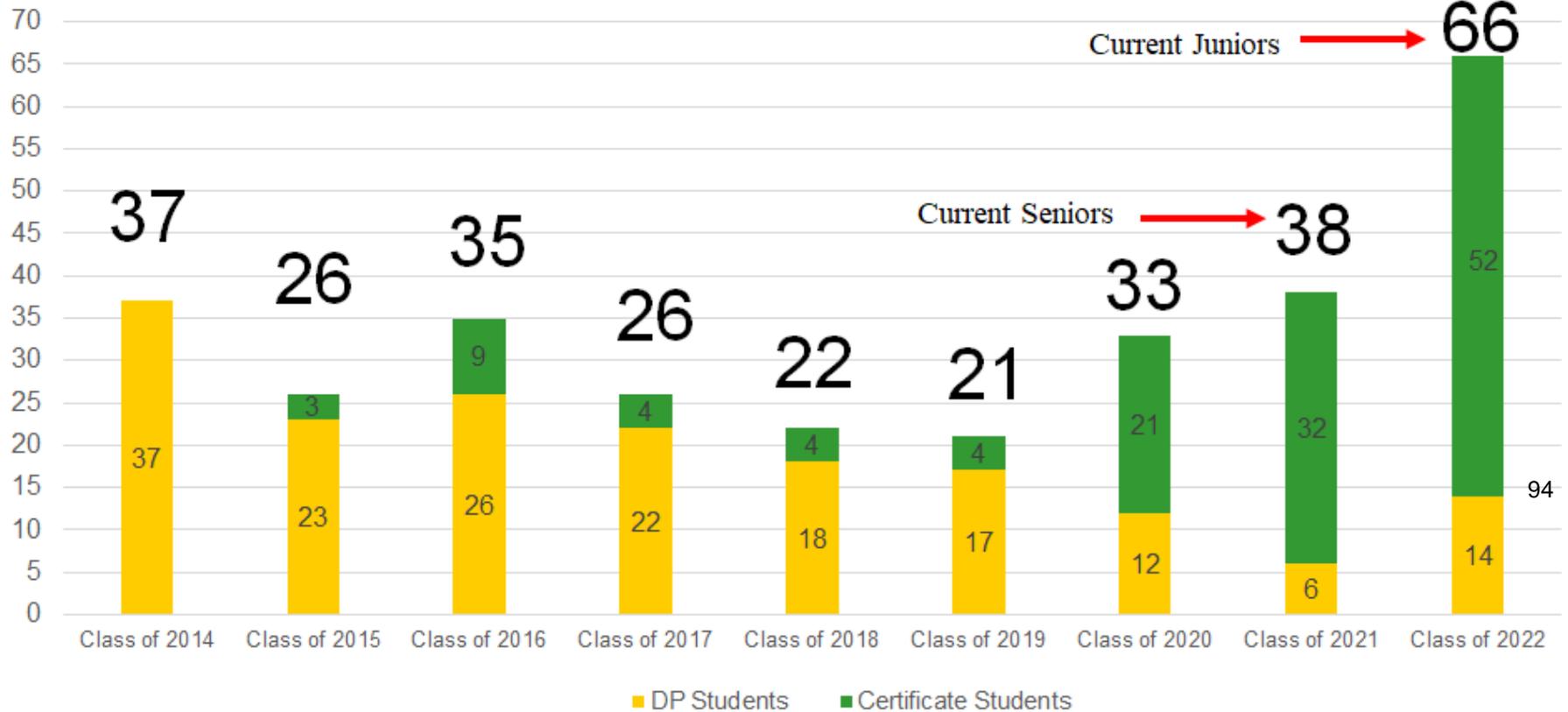
Post-Secondary Data

- As of 2019, 96% of all CDO IB DP and Certificate graduates have gone on to a 2- or 4-year college to continue their studies.
- 94% of those went on to a 4-year university.
- 75% of those chose to attend one of our in-state public universities and 25% chose to attend an out-of-state and/or private university.

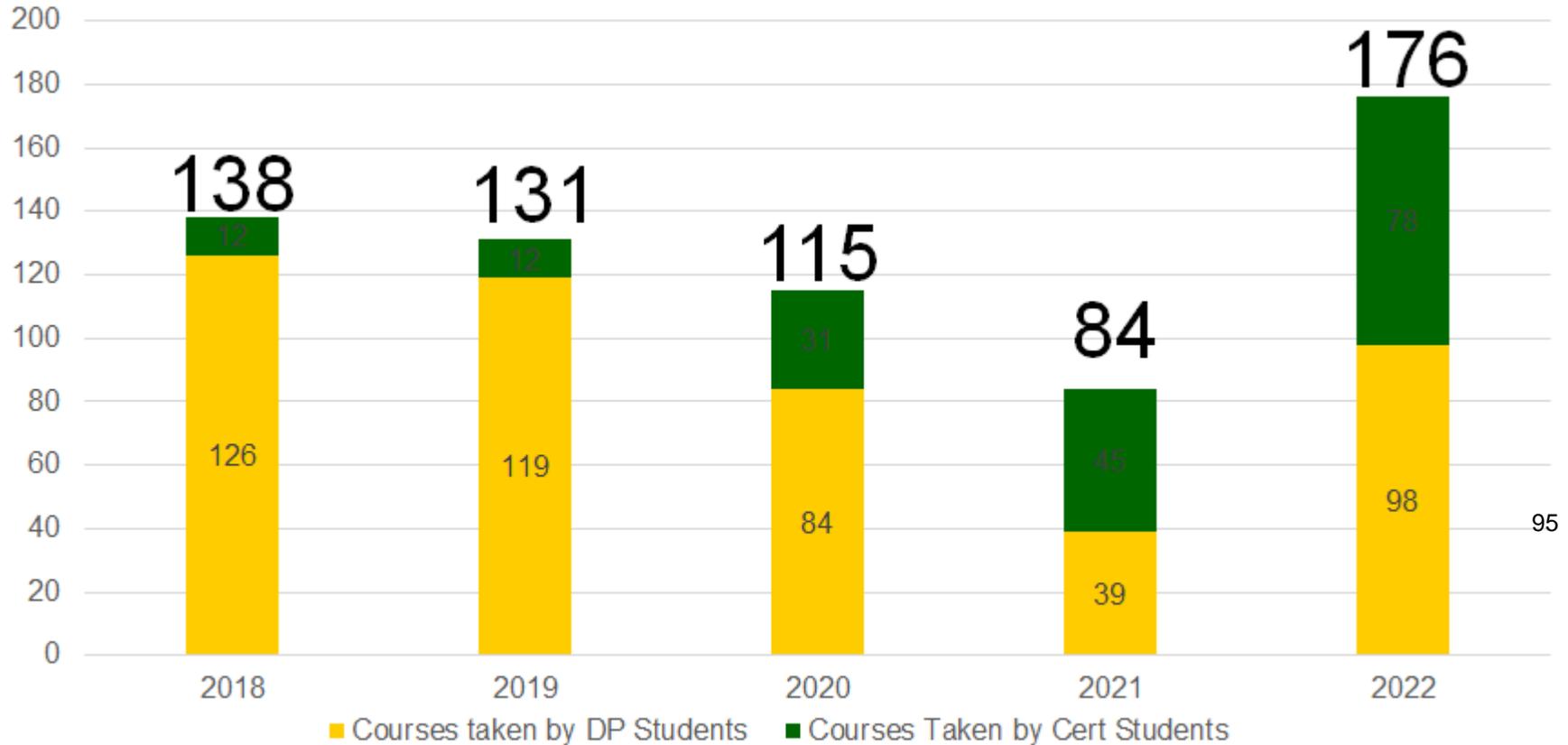
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IB Enrollments



IB Enrollments: Total IB Courses Taken



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Open Enrollment Data for 2020-2021

- 12th grade: 18 open enrolled out of 40 IB students
- 11th grade: 30 open enrolled out of 70 IB students
- 10th grade: 56 open enrolled out of 92 expressing interest
- 9th grade: 65 open enrolled out of 136 expressing interest



Our Commitment to IB

- In 2019-20, we allocated 2.6 additional Fulltime Equivalent (FTE) to the IB Programme
- The additional FTE was funded through our Class Size Reduction (CSR) funds
- Total FTE cost is approximately \$250,000 annually
- Annual IB membership cost is \$11,650
- \$10,000 is set aside yearly for professional development

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New Recruitment and Visibility Strategies Implemented in 2019-2020

- Strong Online Presence
- In-Person Presentations
- Data Tracking and Communication
- 10th Grade Recruitment



New Recruitment and Visibility Strategies Implemented in 2019-2020

Online Presence:

- CDO IB webpage
- IB presence on the Amphi website for the first time
- Student video
- “IB at CDO” Instagram
- IB related posting on CDO and CDO PTO Facebook

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New Recruitment and Visibility Strategies Implemented in 2019-2020

In-Person Presentations:

- Featured at the Honors Night recruitment event (November)
- Hosted IB Information Night (December)
- Featured at Future Dorado Night (February)
- IB presentations to 9th and 10th grade English classes (Fall)
- IB presentations in 8th grade Humanities classes (Spring)

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New Recruitment and Visibility Strategies Implemented in 2019-2020

Data Tracking and Communication:

- Pre-IB Student Database
- Current 9th and 10th graders who are in top 25% of class
- Periodic email communications to Pre-IB students and families



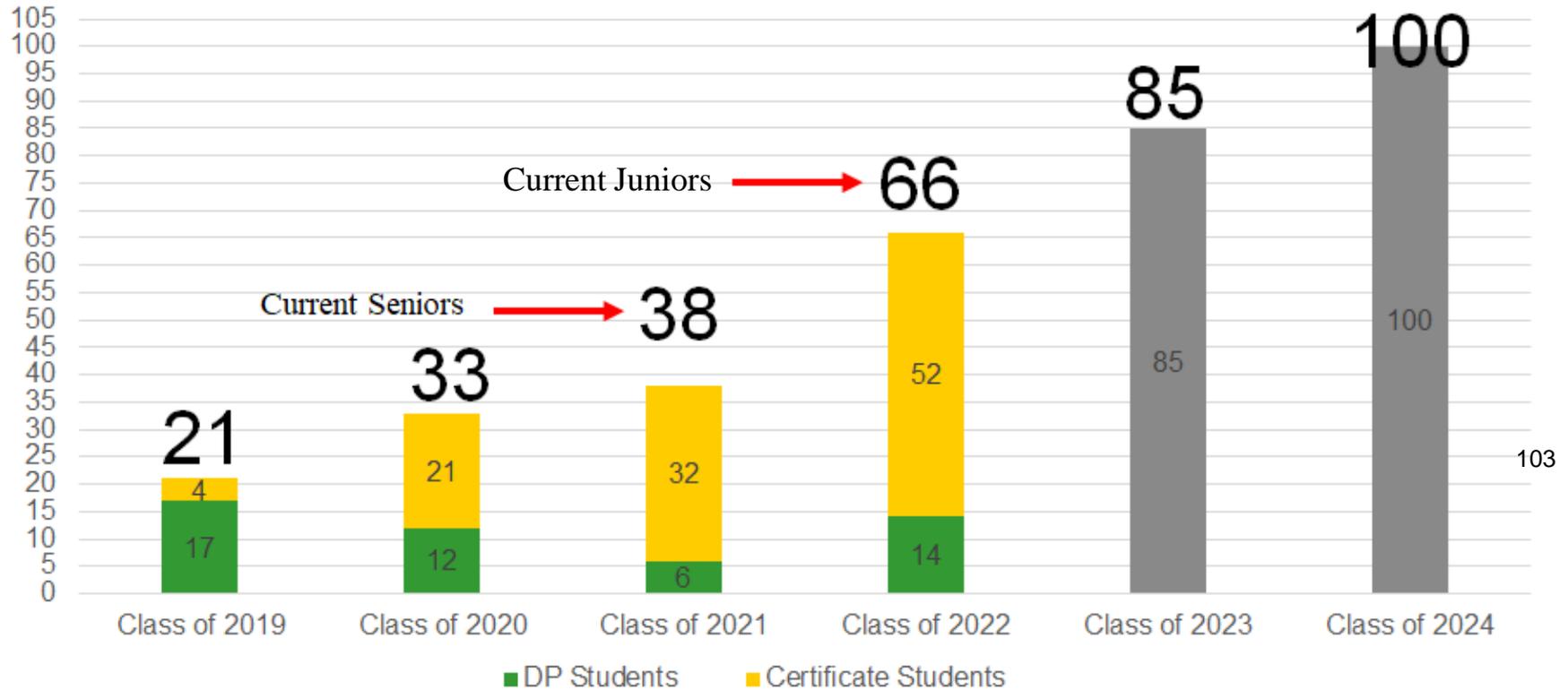
New Recruitment and Visibility Strategies Implemented in 2019-2020

10th Grade Recruitment:

- Jan-Feb met with every 10th grader interested in IB or in top 25% of class
- Started 10th grade shadowing program



IB Enrollments and Projections



Our Vision for Future Growth

- Pre-IB student engagement
- Streamlining of elective courses. Standard Level (SL) elective courses will all be moved from 2-year to 1-year classes.
- Expansion of IB science offerings.
- Continued community outreach
- Potential introduction of IB Career-related Programme (CP)



Our Vision for Future Growth IB Career-related Programme (CP)



- Students take two (2) IB courses, choose **one career-related field to study**, and complete four elements of the IBCP Core (Personal and Professional Skills course, Service Learning, Language development, Reflective project - tied to career field)
- Why the CP?
 - Allows students to combine academic subjects with their professional interests¹⁰⁵
 - Strengthens and supports current CTE and JTED programs already in place at CDO
 - Encourages more “completers” in the CTE programs at CDO
 - Encourages critical thinking and creativity in real-world situations



Questions?





**GOVERNING BOARD AGENDA ITEM
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

DATE OF MEETING: September 8, 2020

TITLE: Review of 2020-2021 Property Tax Rates

BACKGROUND:

The Pima County Board of Supervisors set the Fiscal Year 2021 Property Tax rates on August 17th.

A comparison of school district property tax rates will be presented.

RECOMMENDATION:

Information only, no action required.

INITIATED BY:

Scott Little

Scott Little, Chief Financial Officer

Date: August 26, 2020

Todd A. Jaeger

Todd A. Jaeger, J.B., Superintendent

2020-2021 Tax Rates

	<i>Maint. & Operation (M&O)</i>	<i>Unrestricted Capital</i>	<i>Adjacent Ways</i>	<i>Dropout Prevention</i>	<i>Soft Capital</i>	<i>Primary Total</i>	<i>Class A Bond</i>	<i>Class B Bond</i>	<i>Desegregation</i>	<i>M&O - Override</i>	<i>K-3 - Override</i>	<i>Capital Outlay - Override</i>	<i>Secondary Total</i>	<i>Combined Tax Rate</i>
TUCSON UNIFIED	3.8099		0.0280	0.0215		3.8594	0.4814	1.7835				2.2649	6.1243	
MARANA	3.7633		0.0930			3.8563	1.0589		0.8442			1.9031	5.7594	
FLOWING WELLS	3.8232					3.8232	1.3384		1.5223			2.8607	6.6839	
AMPHITHEATER	3.7473			0.0078		3.7551	0.8200	0.2427	0.4699	0.1645		1.6971	5.4522	
SUNNYSIDE	3.7732			0.0532		3.8264	1.3266					1.3266	5.1530	
TANQUE VERDE	3.7511					3.7511	0.5990		0.8883			1.4873	5.2384	
CATALINA FOOTHILLS	3.7134					3.7134	0.6801		0.6123		0.5820	1.8744	5.5878	
VAIL	3.7682		0.0847			3.8529	1.5324		1.7787			3.3111	7.1640	
SAHUARITA	3.8488					3.8488	1.7062		1.5795		0.2868	3.5725	7.4213	
ALTAR VALLEY	4.7140					4.7140			0.9382			0.9382	5.6522	

Comparison of Combined Rates

	2019-2020	2020-2021		
	Combined Rate	Combined Rate	\$ Increase/ (Decrease)	% Increase/ (Decrease)
TUCSON UNIFIED	6.3328	6.1243	(0.2085)	(3.29%)
MARANA UNIFIED	5.9206	5.7594	(0.1612)	(2.72%)
FLOWING WELLS	6.8539	6.6839	(0.1700)	(2.48%)
AMPHITHEATER UNIFIED	5.4507	5.4522	0.0015	0.03%
SUNNYSIDE UNIFIED	5.4129	5.1530	(0.2599)	(4.80%)
TANQUE VERDE UNIFIED	5.3974	5.2384	(0.1590)	(2.95%)
CATALINA FOOTHILLS	4.9943	5.5878	0.5935	11.88%
VAIL UNIFIED	7.4759	7.1640	(0.3119)	(4.17%)
SAHUARITA UNIFIED	7.8712	7.4213	(0.4499)	(5.72%)
ALTAR VALLEY	5.5805	5.6522	0.0717	1.28%

Tax Rates for 2020-21

	Primary Rate	Secondary Rate	Combined Rate
SAHUARITA UNIFIED	3.8488	3.5725	7.4213
VAIL UNIFIED	3.8529	3.3111	7.1640
FLOWING WELLS	3.8232	2.8607	6.6839
TUCSON UNIFIED	3.8594	2.2649	6.1243
MARANA UNIFIED	3.8563	1.9031	5.7594
ALTAR VALLEY ELEMENTARY	4.7140	0.9382	5.6522
CATALINA FOOTHILLS UNIFIED	3.7134	1.8744	5.5878
AMPHITHEATER UNIFIED	3.7551	1.6971	5.4522
TANQUE VERDE UNIFIED	3.7511	1.4873	5.2384
SUNNYSIDE UNIFIED	3.8264	1.3266	5.1530



**GOVERNING BOARD AGENDA ITEM
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

DATE OF MEETING: September 8, 2020

TITLE: Report on the 2020 Summer Institute and BOOST

BACKGROUND:

The 2020 Summer Institute was held for the second time this past May and June. This summer, obviously, the traditional in-person workshops had to be reimagined. Due to in-person constraints, most of the workshops were held virtually with some small in-person participation depending on the workshop topic.

This year, the program consisted of 54 individual workshops. Most workshop topics extended the learning done during the school year. Fifteen workshops were technology-related, the remainder targeted some aspect of instruction. Some were provided to support employees who did not have an option to attend specific workshops during the school year. Participants were compensated using Results Based Funding for attending full and half-day workshops and will participate in follow-up activities to ensure classroom implementation.

BOOST (Building Outstanding Organized Successful Teachers) was held also for the second time this past July. Originally scheduled for three days, this workshop was tailored to meet the needs of brand new teachers. Due to COVID-19 concerns and the decision to begin the school year online, the focus shifted to providing professional development geared towards online instruction in two days with the understanding that the third day, geared towards brick-and-mortar instruction, will occur at some point during the school year.

A brief presentation highlighting the 2020 Summer Institute and BOOST will be provided by Dr. Shannon McKinney.

RECOMMENDATION:

This report is provided for the Governing Board's information.

INITIATED BY:

**Dr. Shannon McKinney,
Director of Curriculum and Assessment**

Date: September 2, 2020

Todd A. Jaeger, J.D., Superintendent



Governing Board Presentation

September 8, 2020

2020 Summer Institute & BOOST





2020 Summer Institute

Purpose:

- Promotes personal and professional growth
- Providing adequate professional development:
 - To build confidence and dependability
 - Improve efficiency and effectiveness
 - Increase implementation of various programs and initiatives
- Support individual growth for all employees as we prepare our graduates

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- Zoom training ahead of time for both participants and facilitators
- Our 2020 Summer Institute workshops were held beginning May 26th - June 25th
- Each workshop was VIRTUAL through Zoom with limited in-person groups
- 54 distinct offerings: 15 tech-based, 35 instruction-related, 4 cancelled



- Results Based Funding was used to compensate participants and in-house facilitators
- 24 workshops were full-days; 15 were half-days; remainder were 1 hour (participants were paid \$175/day; \$87.50/half-day)
- Total paid out: \$156,550.00





Date of Training	Course	How valuable was the information you received?	How would you rate the presenters' delivery of this information?	Ah-ha moments, shout-outs or additional comments...	School Site
6/10/2020	ALEKS Grades 6-12	5	4	QuickTables!	Wilson K-8
6/10/2020	ALEKS Grades 6-12	4	4	Using IEP reports for confere	Coronado K-8
6/10/2020	ALEKS Grades 6-12	4	4	Would like to know that all m	Cross MS
6/10/2020	ALEKS Grades 6-12	5	5	I found the presentation very	Cross MS
6/10/2020	ALEKS Grades 6-12	5	5	I love the tables as a reward	LaCima MS
6/10/2020	ALEKS Grades 6-12	3	5	Students enjoy working throu	Cross MS
6/10/2020	ALEKS Grades 6-12	5	5	Thank you both for your help	Cross MS
6/10/2020	ALEKS Grades 6-12	5	5	I loved you "choose your own	Harelson ES
6/10/2020	ALEKS Grades 6-12	5	5	It was really beneficial to hear	Keeling ES
6/10/2020	ALEKS Grades 6-12	5	5	Overall understanding of mu	CDO HS
6/10/2020	ALEKS Grades 6-12	4	5	So much information and I e	CDO HS
6/10/2020	ALEKS Grades 6-12	5	5	Everyone had the same issu	Innovation Aca
6/10/2020	ALEKS Grades 6-12	5	5	Polly and Bonnie are aweso	Cross MS
6/11/2020	ALEKS Grades 6-12	5	4	Great job creating the PPT! I	Harelson ES
6/11/2020	ALEKS Grades 6-12	5	5	Very well done, all things cor	CDO HS
6/11/2020	ALEKS Grades 6-12	5	5	GREAT presenters :) Knowle	Ironwood Ridg
6/11/2020	ALEKS Grades 6-12	5	5	Too many to list! A few are: r	LaCima MS
6/11/2020	ALEKS Grades 6-12	5	5	Great training; more useful th	LaCima MS
6/11/2020	ALEKS Grades 6-12	5	5	Wide range of users	Cross MS
6/11/2020	ALEKS Grades 6-12	5	5	Very well organized and help	LaCima MS

- Overall very positive feedback
- Increase in collaboration among participants
- Recertification hours were given
- Follow-up will be occurring later this semester





AMPHITHEATER Public Schools
Building Outstanding Organized Successful Teachers

B.O.O.S.T

Building Outstanding Organized Successful Teachers

WHEN
 July 21-23, 2020
 8:30-3:30PM

WHERE
 Amphitheater Public Schools
 Leadership & Professional Development Center
 District Office, Wetmore Center
 701 W. Wetmore Rd, Tucson, AZ 85705

This is a REQUIRED three-day induction program in which you will:

Day 1: July 21, 2020

- Meet your mentors (CISS) coaches
- Plan routines and procedures for your first day of school
- Develop a first day script

Day 2: July 22, 2020

- Plan for the first 5 days of school using district curriculum and standards with the Portrait of a Graduate.
- Analyze grade level and content curriculum review

Day 3: July 23, 2020

- Revise and rehearse first day scripts
- Examine lesson plan options
- Plan for Depth of Knowledge
- Plan an academic lesson

We will be adhering to all COVID-19 health and safety precautions.

FIRST-YEAR TEACHERS NEW TO THE PROFESSION FOR 2020-2021

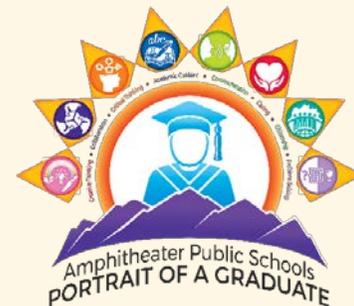
AMPHI MENTORING PROGRAM

It is the mission of the Amphi Mentoring Program (AMP) to facilitate teacher development through ongoing coaching and support so that students can thrive academically and demonstrate characteristics of the **Portrait of a Graduate.**

Amphitheater Public Schools
PORTRAIT OF A GRADUATE

Stipend Information:
 You will be issued an addendum contract for \$150 per day - \$450 total before withholdings for these three days.

- 43 BRAND NEW Teachers were welcomed to Amphi
- 2nd Annual *Building Outstanding Organized Successful Teachers* (BOOST) held July 21st & 22nd
- Content modified expertly and quickly by our CISS team to address needs of new teachers in an online classroom environment

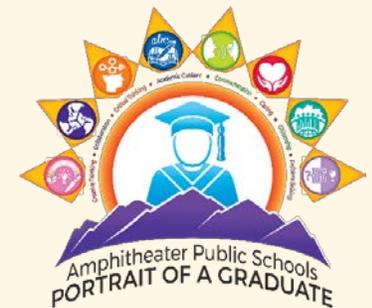




- Relationship-building
- Amphi Teacher Mentoring Program
- Instructional software
- District Online Expectations
- Portrait of a Graduate

Objectives

- Explain the purpose of the Amphi Teacher Mentoring Program
- Review the importance of characteristics of PORTRAIT OF A GRADUATE
- Research SEESAW, GOOGLE CLASSROOM and ZOOM
- Articulate the importance of setting classroom routines and procedures for success
- Explore Classroom management and routines for virtual teaching





Governing Board Presentation

September 2020

2020 Summer Institute & BOOST

Questions?
Comments?





**GOVERNING BOARD AGENDA ITEM
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

DATE OF MEETING: September 8, 2020

TITLE: Report on Employee Check-In Survey

BACKGROUND:

The District conducted an employee survey to get a snapshot of how employees were feeling after the first weeks of remote learning.

The anonymous survey was open to all employees and asked overall satisfaction questions as well as specific questions about their work and work environment.

This report will share responses and overall themes.

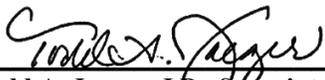
RECOMMENDATION:

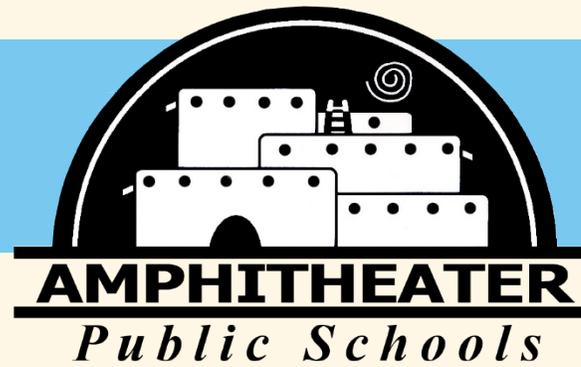
This is presented for the Board's information and recognition.

INITIATED BY:


Michelle Valenzuela, Communications Director

Date: September 3, 2020


Todd A. Jaeger, J.D., Superintendent



September 8, 2020

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Employee Check-In Survey





Survey

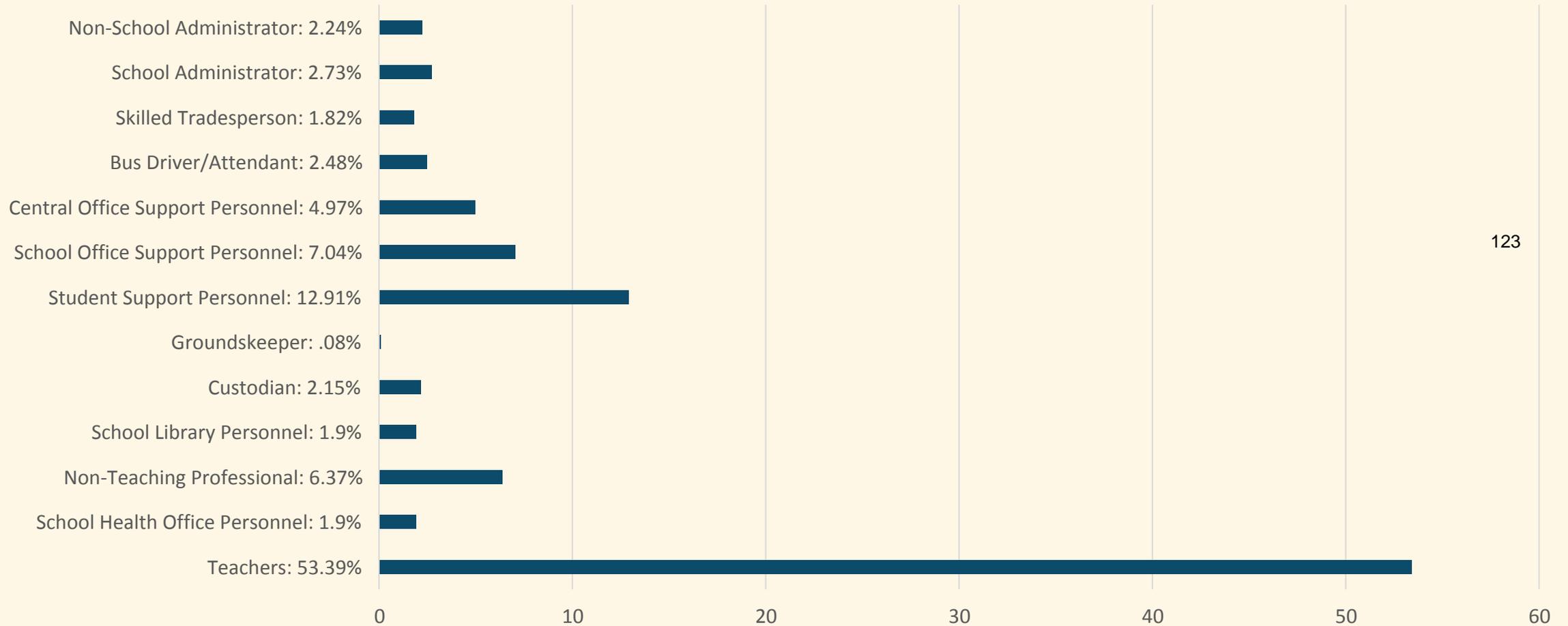
The anonymous employee survey was designed to take a measure of how our staff was feeling after beginning remote schooling and on-campus supervision.

122

1,294 → Participated
(about 66 percent)



Q1: What is your position with the District?



Q2: How would you rate your work experience since school began remotely on August 10?



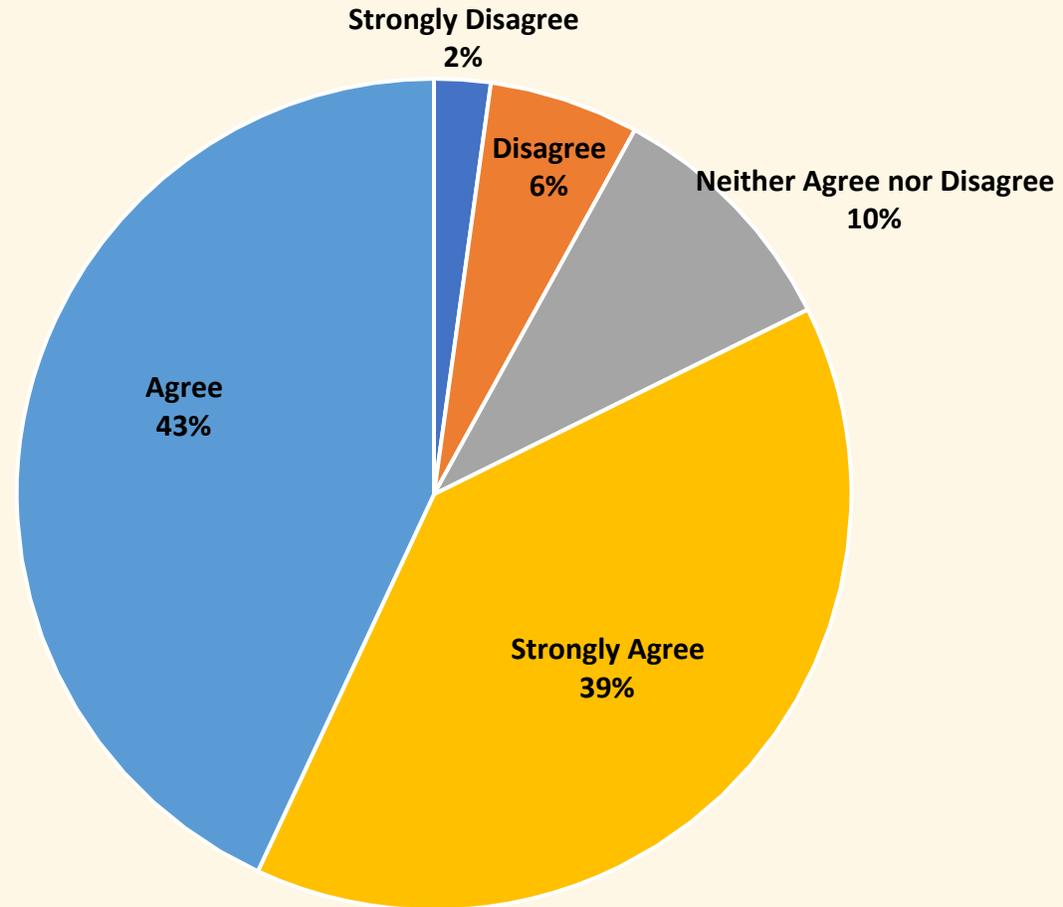
Average rating: 6.7

(On a scale of 1 to 10)





Q3: I understand the expectations for my job performance



125

■ Strongly Disagree ■ Disagree ■ Neither Agree nor Disagree ■ Strongly Agree ■ Agree



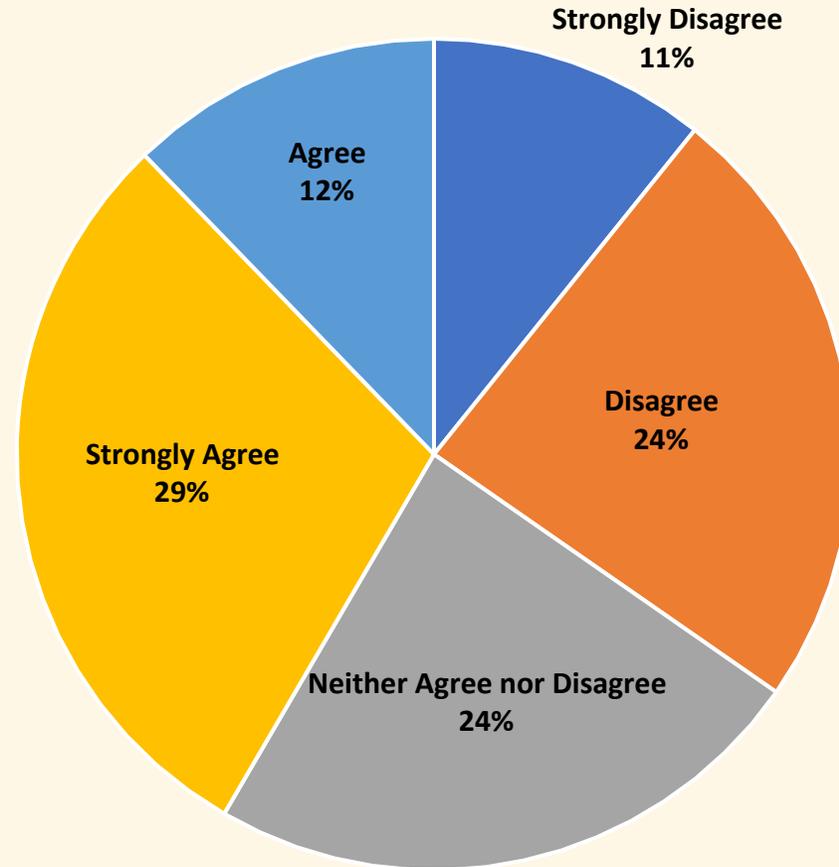
Themes in comments

We received 90 comments for this question, mostly from the employees who rated their satisfaction on the lower end. General themes:

- Expectations change.
- Working from home decisions were confusing/insulting.
- Student attendance policies and procedures are difficult to implement.
- On-campus supervision expectations change frequently.
- Not enough guidance for employees.
- Duties added/changed frequently.
- Inconsistencies exist across sites and/or job positions.
- Lack of daily contact makes communication difficult.
- Balancing student workload is difficult.
- Teachers are very frustrated with remote learning.



Q4: I received a sufficient amount of training/professional development before school started.



■ Strongly Disagree ■ Disagree ■ Neither Agree nor Disagree ■ Strongly Agree ■ Agree



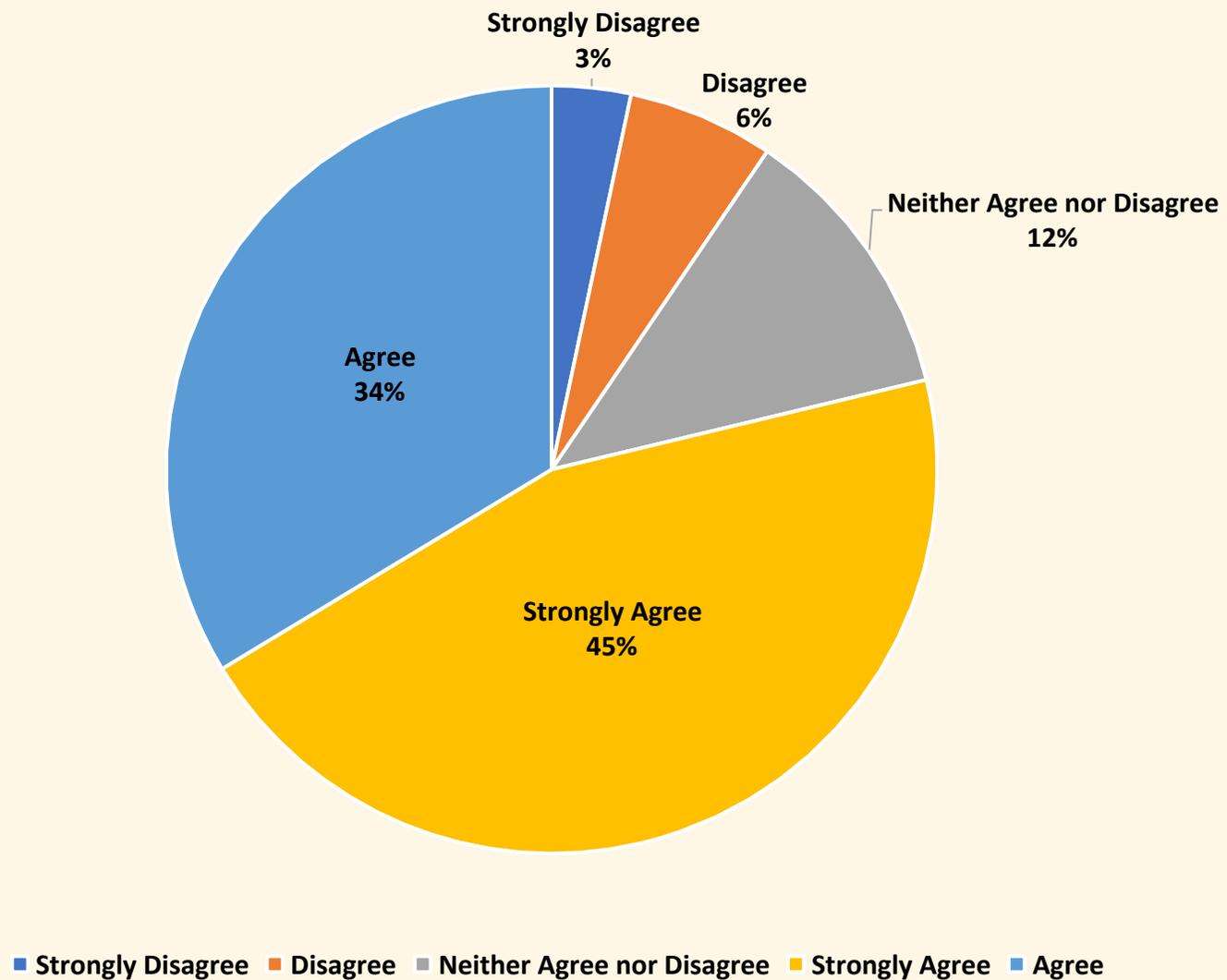
Themes in comments

We received 223 comments for this question, mostly from the employees who rated their satisfaction on the lower end. General themes:

- Extra training was good, but not enough time to practice implementation.
- For teachers, it was a lot to learn in a short time.
- Bus driver training was sufficient, but on-campus supervision training was not.
- Employees spent off-hours training themselves.
- Huge learning curve to effectively move to remote learning.
- Employees at different levels frustrated with moving too slow or too fast.
- Employees who work year-round noted that they didn't need additional training to explain their "Neither Agree nor Disagree" answer.



Q5: I feel supported by my supervisor.





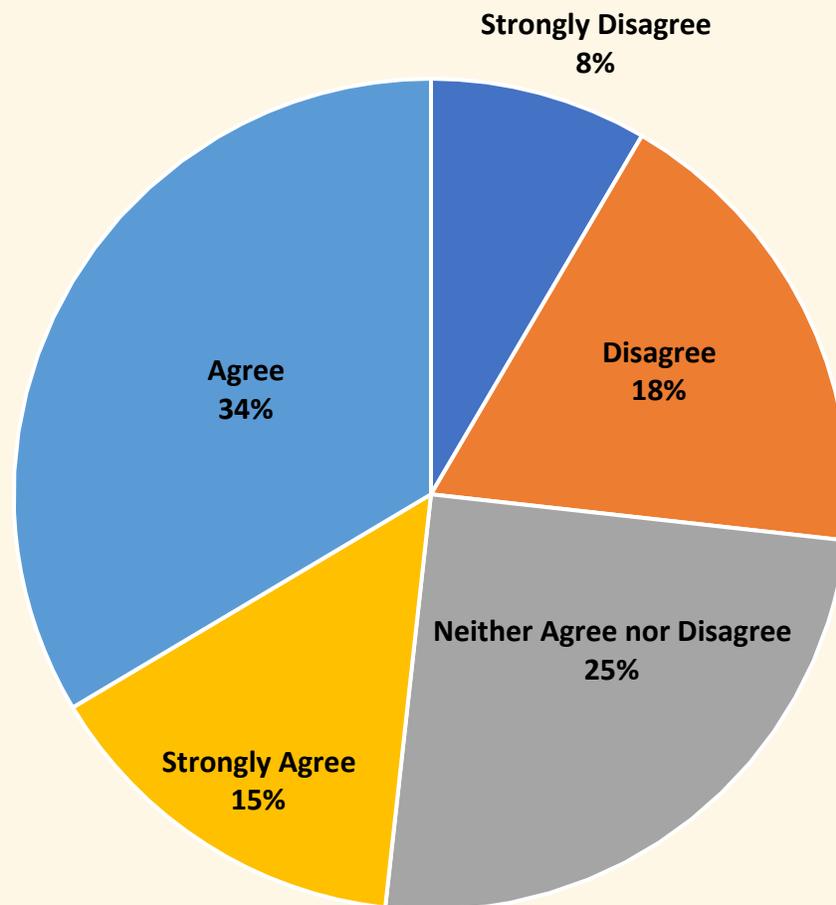
Themes in comments

We received 91 comments for this question. General themes:

- Many compliments for specific supervisors on communication, decision-making, support.
- Supervisors are overwhelmed and that affects staff.
- Frustration with speed of District decisions.
- Questions sometimes not answered by supervisors.



Q6: I feel supported by the District.



■ Strongly Disagree ■ Disagree ■ Neither Agree nor Disagree ■ Strongly Agree ■ Agree



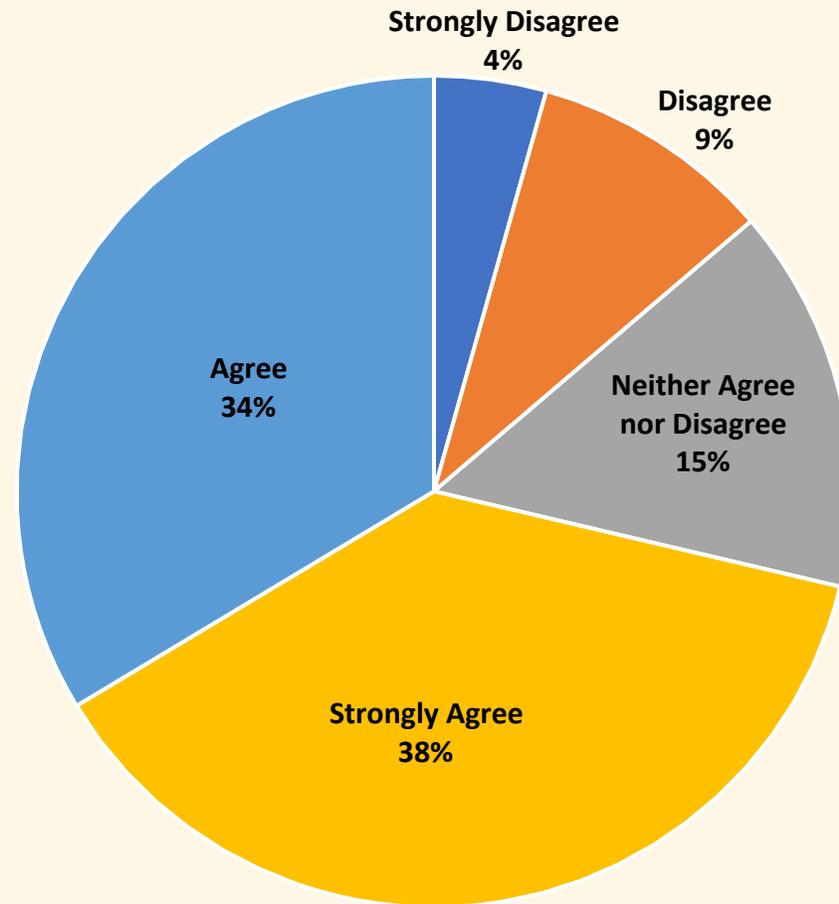
Themes in comments

We received 156 comments for this question. General themes:

- Frustration with curriculum.
- High class sizes a problem.
- Parent complaints need to be managed.
- Decision to allow working from home was a positive, but timing was a negative.
- Some classified employees feel they are not treated fairly.
- Some employees thankful for leadership during chaotic time.
- Employees want more communication.



Q7: I am satisfied with the communication I receive from my supervisor.



■ Strongly Disagree ■ Disagree ■ Neither Agree nor Disagree ■ Strongly Agree ■ Agree



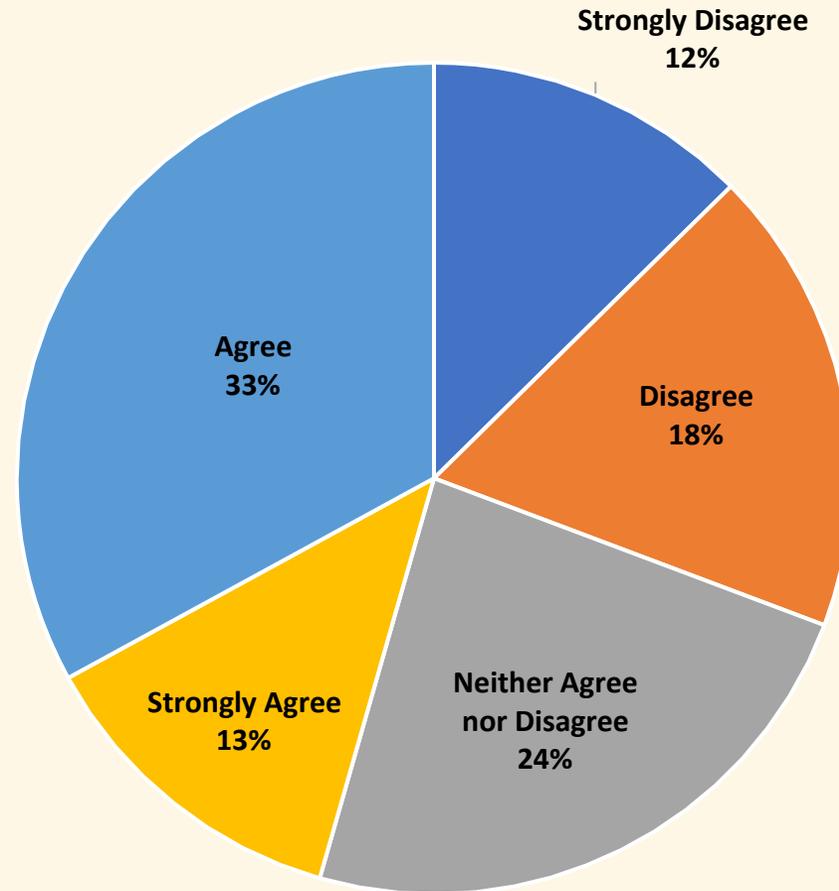
Themes in comments

We received 87 comments for this question. General themes:

- Frustration with lack of communication from some and too much communication from others.
- Many compliments for individual supervisors.
- Communication has improved since school started.
- Supervisors doing the best they can given the circumstances.
- Overwhelming workload for supervisors makes communication difficult.
- Some employees thankful for leadership during chaotic time.
- Employees want more timely communication.



Q8: I am satisfied with the communication I receive from the District.



■ Strongly Disagree ■ Disagree ■ Neither Agree nor Disagree ■ Strongly Agree ■ Agree

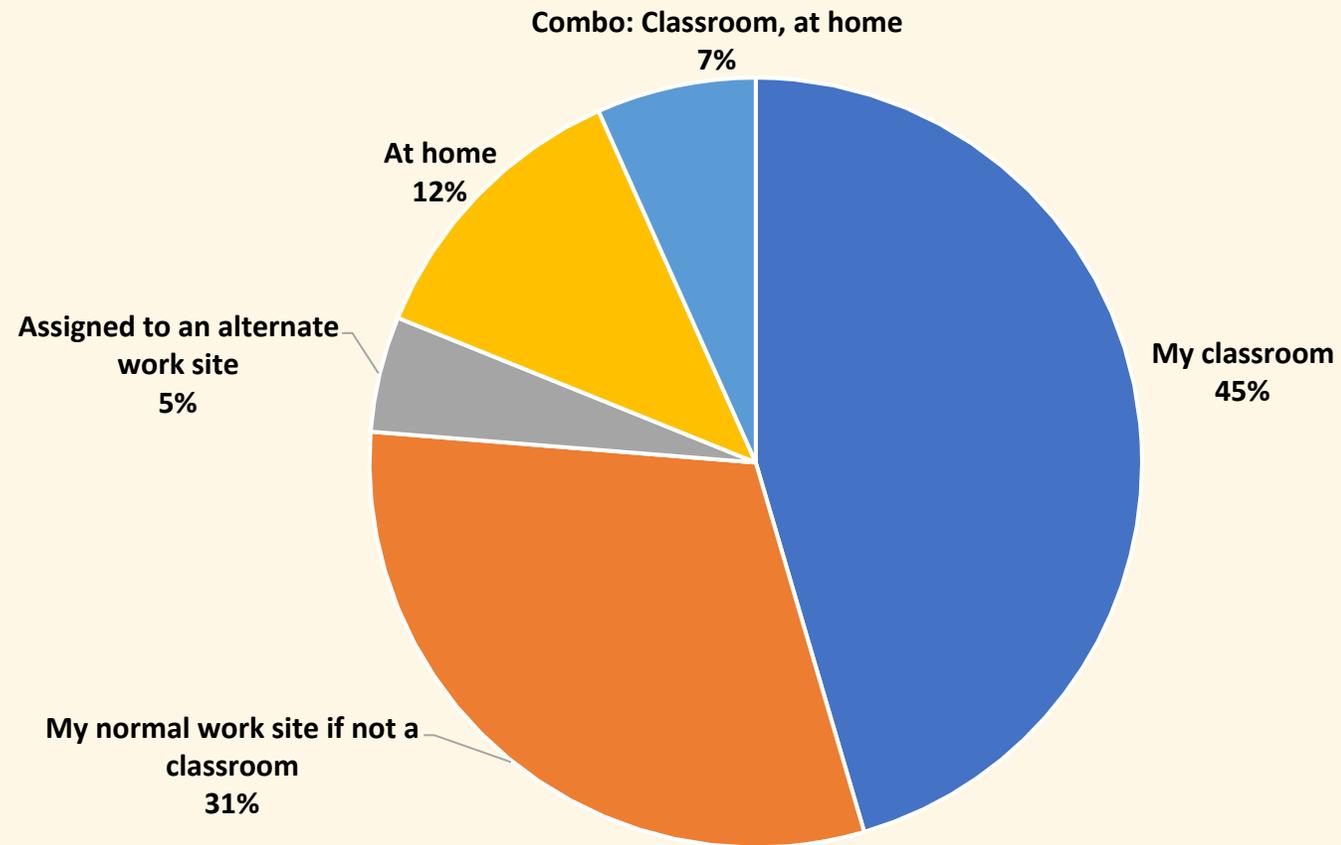


Themes in comments

We received 93 comments for this question. General themes:

- Frustration with timeliness of communication and decisions.
- Some feel they don't have a way to share input, ideas.
- Communication should be more frequent, incremental.
- Some voiced appreciation for messages from superintendent
- Employees would like more specific and granular information.

Q9: Where are you currently working?



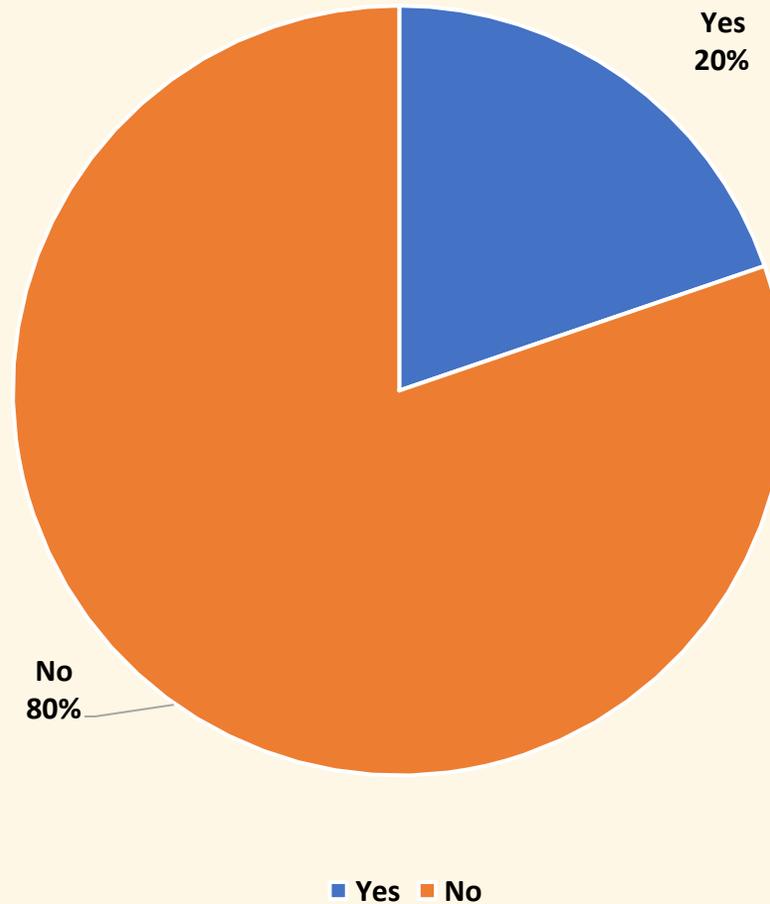
137

■ My classroom ■ My normal work site if not a classroom ■ Assigned to an alternate work site ■ At home ■ Combo: Classroom, at home



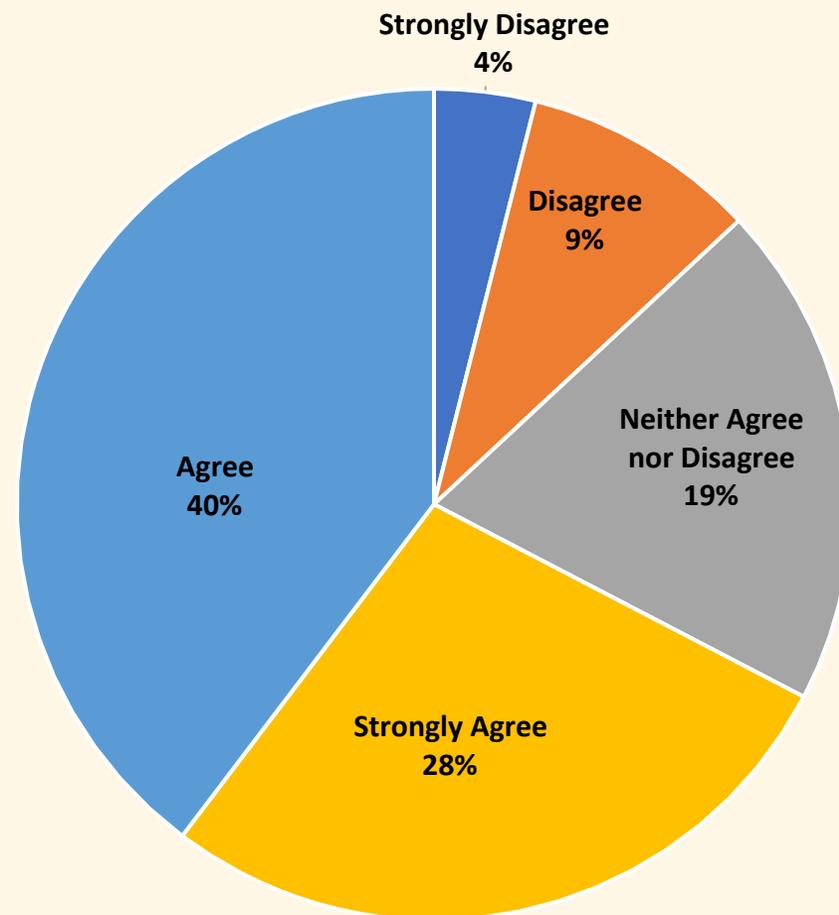


Q10: If you are working from your classroom or your site, did you make a request to work remotely?





Q11: Please answer this question if you are working from a classroom or your normal site: I feel safe in my work environment.



■ Strongly Disagree ■ Disagree ■ Neither Agree nor Disagree ■ Strongly Agree ■ Agree



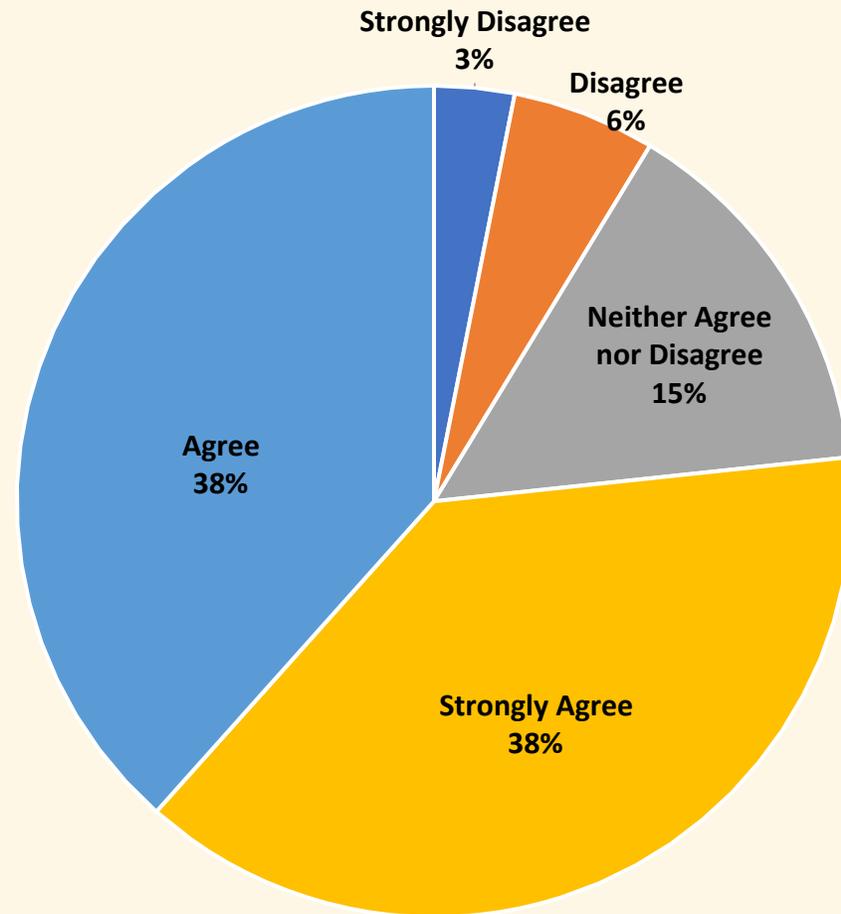
Themes in comments

We received 161 comments for this question. General themes:

- Feel safe now but worry about when students come back.
- Want more information about health and safety plans for return to school.
- Employees are gathering when they should not.
- Some employees see others not wearing masks or not wearing them properly.



Q12: I feel comfortable bringing issues related to COVID-19 to my supervisor.



■ Strongly Disagree ■ Disagree ■ Neither Agree nor Disagree ■ Strongly Agree ■ Agree



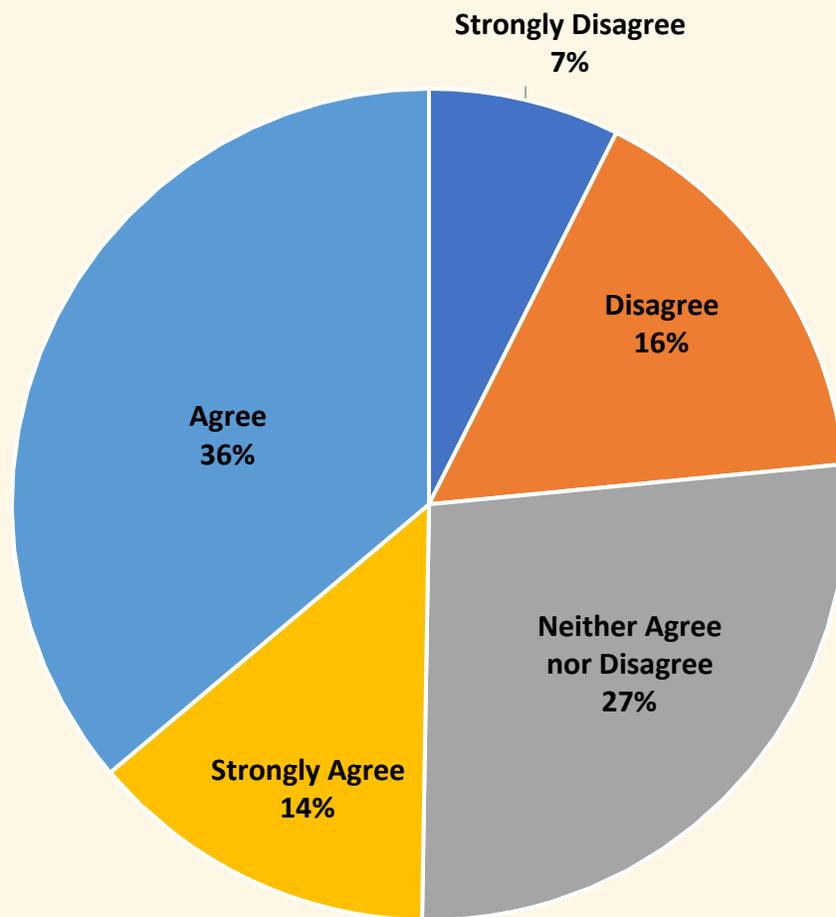
Themes in comments

We received 58 comments for this question. General themes:

- Some feel shy about bringing specific issues to their supervisor.
- Supervisor refers them to the employee handbook.
- Some feel the supervisor is avoiding questions or not interested.
- Some people were not comfortable with the question.



Q13: I feel the District has responded to employee concerns during the pandemic.



■ Strongly Disagree ■ Disagree ■ Neither Agree nor Disagree ■ Strongly Agree ■ Agree



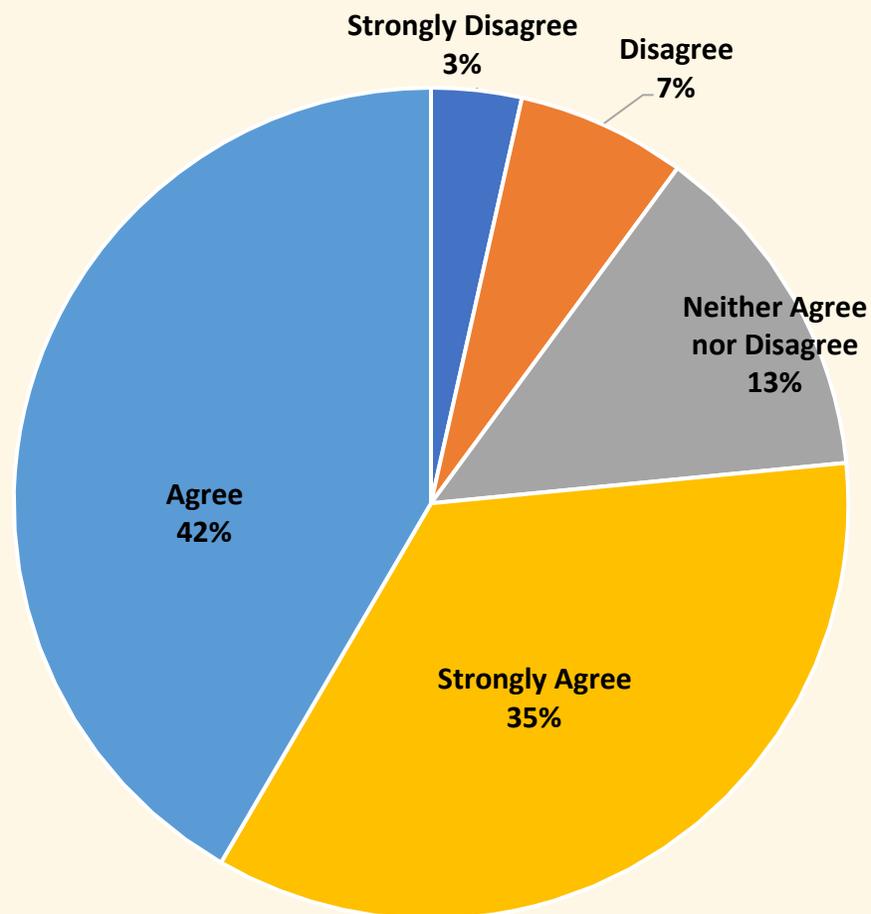
Themes in comments

We received 85 comments for this question. General themes:

- Work from home decision was late in coming and confusing.
- Some feel decisions that support employees happen because employees speak up and apply pressure.
- Some feel the District has done its best to respond given the circumstances.
- Appreciate the clarity on the metrics for reopening.
- Some feel anyone who feels unsafe should work from home regardless of position.



Q14: I trust my site supervisor to enforce policies to help keep me safe during COVID-19.



145

■ Strongly Disagree ■ Disagree ■ Neither Agree nor Disagree ■ Strongly Agree ■ Agree



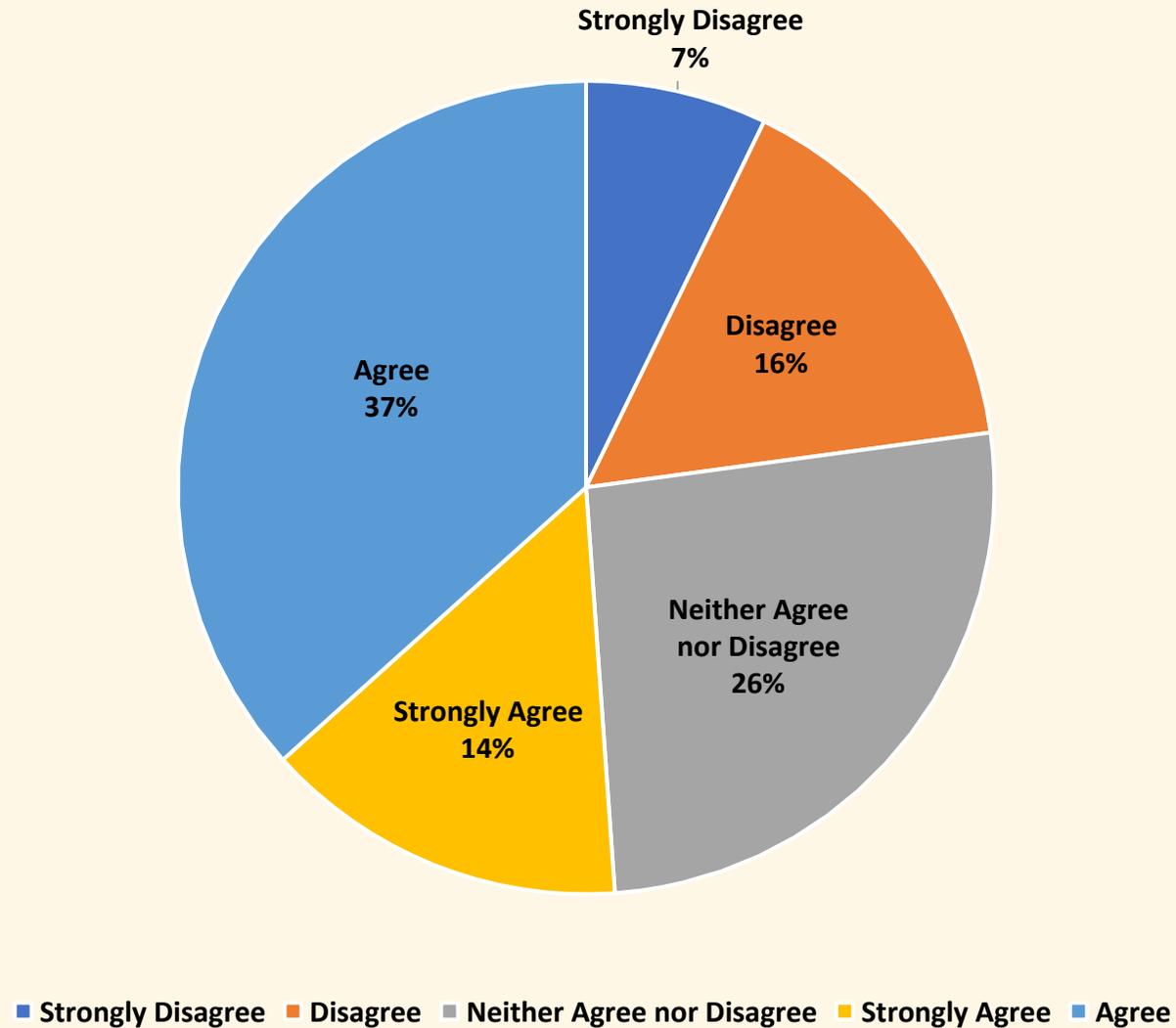
Themes in comments

We received 44 comments for this question. General themes:

- Employees generally support their supervisors.
- Some say supervisors shouldn't be expected to protect them.
- All staff should comply with safety measures.



Q15: I feel the District has responded to employee concerns during the pandemic.





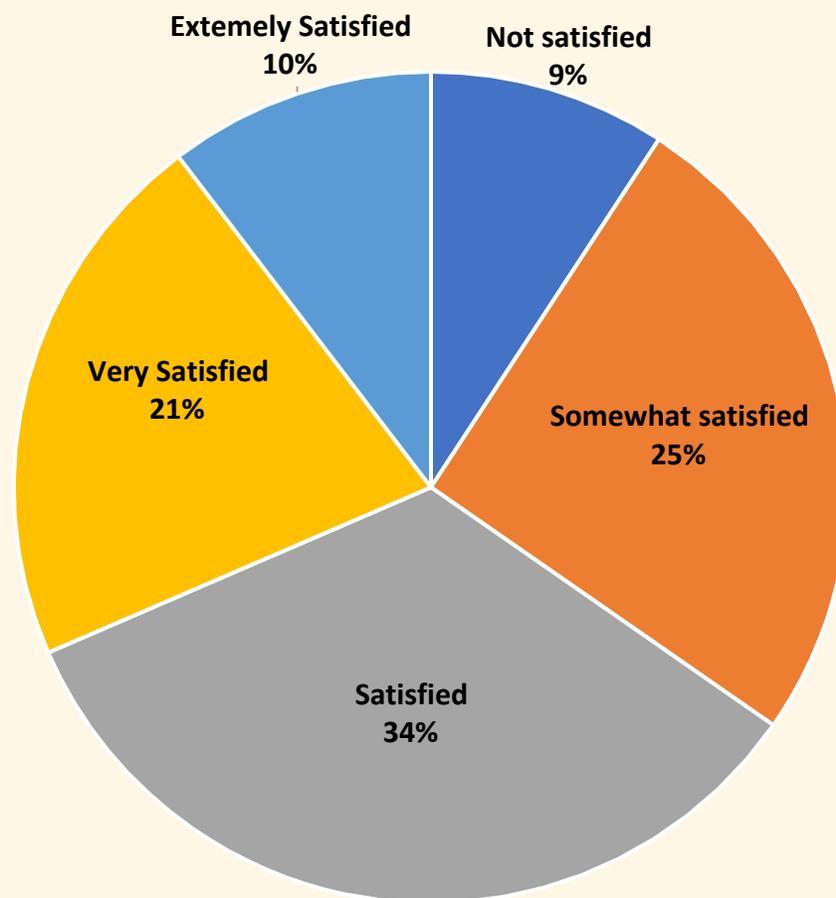
Themes in comments

We received 63 comments for this question. General themes:

- Some want schools to reopen immediately.
- Some appreciate that the District is relying on health department metrics.
- Some worry that District will “cave” to pressure to open.
- Worries about class sizes.
- Concerns about cleaning supplies, processes.



Q16: How would you rate your overall job satisfaction?



■ Not satisfied ■ Somewhat satisfied ■ Satisfied ■ Very Satisfied ■ Extremely Satisfied



Themes in comments

We received 89 comments for this question. General themes:

- Missing interaction with students
- Some feel unappreciated.
- Employees feel stressed about their jobs and the virus.
- Some employees are tired, overwhelmed.
- Many employees are worried – about their health and safety, about demands put on them, but mostly about their students (academically, socially, mentally).



Q17: If you would like to share feedback with the District, please enter your comments below.

We received 447 comments for this question. General themes:

- Concern about health and safety with reopening in-person.
- Some disillusioned with work-from-home policies.
- Again, some employees are tired and overwhelmed by work and by the pandemic¹⁵¹ in general.
- Employees want more training.
- Many employees are grateful for the efforts of their supervisors and the District to make things work.
- Teaching and working in schools during this pandemic is taking a toll on everyone, and we all need support care as we deal with this incredibly hard time.



**GOVERNING BOARD AGENDA ITEM
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

DATE OF MEETING: September 8, 2020

TITLE: Approval of Appointment of Non-Administrative Personnel

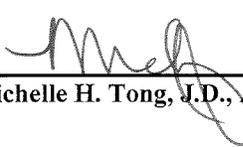
BACKGROUND:

Candidate(s) will be presented herein to fill vacancies created by leaves of absence, retirements, resignations, and new positions. Appointments are current as of August 28, 2020.

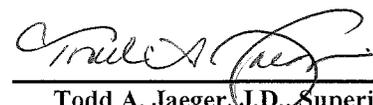
RECOMMENDATION:

It is the recommendation of the Administration that the appointment(s) be approved as presented.

INITIATED BY:


Michelle H. Tong, J.D., Associate to the Superintendent

Date: August 28, 2020


Todd A. Jaeger, J.D., Superintendent

9/8/2020

**GOVERNING BOARD MEETING
APPOINTMENTS**

LAST NAME	FIRST NAME	TITLE	CT/CL	LOCATION	LEVEL	EXPERIENCE CREDIT	ADD'L INFO	CERTIFIED	RECOMMENDED BY	COMMENT
Hurst	Carlotta	Teacher - Band	CT	Rio Vista Elementary	CTT-MA	6 years	Replacement		Ms. Kuhn	
Hurst	Carlotta	Teacher - Music	CT	Rio Vista Elementary	CTT-MA	6 years	Replacement		Ms. Kuhn	
Lucarini	Elizabeth	Teacher - Language Arts	CT	Amphi Middle School	CTT-MA	5 years	New		Ms. Wichers	
McFrederick	Kyle	Teacher - Academic Intervention	CT	Rio Vista Elementary	CTT-BA	8 years	Replacement		Ms. Kuhn	
McFrederick	Kyle	Teacher - ELL/SEI	CT	Rio Vista Elementary	CTT-BA	8 years	Replacement		Ms. Kuhn	
Meimer	Erwin	Teacher - Mathematics	CT	La Cima Middle School	CTT-MA	1 year	New	True	Ms. Valenzuela	
Martinez	David	District Athletic Equipment Coordir	CL-RET	Wetmore Center	F		Rehire			\$14.19 per hour
Burgos	Elaine	Custodian I	CL	Amphi Middle School	D	N/A	New		A. Wichers	
Dunsavage	Angelica	Instructional Aide - Classroom	CL	Ironwood Ridge High	C	N/A	New		Mr. Munger	
Ellersick	Stephanie	Instructional Technology Specialis	CL	Innovation Academy	E	N/A	Additional Position		Mr. McConnell	
Faniel	Kia	Instructional Aide - Classroom	CL	Ironwood Ridge High	B	N/A	New		Mr. Munger	
Horger	Alexis	Special Education Teaching Assis	CL	Wilson K-8 School	E	N/A	Rehire			153
Munoz	Anna	Custodian I	CL	Innovation Academy			Rescind			
Semon	Hannah	Instructional Aide - Classroom	CL	Ironwood Ridge High	C	N/A	New		Mr. Munger	
Taylor	Samanatha	Special Education Teaching Assis	CL	Wilson K-8 School	E	N/A	Rehire			
Weimer	Laura	Special Education Teaching Assis	CL	Wilson K-8 School	E	N/A	Replacement		Mr. Ripp	

*	2019-2020 School Year	HSP High School Principal	ADCT	Addendum Certified
Addendum	Former employee or new hire receiving extra-curricular position	MSP Middle School Principal	ADCL	Addendum Classified
New	New hire filling a newly created position	ESP Elementary School Principal	ADACS	Addendum Amphi Community Schools
Rehire	Former employee returning to a position in the district	HSA High School Assistant Principal	ADDM	Addendum Only
Replacement	New hire filling a vacated position	MSA Assistant Middle School Principal	CT-AD	Certified Administrative
Rescind	Declined position after appointment	ESA Elementary Assistant Principal	CT	Certified
		SAS Support Administrator	CL-AD	Classified Administrative
			CL	Classified
			PR	Professional
			ASW	Student Worker

09/08/2020

Substitutes

GOVERNING BOARD MEETING
APPOINTMENTS

LAST NAME	FIRST NAME	TITLE	CT / CL	LOCATION	EFFECTIVE DATE	COMMENT
Clark	Laurie		CT		08/24/2020	
Dietrich	Margo		CT		08/17/2020	
Schillizzi	Sara		CT		08/20/2020	
Arias	Carmen		CL		08/26/2020	
Carlstedt	Martha		CL		08/19/2020	

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AD Administrative
PR Professional
CT Certified
CL Classified



GOVERNING BOARD AGENDA ITEM
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10

DATE OF MEETING: September 8, 2020

TITLE: Approval of Personnel Changes

BACKGROUND:

Changes in the employment status of employee(s) and/or job description(s) will be presented herein. Changes are current as September 4, 2020.

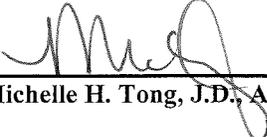
The following job descriptions/positions are being presented for approval:

District Instructional Technology Specialist (new)
Equity and Safety Compliance Officer and Title IX Coordinator (revised)

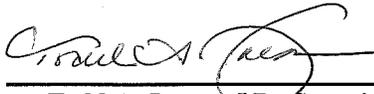
RECOMMENDATION:

It is the recommendation of the Administration that the personnel changes be approved as presented.

INITIATED BY:


Michelle H. Tong, J.D., Associate to the Superintendent

Date: September 4, 2020


Todd A. Jaeger, J.D., Superintendent

Level E
September 2020

DISTRICT INSTRUCTIONAL TECHNOLOGY SPECIALIST

QUALIFICATIONS

A. REQUIRED

- High School diploma or GED **and**;
- An Associate's or higher degree **or**;
- At least two years of study at an institution of higher education **or**;
- Passing score on a skills assessment (Parapro, ACT Workkeys, or Master Teacher's Para Educator Learning Network) **or**; Microsoft Certification

B. DESIRED

- Previous experience using computer technology in the classroom
- Previous experience providing technology training to adults
- Previous experience troubleshooting technology issues on various devices
- Experience working with managing software applications in large settings

SUMMARY

Provides technology assistance to students, families, and staff members. Promotes continued expansion of the use of technology as an instructional tool. Assists school level Instructional Technology Specialists. Regular attendance is necessary to perform the essential functions of this position.

Reports to: Director of Instructional Technology

ESSENTIAL FUNCTIONS

- Assists in the setup of new technology equipment
- Assists parents with technology issues related to online learning
- Assist in the management of apps and extensions in the Google admin console
- Assists in the management of Apple devices district-wide
- Sets up and maintains all technology equipment
- Ensures equipment is in good running order; coordinates necessary repairs as needed
- Maintains technology device inventory at Wetmore Center
- Works with various Wetmore departments on technology needs
- Assists with the setup of technology for student assessments in conjunction with the data department
- Catalogues and maintains appropriate software licenses at the district level
- Assists in the scheduling and operation of computer carts
- Provides in-service and training
- Prepares user guides for commonly used software, platforms, and technology devices
- Keeps up to date with regard to tech advances

- Assists staff with Microsoft Office questions
- Maintains computer carts, labs, lock boxes and other technology equipment
- Assists with other curriculum based software programs
- Attends required meetings
- Exhibits patience, courtesy and tact when dealing with others
- Promotes and supports district-wide educational advancement in the use of technology
- Performs related duties as required

MENTAL AND PHYSICAL REQUIREMENTS

- Ability to communicate orally and in writing
- Ability to perform functions requiring manual dexterity
- Ability to perform functions from written and oral instructions
- Ability to sit and/or stand for extended periods of time
- Ability to see, hear and speak at normal range, with or without reasonable accommodations
- Ability to read, write and comprehend information
- Ability to analyze and problem solve
- Ability to concentrate for extended periods of time
- Ability to reach, stoop and carry up to 30 pounds
- Ability to operate digital office and classroom equipment

Job Code 01C
Exempt **ESA**
Revised September 2020

EQUITY AND SAFETY COMPLIANCE OFFICER AND TITLE IX COORDINATOR

QUALIFICATIONS

A. REQUIRED

- Bachelor's degree from an accredited educational institution
- Knowledge of federal and Arizona state laws concerning civil rights and equal opportunity
- Ability to communicate effectively verbally and in writing
- Knowledge of Microsoft Word, Outlook and Excel programs
- An equivalent combination of education, training, and/or experience as approved by the Associate to the Superintendent may substitute for the above-required qualifications
- Proof of a valid Arizona Driver's License and current automobile insurance are required.

B. DESIRED

- Bachelor's degree in criminal justice, social work, human resources or public administration
- Knowledge in the areas of federal, Arizona state, and local emergency response protocols and methods, such as Arizona minimum standards for emergency management, National Incident Management System (NIMS) or Incident Command System (ICS).
- Minimum 3 years of experience working in public safety, law enforcement, fire safety, risk management, law, or human resources.
- Previous experience and familiarity with public education

SUMMARY

The Equity and Safety Compliance Officer and Title IX Coordinator monitors the District's efforts in the areas of civil rights and equal opportunity for staff and students; takes steps as needed to promote acceptance, understanding and appreciation of diversity among students and staff. In addition, the Equity and Safety Compliance Officer and Title IX Coordinator coordinates student discipline hearings and serves as a hearing officer for student discipline. The Officer also works with school sites to plan, coordinate and direct activities related to the emergency response and emergency preparedness programs.

Reports to: Associate to the Superintendent

ESSENTIAL FUNCTIONS

- Assures District compliance with federal, state, and District law and/or policy related to civil rights, equal employment opportunity and equity
- Develops, implement and coordinates District programs, trainings and in-services relating to nondiscrimination, equal employment opportunity, and anti-bullying
- Coordinates scheduling of student discipline hearings and parent communications about long-term suspension and/or expulsion hearings.
- Serves as student discipline student hearing officer for long-term suspension and expulsion hearings, and attends hearings and Governing Board meetings as needed
- Reviews and evaluates District's security, emergency response and emergency preparedness processes and procedures and makes recommendations for the District to maintain best practices relative to school safety and security.
- Acts as liaison between District and surrounding businesses, neighborhoods, law enforcement, fire departments, and outside agencies regarding implementation of and compliance with security and safety procedures.
- Works with administration to ensure implementation of and compliance with proper security and safety measures at schools and District sites. Acts as a resource to site and department administration on school safety, crisis and emergency situations.
- Conducts an internal audit and reporting system designed to: (a) measure the effectiveness of equal employment opportunity programs; (b) indicates the need for remedial action; and (c) determine the degree of attainment of the programs' objectives
- Assists in the identification and elimination of barriers to equal employment opportunities
- Collaborates with Human Resources to design and implement effective recruitment strategies for under-represented populations
- Serves as a liaison between the District and applicable federal and state agencies, minority and women organizations, and community action groups concerned with equal opportunity
- Develops techniques to enhance communication (internal and external) concerning nondiscrimination, equal opportunity, anti-bullying, and emergency preparedness matters
- Keeps apprised about developments and trends in the areas of equal opportunity, anti-bullying and emergency preparedness and notifies management about changes needed for compliance
- Conducts regular discussions with administrators, supervisors and employees to be certain that the District's nondiscrimination and equal opportunity policies are being followed
- Conducts periodic audits to ensure that facilities throughout the District are in compliance in such areas as: (a) proper display of equal opportunity and anti-bullying posters; (b) desegregation, both in policy and practice, of all facilities maintained for the use and benefit of District employees; and (c) affording a

full opportunity and encouraging minority and female employees to participate in all District-sponsored educational, training, recreational and social activities

- Investigates complaints and informs management of actions to take to ensure compliance with federal and Arizona state discrimination laws and District policies in the areas of nondiscrimination and equal opportunity
- Exhibits patience, courtesy and tact in dealing with others
- Promotes and supports District-wide educational advancement in 21st Century skills
- Integrates knowledge and skills that are relevant to the 21st Century
- Performs other related duties as assigned

MENTAL AND PHYSICAL REQUIREMENTS

- Ability to decipher differences and makes judgments relevant to situations
- Ability to interpret federal and state laws and District policies
- Analytical and mathematical capabilities
- Ability to work in stressful interpersonal situations
- Problem-solving capability
- Ability to communicate verbally and in writing
- Ability to absorb large volumes of information in short periods of time, both written and verbal
- Ability to prioritize and handle multiple tasks simultaneously

9/8/2020

**GOVERNING BOARD MEETING
PERSONNEL CHANGES**

LAST NAME	FIRST NAME	TITLE	CT/CL	LOCATION	REASON	LEVEL	FINANCIAL CHANGE	COMMENT
Glavin	Kelsey	Site Program Coordinator	CT-PR	Prince Elementary	Added Duty	PR EX	N/A	\$7,985.52
King	Brenda	Site Program Coordinator	CT-PR	Amphi Middle School	Added Duty	PR EX	N/A	\$7,943.28
Queiruga	Jennifer	Site Program Coordinator	CT-PR	Amphi Middle School	Added Duty	PR EX	N/A	\$8,731.02
Baca	Florence	Teacher - Technology	CT	Wilson K-8 School	Promotion	CTT-BA	0 years	
Gomez	Jennifer	Teacher - Academic Interventi	CT	Nash Elementary	Increase FTE		N/A	
Hill	Vanessa	Teacher - REACH	CT	Wetmore Center	Decrease FTE		N/A	
Hill	Vanessa	Teacher - REACH	CT	Keeling Elementary	Transfer		N/A	
Keene	Bonnie	Teacher - Mathematics	CT	Amphi Academy Online	Transfer		N/A	
Watson	Amy	Teacher - Grade 1	CT	Amphi Academy Online	Promotion	CTT-BA	0 years	
Aguilar	Isabel	Instructional Aide - Classroom	CL	Prince Elementary	Additional Position		N/A	\$12.00 per hour
Broome	Steven	Instructional Technology Spec	CL	Holaway Elementary	Decrease FTE		N/A	
Cannon	Danielle	Instructional Aide - Classroom	CL	Mesa Verde Elementary	Additional Position		N/A	\$12.00 per hour
Confrey	Jordan	Instructional Technology Spec	CL	Harelson Elementary	Increase FTE		N/A	
Hagin	Lea	School Health Assistant	CL	Coronado K-8 School	Increase FTE		N/A	
Hobbs	Laura	Clerk II	CL	Mesa Verde Elementary	Promotion	C	N/A	
Hobbs	Laura	Educational Assistant to the El	CL	Mesa Verde Elementary	Promotion	F	+0.09	
Klimowicz	Vincent	Instructional Technology Spec	CL	Painted Sky Elementary	Increase FTE		N/A	
Martin	Katelyn	Instructional Technology Spec	CL	Mesa Verde Elementary	Increase FTE		N/A	
Mitchell	Kimberly	Instructional Aide - Classroom	CL	Amphi Middle School	Additional Position		N/A	\$12.00 per hour
Nosheny	Aaron	Instructional Technology Spec	CL	Donaldson Elementary	Increase FTE		N/A	

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*	2019-2020 School Year	ADCT	Addendum Certified
Addendum	Employee receiving extra-curricular position or stipend	ADCL	Addendum Classified
Added Duty	Employee working additional hours or days	ADACS	Addendum Amphi Community Schools
Additional Position	Employee working an additional position	CT-AD	Certified Administrative
Correction	Correction to contract	CT	Certified
Decrease FTE	Decrease in hours	CL-AD	Classified Administrative
Demotion	Voluntary demotion	CL	Classified
Extension	End date being extended	PR	Professional
Increase FTE	Increase in hours/contract	EL	Elementary
Promotion	Employee receiving a promotion to another position	MS	Middle School
Reassignment	Employee moving to another position at the direction of the administration	HS	High School
Status Change	Employee changing status (i.e. short term to career)		
Temporary	Employee working for a limited period of time		
Transfer	Employee moving from one position to another		

**GOVERNING BOARD MEETING
PERSONNEL CHANGES**

LAST NAME	FIRST NAME	TITLE	CT/CL	LOCATION	REASON	LEVEL	FINANCIAL CHANGE	COMMENT
Rodriguez-Crespo	Sandra	Instructional Aide - Classroom	CL	Keeling Elementary	Additional Position		N/A	\$12.00 per hour
Rowin	Kristoffer	Instructional Technology Spec	CL	Nash Elementary	Increase FTE		N/A	
Velarde	Omaira	Instructional Aide - Classroom	CL	Amphi Middle School	Additional Position		N/A	\$12.00 per hour
Aguilera Ramirez	María	Teacher - ELL/SEI	ADCT	Amphi Academy Online	Additional Position		N/A	\$7,621.06
Alvarez	Lusiana	ADDN - Certified Staff Trainer	ADCT	Amphi Middle School	Addendum			\$30.00 per hour
Ammon	Connie	ADDN - Section 504	ADCT	Coronado K-8 School	Addendum			\$800.00
Arredondo	Mateo	ADDN - Certified Tutor	ADCT	Amphi Middle School	Addendum			\$30.00 per hour
Arredondo	Mateo	ADDN - Essential Recruit Stip	ADCT	Amphi Middle School	Addendum			\$333.40
Barnewolt	Samantha	ADDN - Musical Assistant Dire	ADCT	CDO High School	Addendum			\$1,696.00
Bjork	Susan	ADDN - Performing Arts MS	ADCT	La Cima Middle School	Addendum			\$900.00
Blanchard	Nicole	Teacher - Special Education R	ADCT	Ironwood Ridge High	Added Duty			\$9,447.07
Boe	Bradley	Teacher - Photography	ADCT	Ironwood Ridge High	Addendum			\$1,850.00
Bosey	Bettina	Teacher - Social Studies	ADCT	Amphi Academy Online	Added Duty			\$8,650.25
Brady	Linda	Teacher - ELL/SEI	ADCT	Wetmore Center	Added Duty			\$21.94 per hour
Bronson	Kelcy	ADDN - Certified Tutor	ADCT	Prince Elementary	Addendum			\$30.00 per hour
Brungardt	Elizabeth	ADDN - Section 504	ADCT	Keeling Elementary	Addendum			\$300.00
Brungardt	Elizabeth	ADDN - Certified Staff Trainer	ADCT	Wetmore Center	Addendum			\$30.00 per hour
Brunswick	Samantha	ADDN - Section 504	ADCT	Holaway Elementary	Addendum			\$300.00
Brunswick	Samantha	ADDN - Facilitator Sped EL	ADCT	Holaway Elementary	Addendum			\$750.00
Bultman	Benjamin	ADDN - Student Government I	ADCT	Amphi High School	Addendum			\$1,750.00
Busch	Miranda	ADDN - Certified Tutor	ADCT	Nash Elementary	Addendum			\$30.00 per hour
Campbell	Jennifer	ADDN - Section 504	ADCT	Prince Elementary	Addendum			\$300.00

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Addendum	Employee receiving extra-curricular position or stipend	ADCL	Addendum Classified
Added Duty	Employee working additional hours or days	ADACS	Addendum Amphi Community Schools
Additional Position	Employee working an additional position	CT-AD	Certified Administrative
Correction	Correction to contract	CT	Certified
Decrease FTE	Decrease in hours	CL-AD	Classified Administrative
Demotion	Voluntary demotion	CL	Classified
Extension	End date being extended	PR	Professional
Increase FTE	Increase in hours/contract	EL	Elementary
Promotion	Employee receiving a promotion to another position	MS	Middle School
Reassignment	Employee moving to another position at the direction of the administration	HS	High School
Status Change	Employee changing status (i.e. short term to career)		
Temporary	Employee working for a limited period of time		
Transfer	Employee moving from one position to another		

GOVERNING BOARD MEETING PERSONNEL CHANGES

LAST NAME	FIRST NAME	TITLE	CT/CL	LOCATION	REASON	LEVEL	FINANCIAL CHANGE	COMMENT
Campbell	Jennifer	ADDN - Academic Assistant E	ADCT	Prince Elementary	Added Duty		\$700.00	
Campbell	Ondrea	ADDN - Certified Tutor	ADCT	Amphi Middle School	Addendum		\$30.00 per hour	
Cannon	Robert	ADDN - Yearbook HS	ADCT	CDO High School	Addendum		\$1,850.00	
Cannon	Robert	ADDN - Drama HS	ADCT	CDO High School	Addendum		\$2,250.00	
Castro	Sylvestre	ADDN - Certified Tutor	ADCT	Amphi Middle School	Addendum		\$30.00 per hour	
Chouinard	Joseph	ADDN - Drama HS	ADCT	Amphi High School	Addendum		\$2,250.00	
Chouinard	Joseph	ADDN - Band Director HS	ADCT	Amphi High School	Addendum		\$3,050.00	
Cochran	James	ADDN - Performing Arts MS	ADCT	Coronado K-8 School	Addendum		\$1,800.00	
Coleman	Kathleen	ADDN - Certified Staff Trainer	ADCT	Amphi Middle School	Addendum		\$30.00 per hour	
Cook	Cheryl	Teacher - General Science	ADCT	Amphi Academy Online	Added Duty		\$8,643.30	
Cote	Lorena	ADDN - Certified Tutor	ADCT	Nash Elementary	Addendum		\$30.00 per hour	
Daglio	Brett	ADDN - Certified Tutor	ADCT	Keeling Elementary	Addendum		\$30.00 per hour	
Daigle	Kristine	ADDN - Certified Tutor	ADCT	Mesa Verde Elementary	Addendum		\$30.00 per hour	
De La Rocha	Natalia	ADDN - Certified Tutor	ADCT	Nash Elementary	Addendum		\$30.00 per hour	
Delozier	Sandy	ADDN - Certified Tutor	ADCT	Mesa Verde Elementary	Addendum		\$30.00 per hour	
Derksen	Melanie	ADDN - Certified Tutor	ADCT	Nash Elementary	Addendum		\$30.00 per hour	
Desjarlais	Paul	Teacher - Mathematics	ADCT	Ironwood Ridge High	Added Duty		\$11,943.80	
Dickson	Mary	ADDN - Drama HS	ADCT	Ironwood Ridge High	Addendum		\$2,250.00	
Dickson	Mary	ADDN - Musical Director HS	ADCT	Ironwood Ridge High	Addendum		\$2,136.00	
Dignum	Brandi	ADDN - Vocal Music HS	ADCT	CDO High School	Addendum		\$1,950.00	
Dignum	Brandi	ADDN - Musical Assistant Dire	ADCT	CDO High School	Addendum		\$1,696.00	
Emsky	Steven	ADDN - Certified Tutor	ADCT	Nash Elementary	Addendum		\$30.00 per hour	

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*	2019-2020 School Year	ADCT	Addendum Certified
Addendum	Employee receiving extra-curricular position or stipend	ADCL	Addendum Classified
Added Duty	Employee working additional hours or days	ADACS	Addendum Amphi Community Schools
Additional Position	Employee working an additional position	CT-AD	Certified Administrative
Correction	Correction to contract	CT	Certified
Decrease FTE	Decrease in hours	CL-AD	Classified Administrative
Demotion	Voluntary demotion	CL	Classified
Extension	End date being extended	PR	Professional
Increase FTE	Increase in hours/contract	EL	Elementary
Promotion	Employee receiving a promotion to another position	MS	Middle School
Reassignment	Employee moving to another position at the direction of the administration	HS	High School
Status Change	Employee changing status (i.e. short term to career)		
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Transfer	Employee moving from one position to another		

**GOVERNING BOARD MEETING
PERSONNEL CHANGES**

LAST NAME	FIRST NAME	TITLE	CT/CL	LOCATION	REASON	LEVEL	FINANCIAL CHANGE	COMMENT
Engelhard	Erin	ADDN - Facilitator Sped EL	ADCT	Copper Creek Elementary	Addendum		\$750.00	
Escalante	Ana	ADDN - Facilitator Sped MS	ADCT	Cross Middle School	Addendum		\$1,200.00	
Esposito	Kimberly	ADDN - Certified Tutor	ADCT	Nash Elementary	Addendum		\$30.00 per hour	
Ferre	Leslie	ADDN - Odyssey of the Mind	ADCT	La Cima Middle School	Addendum		\$1,200.00	
Floyd	Katherine	ADDN - Certified Staff Trainer	ADCT	Amphi Middle School	Addendum		\$30.00 per hour	
Fritton	Teresa	Teacher - Mathematics	ADCT	Amphi Academy Online	Added Duty		\$8,956.94	
Fyock	Andrea	ADDN - Facilitator Sped EL	ADCT	Donaldson Elementary	Addendum		\$750.00	
Garcia Salcido	Jose	ADDN - MESA Coordinator HS	ADCT	Amphi High School	Addendum		\$1,500.00	
Gipson	Lori	Teacher - History	ADCT	Ironwood Ridge High	Added Duty		\$9,172.83	
Glavin	Kelsey	ADDN - Academic Assistant E	ADCT	Prince Elementary	Addendum		\$700.00	
Gould	Marni	ADDN - Yearbook MS	ADCT	La Cima Middle School	Addendum		\$1,500.00	
Graun	Suzanne	ADDN - Section 504	ADCT	La Cima Middle School	Addendum		\$400.00	
Green	Jonathan	ADDN - Facilitator Sped EL	ADCT	Painted Sky Elementary	Addendum		\$750.00	
Greenway	Mike	Teacher - History	ADCT	Ironwood Ridge High	Added Duty		\$8,391.38	
Guymon	Kate	ADDN - National Jr. Honor Soc	ADCT	La Cima Middle School	Addendum		\$750.00	
Habinek	Angela	ADDN - Technology Coach EL	ADCT	Mesa Verde Elementary	Addendum		\$1,550.00	
Habinek	Angela	ADDN - Certified Tutor	ADCT	Mesa Verde Elementary	Addendum		\$30.00 per hour	
Habinek	Daniel	Teacher - Special Education R	ADCT	Ironwood Ridge High	Added Duty		\$9,115.60	
Harris	Michael	ADDN - Certified Tutor	ADCT	Amphi High School	Addendum		\$30.00 per hour	
Haskell	Joseph	ADDN - Curriculum Developm	ADCT	Amphi High School	Addendum		\$25.00 per hour	
Hay	Amanda	ADDN - Certified Tutor	ADCT	Mesa Verde Elementary	Addendum		\$30.00 per hour	
Hayes	Shana	ADDN - Student Council EL	ADCT	Mesa Verde Elementary	Addendum		\$950.00	

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*	2019-2020 School Year	ADCT	Addendum Certified
Addendum	Employee receiving extra-curricular position or stipend	ADCL	Addendum Classified
Added Duty	Employee working additional hours or days	ADACS	Addendum Amphi Community Schools
Additional Position	Employee working an additional position	CT-AD	Certified Administrative
Correction	Correction to contract	CT	Certified
Decrease FTE	Decrease in hours	CL-AD	Classified Administrative
Demotion	Voluntary demotion	CL	Classified
Extension	End date being extended	PR	Professional
Increase FTE	Increase in hours/contract	EL	Elementary
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**GOVERNING BOARD MEETING
PERSONNEL CHANGES**

LAST NAME	FIRST NAME	TITLE	CT/GL	LOCATION	REASON	LEVEL	FINANCIAL CHANGE	COMMENT
Hernandez	Eva	ADDN - Certified Tutor	ADCT	Mesa Verde Elementary	Addendum		\$30.00 per hour	
Herron	Candace	ADDN - Facilitator Sped EL	ADCT	Wilson K-8 School	Addendum		\$1,950.00	
Hill	Vanessa	ADDN - Essential Recruit Stip	ADCT	Rio Vista Elementary	Correction		\$2,400.00	
Hill	Vanessa	ADDN - Essential Recruit Stip	ADCT	Keeling Elementary	Addendum		\$800.00	
Hodge	Mark	ADDN - Band Director HS	ADCT	Ironwood Ridge High	Addendum		\$3,050.00	
Holder	Kayla	ADDN - Section 504	ADCT	Walker Elementary	Addendum		\$300.00	
Holst	Lydia	ADDN - Certified Staff Trainer	ADCT	Amphi Middle School	Addendum		\$30.00 per hour	
Holt	Kris	ADDN - Administrative Design	ADCT	Prince Elementary	Added Duty		\$2,000.00	
Holt	Kris	ADDN - Academic Assistant E	ADCT	Prince Elementary	Addendum		\$700.00	
Houlton	Ashleigh	Teacher - P. E.	ADCT	Ironwood Ridge High	Added Duty		\$9,168.46	
Houser	Jennifer	ADDN - Administrative Design	ADCT	Painted Sky Elementary	Added Duty		\$2,000.00	
Howell	Luke	ADDN - Newspaper HS	ADCT	Ironwood Ridge High	Addendum		\$1,850.00	
Huang	Frederick	ADDN - Newspaper HS	ADCT	Amphi High School	Addendum		\$1,850.00	
Hudson	Kylee	ADDN - Certified Tutor	ADCT	Nash Elementary	Addendum		\$30.00 per hour	
Inbody-Klein	Amy	ADDN - Certified Tutor	ADCT	Keeling Elementary	Addendum		\$30.00 per hour	
Jimmerson	Nancy	ADDN - Certified Tutor	ADCT	Keeling Elementary	Addendum		\$30.00 per hour	
Johnson	Gabrielle	ADDN - Student Council EL	ADCT	Prince Elementary	Addendum		\$950.00	
Johnson	Gabrielle	ADDN - Certified Tutor	ADCT	Prince Elementary	Addendum		\$30.00 per hour	
Jonaitis	Eileen	ADDN - Section 504	ADCT	Ironwood Ridge High	Addendum		\$4,500.00	
Kautz	Douglas	Teacher - Mathematics	ADCT	Ironwood Ridge High	Added Duty		\$11,652.88	
Kipley	Kayla	ADDN - Curriculum Developm	ADCT	Amphi High School	Addendum		\$25.00 per hour	
Knepper	Damon	ADDN - Orchestra HS	ADCT	Ironwood Ridge High	Addendum		\$1,950.00	

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*	2019-2020 School Year	ADCT	Addendum Certified
Addendum	Employee receiving extra-curricular position or stipend	ADCL	Addendum Classified
Added Duty	Employee working additional hours or days	ADACS	Addendum Amphi Community Schools
Additional Position	Employee working an additional position	CT-AD	Certified Administrative
Correction	Correction to contract	CT	Certified
Decrease FTE	Decrease in hours	GL-AD	Classified Administrative
Demotion	Voluntary demotion	CL	Classified
Extension	End date being extended	PR	Professional
Increase FTE	Increase in hours/contract	EL	Elementary
Promotion	Employee receiving a promotion to another position	MS	Middle School
Reassignment	Employee moving to another position at the direction of the administration	HS	High School
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**GOVERNING BOARD MEETING
PERSONNEL CHANGES**

LAST NAME	FIRST NAME	TITLE	CT/CL	LOCATION	REASON	LEVEL	FINANCIAL CHANGE	COMMENT
Lange	Matthew	ADDN - Technology Coach EL	ADCT	Prince Elementary	Addendum		\$1,550.00	
Lange	Matthew	ADDN - Certified Tutor	ADCT	Prince Elementary	Addendum		\$30.00 per hour	
Larson	Lisa	Teacher - Social Studies	ADCT	Amphi Academy Online	Added Duty		\$9,049.15	
Laughter	Marlana	ADDN - Certified Tutor	ADCT	Amphi Middle School	Addendum		\$30.00 per hour	
Laughter	Marlana	Teacher - ELL/SEI	ADCT	Wetmore Center	Added Duty		\$26.79 per hour	
Laughter	Marlana	ADDN - Certified Staff Trainer	ADCT	Amphi Middle School	Addendum		\$30.00 per hour	
Lawrence	Mia	ADDN - Essential Recruit Stip	ADCT	Copper Creek Elementary	Addendum		\$1,600.00	
Lee	Kristina	ADDN - Section 504	ADCT	Donaldson Elementary	Addendum		\$300.00	
Lewis	Loralee	ADDN - Section 504	ADCT	Copper Creek Elementary	Addendum		\$300.00	
Loehr	Lizabeth	ADDN - Facilitator Sped EL	ADCT	Hareison Elementary	Addendum		\$750.00	
Loera	Adriana	ADDN - Certified Tutor	ADCT	Keeling Elementary	Addendum		\$30.00 per hour	
Lortie	Sarah	ADDN - Certified Tutor	ADCT	Amphi Middle School	Addendum		\$30.00 per hour	
Luciano	Susan	ADDN - Certified Tutor	ADCT	Nash Elementary	Addendum		\$30.00 per hour	
Mapes	Darin	ADDN - Certified Staff Trainer	ADCT	Amphi Middle School	Addendum		\$30.00 per hour	
Marlatt	Lauren	ADDN - Student Council MS	ADCT	Coronado K-8 School	Addendum		\$1,350.00	
McConnell	Marisa	ADDN - Administrative Design	ADCT	Mesa Verde Elementary	Addendum		\$2,000.00	
Mcgee	Caryn	ADDN - Technology Coach MS	ADCT	La Cima Middle School	Addendum		\$1,550.00	
Mcgowan	Alissa	Teacher - Student Governmen	ADCT	Ironwood Ridge High	Added Duty		\$9,168.46	
Mcgowan	Alissa	ADDN - Student Government I	ADCT	Ironwood Ridge High	Addendum		\$1,750.00	
McNamara	Mary	Teacher - English	ADCT	Amphi Academy Online	Added Duty		\$9,922.75	
Mcnew	Ann Frances	ADDN - Certified Tutor	ADCT	Keeling Elementary	Addendum		\$30.00 per hour	
Menzies	Sophia	ADDN - Certified Tutor	ADCT	Nash Elementary	Addendum		\$30.00 per hour	

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*	2019-2020 School Year	ADCT	Addendum Certified
Addendum	Employee receiving extra-curricular position or stipend	ADCL	Addendum Classified
Added Duty	Employee working additional hours or days	ADACS	Addendum Amphi Community Schools
Additional Position	Employee working an additional position	CT-AD	Certified Administrative
Correction	Correction to contract	CT	Certified
Decrease FTE	Decrease in hours	CL-AD	Classified Administrative
Demotion	Voluntary demotion	CL	Classified
Extension	End date being extended	PR	Professional
Increase FTE	Increase in hours/contract	EL	Elementary
Promotion	Employee receiving a promotion to another position	MS	Middle School
Reassignment	Employee moving to another position at the direction of the administration	HS	High School
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GOVERNING BOARD MEETING PERSONNEL CHANGES

LAST NAME	FIRST NAME	TITLE	CT/CL	LOCATION	REASON	LEVEL	FINANCIAL CHANGE	COMMENT
Mercilliot	Christopher	ADDN - Certified Tutor	ADCT	Amphi Middle School	Addendum		\$30.00 per hour	
Moore	Kristen	ADDN - Technology Coach MS	ADCT	Cross Middle School	Addendum		\$1,550.00	
Mounts	Deborah	ADDN - Curriculum Developm	ADCT	Prince Elementary	Addendum		\$25.00 per hour	
Mounts	Deborah	ADDN - Certified Tutor	ADCT	Prince Elementary	Addendum		\$30.00 per hour	
Mounts	Brianna	ADDN - Certified Tutor	ADCT	Keeling Elementary	Addendum		\$30.00 per hour	
Mounts	Deborah	ADDN - Curriculum Developm	ADCT	Prince Elementary	Addendum		\$25.00 per hour	
Murillo	Mindy	Teacher - ELL/SEI	ADCT	Wetmore Center	Added Duty		\$25.58 per hour	
Neier-Gordon	Tami	Teacher - ELL/SEI	ADCT	Ironwood Ridge High	Added Duty		\$9,521.64	
Newsom	Christopher	ADDN - Performing Arts MS	ADCT	La Cima Middle School	Addendum		\$900.00	
Nicley	Phillip	ADDN - Facilitator Sped MS	ADCT	Amphi Middle School	Addendum		\$1,200.00	
Nicley	Phillip	ADDN - Section 504	ADCT	Amphi Middle School	Addendum		\$800.00	
Novinski	Garrett	Teacher - Adaptive P.E.	ADCT	Wilson K-8 School	Added Duty		\$8,417.68	
Nugent	Debra	Teacher - Mathematics	ADCT	Ironwood Ridge High	Added Duty		\$12,951.35	
Ochoa	Joy	ADDN - Yearbook MS	ADCT	Coronado K-8 School	Addendum		\$1,500.00	
Olszewski	Cynthia	ADDN - Facilitator Sped EL	ADCT	Mesa Verde Elementary	Addendum		\$750.00	
Owen	Lorraine	ADDN - Certified Tutor	ADCT	Prince Elementary	Addendum		\$30.00 per hour	
Parker	Amber	ADDN - Curriculum Developm	ADCT	Amphi High School	Addendum		\$25.00 per hour	
Paulson-Midgley	Tamara	ADDN - Certified Staff Trainer	ADCT	Amphi Middle School	Addendum		\$30.00 per hour	
Penna	Kelli	ADDN - Certified Tutor	ADCT	Keeling Elementary	Addendum		\$30.00 per hour	
Picton	Jacqueline	ADDN - Section 504	ADCT	Wilson K-8 School	Addendum		\$1,700.00	
Post	Trina	ADDN - Certified Tutor	ADCT	Prince Elementary	Addendum		\$30.00 per hour	
Powell	Lisa	ADDN - Certified Staff Trainer	ADCT	Amphi Middle School	Addendum		30.00 per hour	

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*	2019-2020 School Year	ADCT	Addendum Certified
Addendum	Employee receiving extra-curricular position or stipend	ADCL	Addendum Classified
Added Duty	Employee working additional hours or days	ADACS	Addendum Amphi Community Schools
Additional Position	Employee working an additional position	CT-AD	Certified Administrative
Correction	Correction to contract	CT	Certified
Decrease FTE	Decrease in hours	CL-AD	Classified Administrative
Demotion	Voluntary demotion	CL	Classified
Extension	End date being extended	PR	Professional
Increase FTE	Increase in hours/contract	EL	Elementary
Promotion	Employee receiving a promotion to another position	MS	Middle School
Reassignment	Employee moving to another position at the direction of the administration	HS	High School
Status Change	Employee changing status (i.e. short term to career)		
Temporary	Employee working for a limited period of time		
Transfer	Employee moving from one position to another		

**GOVERNING BOARD MEETING
PERSONNEL CHANGES**

LAST NAME	FIRST NAME	TITLE	CT/CL	LOCATION	REASON	LEVEL	FINANCIAL CHANGE	COMMENT
Powell	Lisa	ADDN - Certified Tutor	ADCT	Amphi Middle School	Addendum		\$30.00 per hour	
Pratt	Megan	ADDN - Certified Tutor	ADCT	Prince Elementary	Addendum		\$30.00 per hour	
Quezada	Jessica	ADDN - Certified Tutor	ADCT	Nash Elementary	Addendum		\$30.00 per hour	
Quezada	Esther	ADDN - Certified Tutor	ADCT	Nash Elementary	Addendum		\$30.00 per hour	
Radtke	Heidi	ADDN - Technology Coach EL	ADCT	Painted Sky Elementary	Addendum		\$1,550.00	
Radtke	Heidi	ADDN - Section 504	ADCT	Painted Sky Elementary	Addendum		\$300.00	
Ramsey	Julie	ADDN - Curriculum Developm	ADCT	Amphi High School	Addendum		\$25.00 per hour	
Rathbun	Caitlin	ADDN - Certified Tutor	ADCT	Prince Elementary	Addendum		\$30.00 per hour	
Reid	Raymond	Teacher - English	ADCT	Ironwood Ridge High	Added Duty		\$8,776.75	
Rhoads	Alyssa	ADDN - Certified Tutor	ADCT	Prince Elementary	Addendum		\$30.00 per hour	
Rini	Kaitlyn	Teacher - English	ADCT	Ironwood Ridge High	Added Duty		\$8,475.60	
Roberts	Coral	ADDN - Certified Tutor	ADCT	Nash Elementary	Addendum		\$30.00 per hour	
Rondeau	Caroline	ADDN - Facilitator Sped EL	ADCT	Walker Elementary	Addendum		\$750.00	
Rose	Stileda	DH - CTE HS	ADCT	Amphi High School	Addendum		\$3,350.00	
Roseman	Ronny	ADDN - Technology Coach HS	ADCT	CDO High School	Addendum		\$1,550.00	
Rossi	Eric	ADDN - Technology Coach HS	ADCT	Amphi High School	Addendum		\$1,550.00	
Rossi	Eric	Teacher - History	ADCT	Amphi Academy Online	Added Duty		\$8,510.52	
Schleicher	Katrina	ADDN - Certified Tutor	ADCT	Mesa Verde Elementary	Addendum		\$30.00 per hour	
Schmuker	Ranee	ADDN - Band Director HS	ADCT	CDO High School	Addendum		\$3,050.00	
Shaheen	John	ADDN - Performing Arts MS	ADCT	Coronado K-8 School	Addendum		\$1,800.00	
Shank	Jennifer	ADDN - Section 504	ADCT	Harelson Elementary	Addendum		\$300.00	
Sheldon	Lisa	ADDN - Facilitator Sped EL	ADCT	Nash Elementary	Addendum		\$750.00	

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*	2019-2020 School Year	ADCT	Addendum Certified
Addendum	Employee receiving extra-curricular position or stipend	ADCL	Addendum Classified
Added Duty	Employee working additional hours or days	ADACS	Addendum Amphi Community Schools
Additional Position	Employee working an additional position	CT-AD	Certified Administrative
Correction	Correction to contract	CT	Certified
Decrease FTE	Decrease in hours	CL-AD	Classified Administrative
Demotion	Voluntary demotion	CL	Classified
Extension	End date being extended	PR	Professional
Increase FTE	Increase in hours/contract	EL	Elementary
Promotion	Employee receiving a promotion to another position	MS	Middle School
Reassignment	Employee moving to another position at the direction of the administration	HS	High School
Status Change	Employee changing status (i.e. short term to career)		
Temporary	Employee working for a limited period of time		
Transfer	Employee moving from one position to another		

**GOVERNING BOARD MEETING
PERSONNEL CHANGES**

LAST NAME	FIRST NAME	TITLE	CT/CL	LOCATION	REASON	LEVEL	FINANCIAL CHANGE	COMMENT
Sheldon	Lisa	ADDN - Section 504	ADCT	Nash Elementary	Addendum		\$300.00	
Smith	Alexander	ADDN - Extra Curric. Activ. Dir	ADCT	Wilson K-8 School	Addendum		\$2,000.00	
Smith	Alexander	Teacher - Adaptive P.E.	ADCT	Wilson K-8 School	Added Duty		\$8,871.86	
Snider	Tenaya	ADDN - Student Government I	ADCT	CDO High School	Addendum		\$1,750.00	
Sparlin	Erika	ADDN - National Jr. Honor Soc	ADCT	Coronado K-8 School	Addendum		\$750.00	
Stoxen	Amanda	Teacher - History	ADCT	Ironwood Ridge High	Added Duty		\$9,571.02	
Swartz	Danielle	ADDN - Section 504	ADCT	Innovation Academy	Addendum		\$600.00	
Tagawa	Toru	ADDN - Orchestra HS	ADCT	CDO High School	Addendum		\$1,950.00	
Tagawa	Toru	ADDN - Musical Assistant Dire	ADCT	CDO High School	Addendum		\$1,696.00	
Thomure	Emery	ADDN - Musical Assistant Dire	ADCT	CDO High School	Addendum		\$1,696.00	
Upmann	Adam	ADDN - Math Counts MS	ADCT	Coronado K-8 School	Addendum		\$950.00	
Urrea	Tianna	ADDN - Certified Tutor	ADCT	Keeling Elementary	Addendum		\$30.00 per hour	
Vaughn	Alexandria	Teacher - General Science	ADCT	Amphi Academy Online	Added Duty		\$8,865.23	
Veltre	Cassie	ADDN - Curriculum Developm	ADCT	Prince Elementary	Addendum		\$25.00 per hour	
Veltre	Cassie	ADDN - Facilitator Sped EL	ADCT	Prince Elementary	Addendum		\$750.00	
Vining	Melanie	ADDN - Academic Assistant E	ADCT	Painted Sky Elementary	Addendum		\$700.00	
Watkins	Sean	Teacher - Mathematics	ADCT	Ironwood Ridge High	Added Duty		\$10,367.45	
Watson	Diedre	ADDN - Certified Staff Trainer	ADCT	Amphi Middle School	Addendum		\$30.00 per hour	
Watson	Diedre	ADDN - Certified Tutor	ADCT	Amphi Middle School	Addendum		\$30.00 per hour	
Watson	David	ADDN - Certified Tutor	ADCT	Amphi Middle School	Addendum		\$30.00 per hour	
Watson	Forrest	ADDN - Yearbook HS	ADCT	Amphi High School	Addendum		\$1,850.00	
Wells	Shayla	ADDN - Section 504	ADCT	Mesa Verde Elementary	Addendum		\$300.00	

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*	2019-2020 School Year	ADCT	Addendum Certified
Addendum	Employee receiving extra-curricular position or stipend	ADCL	Addendum Classified
Added Duty	Employee working additional hours or days	ADACS	Addendum Amphi Community Schools
Additional Position	Employee working an additional position	CT-AD	Certified Administrative
Correction	Correction to contract	CT	Certified
Decrease FTE	Decrease in hours	CL-AD	Classified Administrative
Demotion	Voluntary demotion	CL	Classified
Extension	End date being extended	PR	Professional
Increase FTE	Increase in hours/contract	EL	Elementary
Promotion	Employee receiving a promotion to another position	MS	Middle School
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Temporary	Employee working for a limited period of time		
Transfer	Employee moving from one position to another		

GOVERNING BOARD MEETING PERSONNEL CHANGES

LAST NAME	FIRST NAME	TITLE	CT/CL	LOCATION	REASON	LEVEL	FINANCIAL CHANGE	COMMENT
Welsh	Brian	ADDN - Certified Tutor	ADCT	Prince Elementary	Addendum			\$30.00 per hour
Wentworth	Ann Elizabeth	Teacher - Mathematics	ADCT	Ironwood Ridge High	Added Duty			\$8,795.93
Willis	John	ADDN - Facilitator Sped HS	ADCT	Amphi High School	Correction			\$3,350.00
Wilson	Amy Beth	ADDN - Facilitator Sped EL	ADCT	Keeling Elementary	Addendum			\$750.00
Wolfson	Mia	ADDN - Certified Tutor	ADCT	Prince Elementary	Addendum			\$30.00 per hour
Yetman	Christopher	ADDN - Academic Decathlon I	ADCT	CDO High School	Addendum			\$1,600.00
Yount	Sonya	ADDN - Orchestra HS	ADCT	Amphi High School	Addendum			\$1,950.00
Yount	Sonya	ADDN - Vocal Music HS	ADCT	Amphi High School	Addendum			\$1,950.00
Youtsey	Drew	ADDN - Certified Tutor	ADCT	Keeling Elementary	Addendum			\$30.00 per hour
Zolo	Tatiana	Teacher - Mathematics	ADCT	Amphi Academy Online	Added Duty			\$8,935.55
Calvin	Leann	ADDN - Odyssey of the Mind	ADCL	Cross Middle School	Addendum			\$600.00
Trent	Starr	Computer Repair Technician	ADCL	Ironwood Ridge High	Added Duty			\$14.99 per hour
Velarde	Omaira	Attendance Clerk	ADCL	Wetmore Center	Added Duty			\$12.24 per hour

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*	2019-2020 School Year	ADCT	Addendum Certified
Addendum	Employee receiving extra-curricular position or stipend	ADCL	Addendum Classified
Added Duty	Employee working additional hours or days	ADACS	Addendum Amphi Community Schools
Additional Position	Employee working an additional position	CT-AD	Certified Administrative
Correction	Correction to contract	CT	Certified
Decrease FTE	Decrease in hours	CL-AD	Classified Administrative
Demotion	Voluntary demotion	CL	Classified
Extension	End date being extended	PR	Professional
Increase FTE	Increase in hours/contract	EL	Elementary
Promotion	Employee receiving a promotion to another position	MS	Middle School
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Transfer	Employee moving from one position to another		



GOVERNING BOARD AGENDA ITEM
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10

DATE OF MEETING: September 8, 2020

TITLE: Approval of Leave(s) of Absence

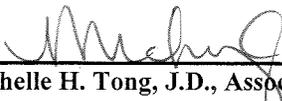
BACKGROUND:

Leave(s) of absence will be presented herein and are current as of August 28, 2020

RECOMMENDATION:

It is the recommendation of the Administration that the leave request(s) be approved as presented.

INITIATED BY:


Michelle H. Tong, J.D., Associate to the Superintendent

Date: August 28, 2020


Todd A. Jaeger, J.D., Superintendent

9/8/2020

**GOVERNING BOARD MEETING
LEAVES OF ABSENCE**

LAST NAME	FIRST NAME	TITLE	CT/CL	LOCATION	DATES	COMMENT
Penna	Kelli	Teacher - Cross Categorical Classr	CT	Keeling Elementary	09/24/2020	Start date
Begay	Kimberly	Native American Education Advisor	CL-PR	Federal/State Programs	08/06/2020	Start date
Dees	Barbara	Special Education Teaching Assist	CL	Copper Creek Elementary	08/12/2020	Start date
Lynch	Robert	Custodian I	CL	Harelson Elementary	08/03/2020	Start date
Neyoy	Francisca	Custodian I	CL	La Cima Middle School	08/19/2020	Return date
Richins	Tonnette	Food Service Attendant I	CL	Food Service Admin	08/06/2020	Start date
Voita	Alexandra	Food Service Attendant I	CL	Coronado K-8 School	08/20/2020	Start date
Wilson	Margaret	Special Education Teaching Assist	CL	Keeling Elementary	08/17/2020	Start date

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*
2019-2020 School Year
CT-AD Certified Administrative
CT Certified
CL-AD Classified Administrative
CL Classified
PR Professional



GOVERNING BOARD AGENDA ITEM
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10

DATE OF MEETING: September 8, 2020

TITLE: Approval of Separation(s) and Termination(s)

BACKGROUND:

Separation(s) and termination(s) will be presented herein. Separations are current as of September 1, 2020.

RECOMMENDATION:

It is the recommendation of the Administration that the resignation(s) or termination(s) be approved as presented.

INITIATED BY:

Michelle H. Tong, J.D., Associate to the Superintendent

Date: September 1, 2020

Todd A. Jaeger, J.D., Superintendent

9/8/2020

**GOVERNING BOARD MEETING
SEPARATIONS**

LAST NAME	FIRST NAME	TITLE	CT/CL	LOCATION	EFFECTIVE DATE	REASON	COMMENT
Glasner	Lyanne	Counselor	CT-PR	Wilson K-8 School	05/22/2020	Resignation	*
Lucarini	Elizabeth	Teacher - Language Arts	CT	Amphi Middle School	08/28/2020	Resignation	
Pittius	Michael	Teacher - Grade 1	CT	Walker Elementary	09/04/2020	Breach of Contract	
Kittinger	Jessica	Occupational Therapist	CL-PR	Wetmore Center	10/02/2020	Resignation	
Amjad	Huda	Speech/Language Pathology	CL	Rillito Center	05/21/2020	Resignation	*
Briles	Amy	Special Education Teaching	CL	Copper Creek Elementary	05/21/2020	Resignation	*
Ceballos	Stephany Marie	Campus Monitor	CL	Painted Sky Elementary	05/21/2020	Resignation	*
Cody	Michael	Campus Monitor	CL	Holaway Elementary	05/21/2020	Resignation	*
Darnell	Deborah	Food Service Attendant I	CL	Amphi High School	05/21/2020	Resignation	*
Escarriga Castro	M Frania	Crossing Guard	CL	Holaway Elementary	05/21/2020	Resignation	* This position only
Godoy	Adrian	Groundskeeper I	CL	Facilities Support	08/26/2020	Resignation	
Granillo	Annmarie	Transportation Attendant	CL	Transportation	04/17/2020	Resignation	*
Hull	Cynthia	School Administrative Assist	CL	Wilson K-8 School	10/02/2020	Retirement	
Johnson	Keyon	Campus Monitor	CL	Harelson Elementary	08/07/2020	Resignation	
Johnson	Yvonne	Educational Assistant to the	CL	Mesa Verde Elementary	10/02/2020	Retirement	
Johnson	Yvonne	Clerk II	CL	Mesa Verde Elementary	10/02/2020	Retirement	
King	Kristie	Clerk II	CL	Holaway Elementary	05/29/2020	Retirement	*
Leunen	Lynn	Campus Monitor	CL	Innovation Academy	05/21/2020	Resignation	*
Lyons	Debra	Special Education Teaching	CL	CDO High School	05/21/2020	Resignation	*
Nordstrom	Francis	Bus Driver	CL	Transportation	08/06/2020	Resignation	
Nunez	Marina	Crossing Guard	CL	Wilson K-8 School	05/21/2020	Resignation	*
Nunez	Marina	Campus Monitor	CL	Wilson K-8 School	05/21/2020	Resignation	*
Reil	Elisabeth	Special Education Teaching	CL	Amphi High School	05/21/2020	Resignation	*

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*	2019-2020 School Year	ADCT	Addendum Certified
Budget RIF	Reduction in force due to budget.	ADCL	Addendum Classified
Abandonment	Employee abandoned position	ADDM	Addendum Only
Breach of Contract	Employee did not fulfill contract	CT-AD	Certified Administrative
Dismissal	Employee terminated by the District	CT	Certified
Resignation	Employee resigning from the District	CL-AD	Classified Administrative
Retirement	Employee retiring from the District	CL	Classified
		PR	Professional

GOVERNING BOARD MEETING SEPARATIONS

LAST NAME	FIRST NAME	TITLE	CT/CL	LOCATION	EFFECTIVE DATE	REASON	COMMENT
Schneider	Aitza	Special Education Teaching	CL	CDO High School	05/21/2020	Resignation	*
Sevinsky	Nicole	Special Education Teaching	CL	CDO High School	05/21/2020	Resignation	*
Warfield	Nicole	Special Education Teaching	CL	Copper Creek Elementary	05/21/2020	Resignation	*
Zack	Katerina	Food Service Attendant I	CL	La Cima Middle School	07/27/2020	Resignation	

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* 2019-2020 School Year
 Budget RIF Reduction in force due to budget.
 Abandonment Employee abandoned position
 Breach of Contract Employee did not fulfill contract
 Dismissal Employee terminated by the District
 Resignation Employee resigning from the District
 Retirement Employee retiring from the District

ADCT Addendum Certified
 ADCL Addendum Classified
 ADDM Addendum Only
 CT-AD Certified Administrative
 CT Certified
 CL-AD Classified Administrative
 CL Classified
 PR Professional



**GOVERNING BOARD AGENDA ITEM
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

DATE OF MEETING: September 8, 2020

TITLE: Approval of Minutes of Previous Meeting(s)

BACKGROUND:

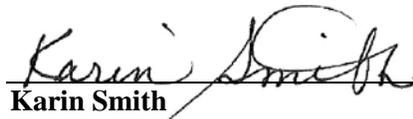
The attached minutes of previous Governing Board Meeting(s) are submitted for approval by the Board.

August 25, 2020

RECOMMENDATION:

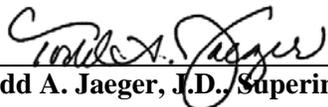
The Administration recommends that the minutes of the previous meeting(s) be approved.

INITIATED BY:



Karin Smith
Executive Assistant to the Superintendent & Governing Board

Date: August 27, 2020



Todd A. Jaeger, J.D. Superintendent

**Minutes of the Special Governing Board Meeting
Amphitheater Public Schools
Tuesday, August 25, 2020**

A Special public meeting of the Governing Board of Amphitheater Public Schools was held Tuesday, August 25, 2020, beginning at 5:30 p.m. at the Wetmore Center, 701 West Wetmore Road, Tucson AZ in the Leadership & Professional Development Center. The meeting was held under COVID-19 pandemic related conditions.

Governing Board Members Present

Members attending telephonically are in italics

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

Dr. Scott K. Baker, Member

Mr. Matthew A. Kopec, Member

Ms. Susan Zibrat, Member

Governing Board Members Absent

Ms. Vicki Cox Golder, Vice President – absent

Superintendent's Cabinet Members Present

Mr. Todd A. Jaeger, J.D., Superintendent

Dr. Roseanne Lopez, Associate Superintendent for Elementary Education

Mr. Michael Bejarano, Associate Superintendent for Secondary Education

Ms. Michelle H. Tong, J.D., Associate to the Superintendent and Legal Counsel

Mr. Scott Little, Chief Financial Officer

Ms. Kristin McGraw, Director of Student Services

Ms. Tassi Call, Director of 21st Century Education

Mr. James Burns, Executive Manager of Operational Support

Ms. Michelle Valenzuela, Director of Communications

Dr. Shannon McKinney, Director of Curriculum and Assessment

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

President Day called the meeting to order at 5:30 p.m. and invited members of the audience to sign the visitors' register.

2. PLEDGE OF ALLEGIANCE

President Day asked Dr. Baker to lead the Pledge.

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

President Day announced that the date and time of the next Board meeting will be held on Tuesday, September 8, 2020 at 6:00 p.m., at the Wetmore Center, 701 W. Wetmore Road, Tucson, AZ 85705 in the Leadership & Professional Development Center.

President Day noted that this meeting was being streamed live for compliance with Centers for Disease Control and Prevention (CDC) recommendations for public gatherings during the COVID-19 pandemic. Amphitheater will be following CDC recommendations for public gatherings. She noted that Arizona law

permits Board members to attend meetings by videoconference or telephone, one or more members attended the meeting by telephone. In addition, she requested that all persons present exercise safe social distancing for this Board meeting. There was a quorum at this meeting.

4. PUBLIC COMMENT

President Day asked if there were public comments. Ms. Tong said that there were comments sent in earlier to be read at tonight's meeting regarding returning to sports and comments regarding returning to school. She noted that there were five people here in-person to talk about returning to sports and the Amphi EA President would like to make a comment. Ms. Tong proposed to read a comment that was sent in earlier, then have a person that is here in attendance speak, and back and forth. President Day agreed.

Ms. Tong read a comment sent in from Kyle Morrison who has a student at Ironwood Ridge High School on the football team. He expressed concern that Amphi is refusing to follow the Arizona Interscholastic Association (AIA) guidelines and begin fall sports. He stated that other area school districts are currently allowing on campus voluntary conditioning. He commented that AIA has developed guidelines to return to sports, but Amphi is not moving forward within those guidelines. He said parents would like an explanation as to why sports were being taken away from their kids.

Lisa Millerd, Amphitheater Education Association (AEA/AmphiEA) President, thanked the District for the staff survey that was sent out and hoped the feedback will be valuable. She noted that policy states that as the Amphi EA President she is to be present at Board meetings. She commented about the excitement she felt meeting her students, even if it was over zoom. Then over the course of the week enrollment changed, classes were moved and challenges met. She noted that as educators we need to be cognizant of our expectations. She continued by saying that people's voices needed to be heard and acknowledged. Referencing some new COVID-19 trainings for staff, she felt the District is working to quell fears employees may have.

Ms. Tong read a comment sent in from David Peyton who said we need to open our schools so kids can learn and get back normal. He said there is information that says children are not at high risk, and some studies say children don't appreciably infect adults with the virus. He said other districts have opened, and felt we should too. Mr. Peyton said that he has a senior on the football team at Ironwood Ridge High School and hoped that the season will be moved to later in the fall or in the spring so they can have the preparation they need to have a full season. He urged the District to protect the senior year of athletes, saying it is a very important time for them in order to be considered for the next level. A shortened season should not be considered.

President Day read the Call to the Audience Procedures.

David Newell commented that he has a student on the Ironwood Ridge High School girl's golf team. He said he has written to the Governing Board and Superintendent Jaeger concerning District policies regarding athletics, reopening of schools, and the start of girls' golf season. He commented that he understands the challenges of serving on public boards during COVID-19, but felt that not allowing golf to begin, which is a socially distanced sport, was not good leadership and golf should not be grouped with other sports. He acknowledged that there will be more hard decisions to be made in the future and urged the board to model leadership concerning the students they are here to serve.

Ms. Tong read a comment sent in from Tony Somohano who has a student at Ironwood Ridge High School on the football team. He said sports motivates his son to get good grades, work towards a common goal with teammates, and gives him a sense of belonging during high school. He said the AIA has given guidelines and other districts in the area to move forward with fall sports and Marana and Vail School Districts have voluntary on-campus conditioning. He understands the District said no sports until in-person learning begins. He mentioned the students have been practicing on their own so they will be ready when the season starts. He asked to allow all sports an opportunity to follow the AIA guidelines and play. He also noted that he and many other parents would sign waivers to allow their student to play now. He concluded by saying sports has a positive impact on kids.

Becky Morrison is a parent of several students in the Amphitheater School District. She noted that she sent letters and, because no one responded, felt the need to attend this Board meeting to voice her concerns. She felt the Blue Ribbon Task Force guidelines are not being utilized and there has been a lack of communication concerning sports. Ms. Morrison said the AIA has guidelines in place that allow for voluntary participation in sports, but Amphi is not using them. The children deserve to be able to participate in sports. She said that Phoenix schools are allowing sports and so are most southern Arizona schools. She urged the Amphi to follow suit and open sports for our students. Club teams are practicing, they are playing, they are traveling, and they are healthy. She pleaded for Amphi to open sports for our students.

Ms. Tong read a comment sent in from Becky Morrison who would like children to return to school. She is a nurse who works with COVID patients. She commented on changes that have to be made every day to ensure the safety of co-workers and families. Nothing is the same as it was before the pandemic hit our community. She said it won't be the same at each school, but there should be options that will start to open schools. Ms. Morrison said that small children are the least likely to suffer from COVID. She said that changes could begin with the elementary schools such as modifying ventilation in the schools to create negative air flow, bring specialists to the classroom, create one-way directional hallways, and bring lunches to the students in their class. *The reading of Ms. Morrison's letter exceeded the 3-minute time limit.*

Valerie Fanelli is a parent of a student at Ironwood Ridge High School on the football team. She is pleading with the District to resume fall sports using the AIA guidelines. She feels that there are many parents that want their children in the schools, learning and playing sports. She said that her son playing sports motivates him to do well in academics. Ms. Fanelli said that she, along with many other parents are willing to sign waivers to allow their children to play sports. She asked to please allow our kids to play sports following AIA guidelines. She also mentioned that her children are struggling with online learning.

Ms. Tong read a comment sent in from Melyssa Palomino who has a senior student at Ironwood Ridge High School on the football team. She is very concerned that there are no fall sports. She said these boys have been practicing on their own with no supervision for months so that they can remain in the physical shape necessary in the event they are given the go ahead and allowed to play this fall. Sports are equally important as academics. AIA issued guidelines for fall sports, and other school districts are playing and conditioning on campus and feels that Amphi should too. Ms. Palomino believes that the reason Amphi has said no sports until in-person learning begins is due to the fact that teachers are refusing to go back to in-person learning. She said with no fall sports this is taking away the opportunity for exposure to colleges and universities that could offer athletic scholarships for our students.

She said that parents are willing to sign waivers to allow their students to play. She asked that sports be allowed to move forward following AIA safety measures.

Stoney Peletier is a parent of a senior student at Ironwood Ridge High School on the football team. He asked why sports were being pushed back until in-person learning begins. He asked if it was a safety thing. He felt it was safer for a student to play a sport and then go home, rather than to a classroom or from a classroom to the field. He mentioned that districts in Phoenix and around the Tucson area who are following AIA guidelines and moving forward with football. He said parents have the right to make the decision for their child to play or not.

Ms. Tong read a comment sent in from Jessica Olsen. Ms. Olsen thanked the Board and the Blue Ribbon Task Force and all those working on this unique situation. She quoted Arizona Executive Orders and Pima County COVID percentages regarding when it is time to reopen schools. She felt that with the declining numbers there would be minimal spread and masks should no longer be required in schools with no distancing, back to normal, when all three areas are green. She said that once this is obtained it should be the parents' choice for their student to wear, or not wear, a facemask.

Celia Schrecker is a student at Ironwood Ridge High School and is on the girl's golf team. She spoke to the Board regarding not being able to participate in practice at school and compete in the state tournament. She is a Junior this year and said that she is hoping to obtain a college scholarship and is worried that not competing this year would hinder her chances. She said that their main rivals are now practicing and competing. Miss Schrecker said that she is practicing on her own, as the golf courses have not closed. She said her parents support her and will sign a waiver if necessary so that she could play.

Ms. Tong told President Day that this was the last live public comment, there were other comments that were submitted earlier regarding returning to sports and asking for in-person learning and re-opening our schools. Ms. Tong asked President Day if she would like her to continue reading the public comments or since the remainder of the comments were repetitive, would she prefer her to have them written into record.

President Day noted, that since the remainder of the letters were repetitive in content and opinion, that they not be read at this time and asked that they be put in the minutes.

Additional email comments that were received earlier, but not read into the record, were as follows:

Zoe Hero Newell is a student in Amphi School District and on the golf team. She sent in a comment asking the District to allow golf practices and competition to resume. She said other schools are playing and does not want to miss the opportunity of this season.

Ruth Seppala sent in a comment asking to resume sports and activities before in-person school resumes.

Sarah Seppala is a student in Amphi School District and on the swim team. She sent in a comment asking to allow sports to begin before in-person school begins.

Ethan Morrison is a student athlete in Amphi School District. He sent in a comment asking to allow sports to begin before in-person school begins.

Dylan Cook is a student athlete in Amphi School District. He sent in a comment asking to allow sports to begin before in-person school begins.

Thomas Smith is a student athlete in Amphi School District. He sent in a comment asking to allow sports to begin before in-person school begins.

Alan Squires sent in a comment saying that in-school learning needs to resume and fall sports should be allowed to begin their seasons.

Bob Allard sent in a comment stating that sports have resumed across the country and in our state as well. He is asking for sports to resume in Amphi schools.

Annie Anderson sent in a comment asking to open Amphi schools for in-person learning. She felt the guidelines set by the state show that we are ready to reopen schools safely now or at least real soon.

Kayleena Rosier sent in a comment that her children are struggling with online school. She said that in-person school is not just for academics, but also for social development. She asked for a definitive return date.

Jeff Drescher sent in a comment requesting that kids be back in school and playing fall sports.

Kristen Mitchell sent in a comment saying that schools should stick to their plan of opening up school September 8.

Alexandra Yarborough sent in a comment that those who want to return to in-person learning at the schools should have that choice to do so. She noted that her children were in summer camps and weekday cheer practices. She feels it is safe to open schools.

Superintendent Jaeger explained, that although the Governing Board cannot respond to public comments under the open meeting law, we can briefly respond to matters that may be potentially misleading. In response to many of comments that referred to Amphi as unique or singular in our stance on sports, he clarified that all of the school districts in Pima County have agreed that there will be no athletic competitions until schools are open. This is based on guidance and direction received from the Pima County Health Department. He noted that he was aware that there are some pre-conditioning activities that are occurring that may or may not be sanctioned by the other districts. Superintendent Jaeger said the current metrics do not support reopening schools or reopening athletic competitions. He also noted the metrics are improving considerably, and his hope is to open all the services as soon as possible.

He also clarified that the Arizona Interscholastic Association (AIA) did not require districts to return to athletic competitions, practices or conditioning. They gave guidelines to districts which do proceed forward in some circumstances. AIA left it up to districts to make their own determinations, and Superintendent Jaeger again reiterated that all the superintendents in Pima County were in agreement regarding athletics. They issued a joint letter on August 14, 2020 to make it clear there would be no athletic activities until academics resume.

He also noted that AIA recently withdrew the guidelines from their website and have indicated they are re-evaluating them. He acknowledged that there are varying opinions and not everyone agrees, but the main concern is public safety and we must rely on the guidance of our public health officials. He appreciates earnestness and sincerity from parents that would sign waivers, but this isn't about liability, it's about public safety and the safety of our kids.

5. CONSENT AGENDA³

Details of agenda items, supporting documents, and presentations are available in the electronic BoardBook by clicking on the hyperlink below.

<https://meetings.boardbook.org/Public/Organization/2065>

President Day asked if there were any Items that should be pulled for further discussion. There were none. Ms. Zibrat moved for Consent Agenda Items A – L. be approved as presented. Mr. Kopec seconded the motion. Roll call vote in favor - 4: President Day, Dr. Baker, Mr. Kopec, and Ms. Zibrat. Roll call vote opposed - 0. Consent Agenda Items A.-L. passed.

A. Approval of Non-Administrative Appointments

Non-Administrative personnel appointments were approved as listed in Exhibit 1.

B. Approval of Personnel Changes

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

C. Approval of Leave(s) of Absence

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

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

Separation(s) and termination(s) were approved as listed in Exhibit 4.

E. Approval of Minute(s) of Previous Meeting(s)

Minutes of August 11, 2020 Governing Board meeting were approved as submitted in Exhibit 5.

F. Approval of Vouchers Totaling and Not Exceeding Approximately \$1,667,308.54

A copy of vouchers for goods and services received by the Amphitheater Public Schools and recommended for payment has been provided to the Governing Board. The following vouchers were approved as presented and payment authorized as listed in Exhibit 6.

Voucher #	Amount	Voucher #	Amount	Voucher #	Amount
1383	\$752.92	1384	\$5,858.33	1026	\$138,091.77
1027	\$30,961.49	1029	\$279,406.39	1030	\$409,067.10
1031	\$69,131.33	1032	\$108,902.57	1033	\$73,154.51
1034	\$106,471.52	1035	\$49,523.50	1036	\$31,368.52
1037	\$205,870.26	1038	\$158,748.33		

G. Acceptance of Gifts

Gifts were accepted by the Governing Board as listed in Exhibit 7.

H. Receipt of July 2020 Report on School Auxiliary and Club Balances

The Governing Board approved the July 2020 report on school auxiliary and club balances as submitted in Exhibit 8.

I. Approval of Supplemental Texts and Materials

The Governing Board approved the supplemental texts and materials as submitted in Exhibit 9.

J. Posting of Textbook for Possible Adoption: Mathematics: Analysis and Approaches

The Governing Board approved posting of textbook Mathematics: Analysis and Approaches for possible adoption as submitted in Exhibit 10.

K. Approval of Temporary Permission to Continue Paying District Contribution toward Employee Health Insurance Premiums for Employees on an Unpaid Leave of Absence Related to the COVID-19 Pandemic

The Governing Board approved District contributions for health insurance to continue temporarily, through the end of the month in which students return to schools for in-person instruction in SY 2020-2021, for employees on an unpaid Health and Hardship Leave of Absence if the employee provides written verification of an intent to return to their position at the end of the quarantine as submitted in Exhibit 11.

L. Approval of Perpetual Easement to Tucson Electric Power Company for an Extension of Existing Electric Line on District-Owned Real Property

The Governing Board approved and authorized General Counsel to execute those documents and any others reasonably required to give effect to the easement required as submitted in Exhibit 12.

6. EXECUTIVE SESSION

President Day asked for a motion to hold Executive Session. Ms. Zibrat moved to recess the Open Meeting to hold an Executive Session for discussions regarding Student Disciplinary Action in the Consideration and Decision Upon Expulsion Hearing Officer's Recommendation, Pursuant to A.R.S. §15-843(F)(2), regarding students 1.a. – h. and 2.a. Mr. Kopec seconded the motion. Voice vote in favor 4: President Day, Dr. Baker, Mr. Kopec, and Ms. Zibrat. Opposed - 0. President Day proclaimed they were in Executive Session at 6:15 p.m.

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

1. Consideration and Decision Upon Expulsion Hearing Officers Recommendation, Pursuant to A.R.S. §15-843(F)(2), Regarding:

- a. Student #30058942
- b. Student #30069381
- c. Student #30049367
- d. Student #30028835
- e. Student #30050464
- f. Student #30066614
- g. Student #30067935
- h. Student #30059357

2. Consideration and Decision Upon Request for Readmission Pursuant to A.R.S. §15-843(F)(2), Regarding:

- a. Student #30041593

RECONVENE PUBLIC MEETING

President Day reconvened the public meeting at 7:05 p.m.

7. PUBLIC COMMENT

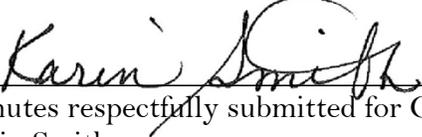
There were none.

8. BOARD MEMBER REQUESTS FOR FUTURE AGENDA ITEMS

Mr. Kopec requested an update on the Summer Meal Program.

9. ADJOURNMENT

President Day made a motion to adjourn the meeting. Dr. Baker seconded the motion. There was no discussion. Roll call vote in favor - 4: President Day, Dr. Baker, Mr. Kopec, and Ms. Zibrat. Roll call vote opposed - 0. The meeting adjourned at 7:07 p.m.



Minutes respectfully submitted for Governing Board Approval
Karin Smith
Executive Assistant to the Superintendent and Governing Board

September 2, 2020
Date

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

September 8, 2020
Date



**GOVERNING BOARD AGENDA ITEM
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

DATE OF MEETING: September 08, 2020

TITLE: Approval of Vouchers Totaling and Not Exceeding Approximately \$2,249,511.15
(Final Total)

BACKGROUND:

A copy of the vouchers for goods and services received by Amphitheater Public Schools and recommended for payment has been provided to the Governing Board.

RECOMMENDATION:

It is the recommendation of the Administration that the Governing Board approve payment of the vouchers as presented.

INITIATED BY:

Scott Little, Chief Financial Officer

Date: September 04, 2020

Todd A. Jaeger, J.D., Superintendent



**GOVERNING BOARD AGENDA ITEM
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

DATE OF MEETING: September 8, 2020

TITLE: Acceptance of Gifts

BACKGROUND:

Donations detailed on the attached listing have been received by the District.

RECOMMENDATION:

It is the recommendation of the Administration that the above gifts be accepted by the Governing Board.

INITIATED BY:

Scott Little

Scott Little, Chief Financial Officer

Date: August 26, 2020

Todd A. Jaeger

Todd A. Jaeger, J.D., Superintendent

Gift and Donation List		
Gifts and Donations	Exhibit	09-08-20
Ck in the amount \$236.00	Raytheon	Canyon del Oro High School
Cello in the amount \$4,000.00	Diane Colman - Fields	Canyon del Oro High School
Ck in the amount \$95.08	CLC	Canyon del Oro High School
Ck in the amount \$107.02	Ohiopyle Prints, Inc.	Canyon del Oro High School
Ck in the amount \$135.00	Raytheon	Donaldson Elementary
Ck in the amount \$135.00	Raytheon	Donaldson Elementary
Ck in the amount \$1,500.00	School Nutrition Foundation	Food Service
Ck in the amount \$10,500.00	GENYOUth, Inc.	Food Service (School Sites)
Ck in the amount \$277.01	Raytheon	Ironwood Ridge High School
Ck in the amount \$70.00	Your Cause	Ironwood Ridge High School
Ck in the amount \$45.00	Raytheon	Other
Ck in the amount \$45.00	Raytheon	Other
Ck in the amount \$400.00	Raytheon	Painted Sky Elementary
Ck in the amount \$400.00	Raytheon	Prince Elementary
GE Washer in the amount \$400.00	Kailey Mellen	Rio Vista Elementary
GE Dryer in the amount \$509.00	Tucson Appliance Company	Rio Vista Elementary



**GOVERNING BOARD AGENDA ITEM
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

DATE OF MEETING: September 8, 2020

TITLE: Approval of Parent Support Organization(s) – 2020-2021

BACKGROUND:

Approval of the following Parent Support Organization(s) pursuant to District Policy KBE-R:

Holaway PTO
Richard B. Wilson Jr. K-8 PTO
IRHS Theater Booster Club

RECOMMENDATION:

It is the recommendation of the Administration that the Governing Board approve this (these) organization(s).

INITIATED BY:

Scott Little

Scott Little, Chief Financial Officer

Date: September 1, 2020

Todd A. Jaeger

Todd A. Jaeger, J.D., Superintendent

AMPHITHEATER PUBLIC SCHOOLS PARENT SUPPORT ORGANIZATIONS
ANNUAL APPLICATION FOR GOVERNING BOARD APPROVAL

School Year 2020-2021

Name of Organization Holaway PTO

School Holaway Elementary

Related Student Organization or Club _____

Taxpayer I.D. 90-0407165

OFFICERS:

Name: Jessica Barbary

Name: _____

Office Held: President

Office Held: Treasurer

Address: _____

Address: _____

E-mail: _____

E-mail: _____

Phone(s): _____

Phone(s): _____

Date taking office: 8/10/20

Date taking office: _____

Name: Allison Weiss

Name: _____

Office Held: Secretary

Office Held: _____

Address: _____

Address: _____

Phone(s): _____

Phone(s): _____

Date taking office: 8/10/20

Date taking office: _____

FOR ADDITIONAL OFFICERS, PLEASE ADD A SEPARATE, ATTACHED SHEET.

- Formal Non-Profit Please Attach:
 - 1) Articles of Incorporation (first year only)
 - 2) I.R.S. Determination Letter (first year only)
 - 3) Annual budget, goals and objectives
 - 4) Current operating by-laws
 - 5) Last fiscal year AZ Corporation Commission Annual Report
 - 6) Last fiscal year I.R.S. Form 990 Annual Report
 - 7) Most recent treasurers financial report
 - 8) Most recent bank statement

- Informal Non-Profit Please Attach:
 - 1) Annual budget, goals and objectives
 - 2) Current operating by-laws
 - 3) Most recent treasurers financial report
 - 4) Most recent bank statement

Are two signatures required on disbursements? Yes No By-laws reviewed annually? Yes No

Member meetings held how often? 1 a month Executive meetings held how often? 1 a month

As officers, we hereby agree to abide the By-Laws of our organization, attend annual district-provided Parent Support Group training, and follow the district's Guidelines For Operation And Financial Responsibility while we strive to improve our children's educational opportunities where support is needed.

Signature: [Signature] Date: 7-15-20

Signature: _____ Date: _____

Signature: [Signature] Date: 7/23/20

Signature: _____ Date: _____

Site Administrator's Approval: [Signature] Signature: _____

Signature: [Signature] Date: 7/17/20

For district use:

Finance Department recommendation: approved
Governing Board Agenda date: 9/8/2020

wd 8/24

AMPHITHEATER PUBLIC SCHOOLS PARENT SUPPORT ORGANIZATIONS
ANNUAL APPLICATION FOR GOVERNING BOARD APPROVAL

School Year 2020-2021

Name of Organization Richard B. Wilson Jr. K-8 PTO

School Wilson K-8

Related Student Organization or Club _____

Taxpayer I.D. 75-3132517

OFFICERS:

Name: Pamela Elslager

Name: Dana Nicolson

Office Held: President

Office Held: Treasurer

Address: _____

Address: _____

E-mail: _____

E-mail: _____

Phone(s): _____

Phone(s): _____

Date taking office: 7/1/17

Date taking office: 7/1/18

Name: Liz McCain

Name: Marsha Walter

Office Held: Vice President

Office Held: Vice President

Address: _____

Address: _____

Phone(s): _____

Phone(s): _____

Date taking office: 7/1/18

Date taking office: 7/1/20

FOR ADDITIONAL OFFICERS, PLEASE ADD A SEPARATE, ATTACHED SHEET.

- Formal Non-Profit** Please Attach:
 - 1) Articles of Incorporation (*first year only*)
 - 2) I.R.S. Determination Letter (*first year only*)
 - 3) Annual budget, goals and objectives
 - 4) Current operating by-laws
 - 5) Last fiscal year AZ Corporation Commission Annual Report
 - 6) Last fiscal year I.R.S. Form 990 Annual Report
 - 7) Most recent treasurers financial report
 - 8) Most recent bank statement

- Informal Non-Profit** Please Attach:
 - 1) Annual budget, goals and objectives
 - 2) Current operating by-laws
 - 3) Most recent treasurers financial report
 - 4) Most recent bank statement

Are two signatures required on disbursements? Yes No By-laws reviewed annually? Yes No

Member meetings held how often? Quarterly Executive meetings held how often? Quarterly

As officers, we hereby agree to abide the By-Laws of our organization, attend annual district-provided Parent Support Group training, and follow the district's Guidelines For Operation And Financial Responsibility while we strive to improve our children's educational opportunities where support is needed.

Pamela Elslager 6/29/2020
Signature Date

Dana Nicolson 7/6/2020
Signature Date

Liz McCain 7/11/2020
Signature Date

Marsha Walter 7/12/20
Signature Date

Site Administrator's Approval: Christine Sullivan 8/24/20
Signature Date

For district use: Finance Department recommendation: approval
Governing Board Agenda date: 19A/8/2020

Rec'd 8/25

AMPHITHEATER PUBLIC SCHOOLS PARENT SUPPORT ORGANIZATIONS
ANNUAL APPLICATION FOR GOVERNING BOARD APPROVAL

School Year 2020-2021

Name of Organization IRHS Theater Booster Club School Ironwood Ridge HS

Related Student Organization or Club _____ Taxpayer I.D. 27-5066396

OFFICERS:

Name: Jackie Overstreet

Name: Rachel McCoy

Office Held: President

Office Held: Treasurer

Address: _____

Address: _____

E-mail: _____

E-mail: _____

Phone(s): _____

Phone(s): _____

Date taking office: 6/11/20

Date taking office: 6/11/20

Name: Renee Vanselow

Name: Beth Roberts

Office Held: Co-President

Office Held: Secretary

Address: _____

Address: _____

Phone(s): _____

Phone(s): _____

Date taking office: 6/11/20

Date taking office: 6/11/20

FOR ADDITIONAL OFFICERS, PLEASE ADD A SEPARATE, ATTACHED SHEET.

- Formal Non-Profit Please Attach:
- 1) Articles of Incorporation (first year only)
 - 2) I.R.S. Determination Letter (first year only)
 - 3) Annual budget, goals and objectives
 - 4) Current operating by-laws
 - 5) Last fiscal year AZ Corporation Commission Annual Report
 - 6) Last fiscal year I.R.S. Form 990 Annual Report
 - 7) Most recent treasurers financial report
 - 8) Most recent bank statement

- Informal Non-Profit Please Attach:
- 1) Annual budget, goals and objectives
 - 2) Current operating by-laws
 - 3) Most recent treasurers financial report
 - 4) Most recent bank statement

Are two signatures required on disbursements? Yes No By-laws reviewed annually? Yes No

Member meetings held how often? Monthly Executive meetings held how often? Monthly

As officers, we hereby agree to abide the By-Laws of our organization, attend annual district-provided Parent Support Group training, and follow the district's Guidelines For Operation And Financial Responsibility while we strive to improve our children's educational opportunities where support is needed.

<u>Jackie Overstreet</u>	<u>8/12/20</u>	<u>Rachel McCoy</u>	<u>8/12/2020</u>
Signature	Date	Signature	Date
<u>Renee Vanselow</u>	<u>8/12/2020</u>	<u>Beth Roberts</u>	<u>8/12/2020</u>
Signature	Date	Signature	Date

Site Administrator's Approval: _____ 8.26.2020
Signature Date

For district use: Finance Department recommendation: approval
Governing Board Agenda date: 9/18/2020

Revd 8/26



**GOVERNING BOARD AGENDA ITEM
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

DATE OF MEETING: **September 8, 2020**

TITLE: **Approval of Qualified Amphitheater Teacher Performance Evaluation System (ATPES) Evaluators**

BACKGROUND:

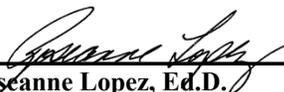
The following staff members have successfully completed evaluator training for the 2020/2021 school year:

- | | | |
|----------------------|--------------------|---------------------------|
| Abney, Matthew | Hehli, Bob | Ripp, Tim |
| Amonson, Terri | Holt, Kris | Royer, Jennifer |
| Arffa, Glenda | Humphreys, David | Sheber, Laurie |
| Bejarano, Michael | Jacome, Elizabeth | Spencer, Brent |
| Biallas-Odell, Wendy | Jarrett, Jessica | Spillane, Mamie |
| Bokneviz, Chris | Kuhn, Dianna | Stevens, Kristie |
| Bulleigh, Tara | Letts, JJ | Sullivan, Christine |
| Call, Tassi | Lopez, Roseanne | Taylor, Gayle |
| Dominguez, Marco | Magelli, Amanda | Tracy, Carol |
| Enright, Don | Malis, AJ | Trimble, Christopher |
| Frederiksen, Rowdy | McConnell, Michael | Valenzuela, Julie |
| Gindt, Trechel | McKinney, Shannon | Vick-Frantziskonis, Karyn |
| Green, Jerel | Montjoy, Greg | Weaver, Jason |
| Gutierrez, Chris | Munger, Matthew | Wichers, Angela |
| Haller, Linda | Orelup, Annette | Wolf, Robert |
| Harper, Lisa | Papajohn, Bethany | Wray, Katie |
| Hayes, Stephanie | Reynolds, Leighann | |

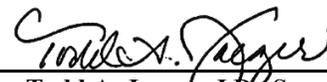
RECOMMENDATION:

It is the recommendation of the administration that the staff members listed above be approved as qualified evaluators for the 2020/2021 school year.

INITIATED BY:


Roseanne Lopez, Ed.D.
Associate Superintendent for Elementary Education

Date: September 3, 2020


Todd A. Jaeger, J.D., Superintendent



**GOVERNING BOARD AGENDA ITEM
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

DATE OF MEETING: **September 8, 2020**

TITLE: **Study and Approve Governing Board Policy ACA (Sexual Harassment) and Policy ACAA (Title IX Sexual Harassment)**

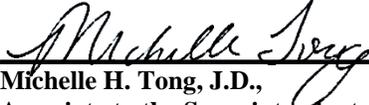
BACKGROUND: On May 6, 2020, United States Secretary of Education Betsy DeVos amended the federal Title IX regulations, 34 C.F.R. Part 106, to increase protections for survivors of sexual misconduct. The amended regulations went into effect on August 14, 2020. For compliance, the Arizona School Board Association (ASBA) has provided member districts with the attached proposed revisions for Policy ACA (Sexual Harassment). The recommended additions are set forth in **blue** and recommended deletions are set forth in **red strikethrough**.

In addition, ASBA also recommends that member districts adopt proposed Policy ACAA (Title IX Sexual Harassment) as a new policy. Policy ACAA establishes necessary procedures for sexual harassment and discrimination investigations and hearings which are now required by the Title IX regulations.

Administration has reviewed these proposed revisions in conjunction with the amended Title IX regulations, and recommends their approval. Given the quick timeline associated with implementation of the amended Title IX regulations, Administration further recommends that the Board consider implementing Board Policy BGF (Suspension/Repeal of Policy) by suspending Policy BGB (Policy Adoption) for the specific agenda item written to address the review and consideration of Policies ACA and ACAA. This provides an opportunity for the Board to approve adjustments to Policies ACA and ACAA in a single meeting with “one [1] read” rather than two (2).

RECOMMENDATION: This item is presented as a study/action item to provide the Board with an opportunity to study and approve the policy changes in a single meeting. Administration recommends that the Board approve the proposed changes to Policy ACA and adopt Policy ACAA as presented.

INITIATED BY:


Michelle H. Tong, J.D.,
Associate to the Superintendent and General Counsel

Date: August 31, 2020


Todd A. Jaeger, J.D., Superintendent

ACA © SEXUAL HARASSMENT

All individuals associated with this District, including, but not necessarily limited to, the Governing Board, the administration, the staff, and students, are expected to conduct themselves at all times so as to provide an atmosphere free from sexual harassment.

Sexual harassment is a form of sex discrimination that violates Title VII of the Civil Rights Act of 1964.

The Equal Employment Opportunity Commission defines “sexual harassment” as ~~Sexual harassment includes~~ unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when ~~made by a member of the school staff to a student or to another staff member, or when made by a student to another student where:~~

- A. Submission to such conduct is either explicitly or implicitly made a term or condition of an individual's employment ~~or education~~; or
- B. Submission to or rejection of such conduct is used as a basis for employment ~~or education~~ decisions affecting such individual; or
- C. Such conduct has the purpose or effect of substantially interfering with an individual's ~~educational or~~ work performance, or creating an intimidating, hostile, or offensive ~~work employment or education~~ environment.

Sexual harassment may include, but is not limited to:

- A. Suggestive or obscene letters, notes, invitations, derogatory comments, slurs, jokes, epithets, assault, touching, impeding or blocking movement, leering, gestures, or display of sexually suggestive objects, pictures, or cartoons.
- B. Continuing to express sexual interest after being informed that the interest is unwelcome. (Reciprocal attraction between peers is not considered sexual harassment.)
- C. Implying or withholding support for an appointment, promotion, or change of assignment; suggesting that a poor performance report will be prepared; suggesting that probation will be failed; ~~implying or actually withholding grades earned or deserved; or suggesting that a scholarship recommendation or college application will be denied.~~
- D. Coercive sexual behavior used to control, influence, or affect the career, salary, and/or work environment of another employee; ~~or engaging in coercive sexual behavior to control, influence, or affect the educational opportunities, grades, and/or learning environment of a student.~~
- E. Offering or granting favors or ~~educational or~~ employment benefits, such as ~~grades or~~ promotions, favorable performance evaluations, favorable assignments, favorable duties or shifts, recommendations, reclassifications, et cetera, in exchange for sexual favors.

Anyone who is subject to sexual harassment, or who knows of the occurrence of such conduct, should inform the compliance officer, as provided in ACA-R.

A substantiated charge against a staff member in the District shall subject such staff member to disciplinary action.

~~A substantiated charge against a student in the District shall subject that student to disciplinary action, which may include suspension or expulsion.~~

All matters involving sexual harassment complaints will remain confidential to the extent possible.

Adopted: date of Manual adoption

LEGAL REF.:

A.R.S.

41-1461 et seq.

20 U.S.C. 1681, Education Amendments of 1972, Title IX

20 U.S.C. 1703, Equal Employment Opportunity Act of 1972

42 U.S.C. 2000, Civil Rights Act of 1964 as amended, Title VII

CROSS REF.:

AC - Nondiscrimination/Equal Opportunity

GBA - Equal Employment Opportunity

GCQF - Discipline, Suspension, and Dismissal of Professional Staff Members

GDQD - Discipline, Suspension, and Dismissal of Support Staff Members

~~HHBA - Special Instructional Programs and Accommodations for Disabled Students~~

~~JB - Equal Educational Opportunities~~

~~JH - Student Concerns, Complaints and Grievances~~

~~JK - Student Discipline~~

~~JKD - Student Suspension~~

KED - Public Concerns/Complaints about Facilities or Services

KFA - Public Conduct on School Property

TITLE IX SEXUAL HARASSMENT

Title IX of the Federal Education Amendments Act protects people from discrimination based on sex in education programs or activities that receive Federal financial assistance. The District does not discriminate on the basis of sex and is required by Title IX not to discriminate in such a manner. The District adheres to all conditions established by Title IX by recognizing the right of every student who attends school in the District and every employee who works in the District to do so without the fear of sexual harassment.

The District accepts and shall employ the definition of sexual harassment as established by the Title IX regulations. Sexual harassment means conduct on the basis of sex that satisfies one or more of the following:

A. An employee of the District conditioning the provision of an aid, benefit, or service of the District on an individual's participation in unwelcome sexual conduct;

B. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the District's education program or activity; or

C. "Sexual assault" as defined in 20 U.S.C. 1092(f)(6)(A)(v), "dating violence" as defined in 34 U.S.C. 12291(a)(10), "domestic violence" as defined in 34 U.S.C. 12291(a)(8), or "stalking" as defined in 34 U.S.C. 12291(a)(30).

The District also accepts and shall employ the definition of a complainant as an individual who is alleged to be the victim of conduct that could constitute sexual harassment, and a respondent as an individual who has been reported to be the perpetrator of conduct that could constitute sexual harassment.

The District shall designate and authorize an employee as the "Title IX Coordinator" to comply with its responsibilities pertaining to sexual harassment under Title IX. Inquiries about the application of Title IX may be referred to the District's Title IX Coordinator.

Any person may report sex discrimination, including sexual harassment, regardless of whether the person reporting is the person alleged to be the victim of the reported conduct or not. A report may be made in person, by mail, by telephone, or by electronic mail, using the contact information listed for the Title IX Coordinator, or by any other means that results in the Title IX Coordinator receiving the person's verbal or written report. Such a report may be made at any time (including during non-business hours) by using the telephone number or electronic mail address, or by mail to the office address, listed for the Title IX Coordinator. The District shall notify students, parents or legal guardians of students, employees, applicants for employment, and all unions or professional organizations holding collective bargaining or professional agreements with the District, of the name or title, office address, electronic mail address, and telephone number of the Title IX Coordinator.

The District will respond promptly when any school employee has notice of sexual harassment. Upon receipt of notice of sexual harassment, the District shall notify students, parents or legal guardians of students, employees, applicants for employment, and all unions or professional organizations holding collective bargaining or professional agreements with the District, of the

District’s grievance procedures and grievance process, including how to report or file a complaint of sex discrimination, how to report or file a formal complaint of sexual harassment, and how the District shall respond. The District is committed to investigating each formal complaint submitted and to taking appropriate action on all confirmed violations of policy. The District shall follow grievance procedures that provide for the prompt and equitable resolution of complaints from students and employees alleging sexual harassment.

The District shall, to the extent reasonably feasible, keep confidential the identity of any individual who has made a report or filed a formal complaint of sexual harassment, any complainant, any individual who has been reported to be the perpetrator of sex discrimination, any respondent, and any witness, except as is necessary to carry out the grievance process and as may otherwise be permitted by law.

Title IX sexual harassment complaints may include violations covered by Arizona’s mandatory reporting statute, A.R.S. §13-3620. Any abuses classified by statute as “reportable offenses” must be reported as such to the authorities because not reporting a reportable offense is classified as a Class 6 Felony.

Retaliation Prohibited

Neither the District nor any person may intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege secured by Title IX, or because the individual has in good faith made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing. Intimidation, threats, coercion, or discrimination, including charges against an individual for violations that do not involve sex discrimination or sexual harassment, but arise out of the same facts or circumstances as a report or complaint of sex discrimination or a report or formal complaint of sexual harassment, for the purpose of interfering with any right or privilege secured by Title IX, constitutes retaliation.

Adopted:

LEGAL REF.:

A.R.S.

§13-3620

20 U.S.C. 1092

20 U.S.C. 1681, Education Amendments of 1972, Title IX

34 U.S.C. 12291

CROSS REF.:

AC – Nondiscrimination / Equal Opportunity

JB – Equal Educational Opportunities



**GOVERNING BOARD AGENDA ITEM
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

DATE OF MEETING: **September 8, 2020**

TITLE: **Selection of Governing Board Delegate and Alternate for Arizona School Board Association (ASBA) Delegate Assembly; Determination of Governing Board Position on ASBA Legislative Action Agenda Items; Direction to Delegate and Alternate**

BACKGROUND: The Arizona School Boards Association (ASBA), of which the Governing Board is a member board, will hold its annual ASBA Delegate Assembly on October 17, 2020. The Delegate Assembly determines ASBA’s positions for any future Special Sessions of the current legislature and for the second regular session of the Fifty-fifth Legislature. The purpose of this agenda item is to provide the Governing Board with an opportunity to: (1) select a delegate and alternate delegate to attend the ASBA Delegate Assembly, and (2) provide direction to those individuals for actions to be taken at the Delegate Assembly. The delegate may also represent the Board at the county meeting where a County Director will be elected.

Last spring, ASBA requested that member school boards review the ASBA 2020 Political Agenda (which was compiled at ASBA’s 2019 Delegate Assembly) and compile a list of each district’s top priorities for consideration at the upcoming 2020 ASBA Delegate Assembly. Consistent with this request, Amphitheater’s Governing Board studied the ASBA Political Agenda at its meeting of May 12, 2020 and approved a list of priorities at its May 26, 2020 Board meeting. Those priorities were then submitted to the ASBA.

ASBA’s Legislative Committee has compiled a list of the priorities submitted by each of its member school districts into a single draft Political Agenda for consideration at the 2020 Delegate Assembly. The delegates will then discuss and vote on the proposed document at the Delegate Assembly to identify ASBA’s agenda for advocacy on issues of concern through the State during the 2020-2021 fiscal year.

While all superintendents and governing board members from member districts are invited to and may participate in the discussions held during the Assembly, each member district is only permitted one vote on each matter presented to the assembly for a vote. The delegate who is designated by the Governing Board to attend the Delegate Assembly will make that vote. Therefore, one component of this item is the selection of the Board’s official and voting delegate to the assembly. The Board is also advised to select an alternate delegate who would be authorized to attend the assembly, along with the delegate, and to vote in the event the delegate was unable to do so for some reason.

After doing so, the Board may, through discussion and/or motion, direct the delegate and alternate delegate how to vote or otherwise represent the interests of the Board in the development of the official ASBA political agenda.

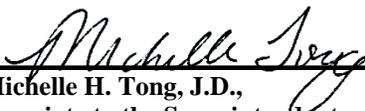
RECOMMENDATION:

This Administration recommends that the Governing Board:

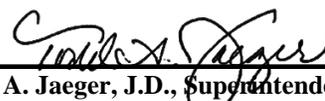
1. Appoint a delegate from the Board membership to attend the October 17, 2020 ASBA Legislative Conference and Delegate Assembly and vote on behalf of the Board;
2. Appoint an alternate delegate from the Board membership to attend the ASBA Legislative Conference and Delegate Assembly and, in the absence of the delegate, vote on behalf of the Board; and

3. Provide direction, as it determines, to the delegate and alternate delegate on legislative matters of concern to the Board and/or provide direction on how the delegate or alternate delegate should vote on matters.

INITIATED BY:


Michelle H. Tong, J.D.,
Associate to the Superintendent and General Counsel

Date: August 31, 2020


Todd A. Jaeger, J.D., Superintendent



TO: GOVERNING BOARD PRESIDENTS AND SUPERINTENDENTS

FROM: Ann O'Brien, Legislative Committee Chair

DATE: August 10, 2020

SUBJECT: PROPOSED 2021 POLITICAL AGENDA AND DELEGATE ASSEMBLY PROCESS

Thank you for lending your voice to every public-school student in Arizona. Enclosed you will find ASBA's Vision, Mission, and Core Beliefs; and the proposed 2021 Political Agenda.

The Legislative Committee reviewed and discussed every submitted proposal at its meeting on June 15th. Most boards indicated support for items included in the 2020 Political Agenda, and the committee appreciates your overwhelming support of ASBA's agenda to advance public education statewide.

This year, the committee modified the streamlined political agenda approved in years past to reflect the current public health concerns school leaders face. You will see in the enclosed report:

1. **The *draft* 2021 ASBA Political Agenda.** As with the 2020 agenda, the committee feels this 4-item document will create a simple, readily digestible agenda that will serve as a guide to advocating for legislation aligned with ASBA's mission and values, but also allow for the expression of more specific related concerns by ASBA member districts. This document will be the one given to legislators outlining ASBA's priorities.
2. **COVID-19 Appendix.** This year, the Legislative Committee created a fifth section to the Political Agenda based on member submissions related to addressing the COVID-19 pandemic. While it is challenging to create a document to adequately address a rapidly-changing situation, we feel the items presented strike the right balance between specific enough to be actionable and flexible enough to adapt to changing circumstances.

The Delegate Assembly determines the positions of the Arizona School Boards Association and will consider both documents. Registration for Delegate Assembly will open on August 31st. You may register via the [registration page](#). **We look forward to seeing you at the Delegate Assembly on October 17th.**

The Delegate Assembly will be held remotely this year, with opportunities for non-delegate members to watch as participants. ASBA is in the process of creating rules of procedure to make the process as smooth as possible and will communicate these with delegates and alternates well in advance of the meeting.

Please copy and distribute this ENTIRE packet to all board members and place the proposed 2021 Political Agenda on your next board agenda for discussion and to provide any instruction to your district delegate as to your board's position on proposed agenda items. A sample board agenda item has been included for your reference. While all board members and superintendents are welcome to attend the Delegate Assembly, each member district has only one official delegate.

Delegate registration can be completed [online beginning August 31st](#).



Core Purpose (Mission):

We cultivate excellence in locally-governed school districts.

Core Beliefs:

- The basic life needs of children must be met for them to succeed.
- Meeting the unique educational needs of all students must be the foundation of our school systems.
- The governance of publicly-funded schools must lie with locally-elected and publicly-accountable governing boards.
- The responsibility for student success is shared by students, parents, governing board, district staff and the community.
- Public education funding must be broad-based, stable and at a level that assures all students are successful.
- Knowledgeable and professionally trained governing board members are fundamental for ensuring student success.
- Closing the opportunity and achievement gap is a moral and economic imperative that must be addressed to ensure all Arizona's students are successful.

Model Governing Board Agenda Items

Model agenda item for selection of district delegate (may be consent if no discussion required)

1. Consideration and possible action to appoint [NAME] to represent [DISTRICT NAME] as the district delegate to the Arizona School Boards Association delegate assembly on October 17, 2020

Model agenda item for board consideration of the draft political agenda in general session

1. Governing Board to discuss and may consider action to approve the Arizona School Boards Association's (ASBA) draft 2021 Political Agenda, and, direct the District's delegate to the ASBA delegate assembly to represent the Board's determined position.

ASBA Draft 2021 Political Agenda

I. Adequately and Equitably Fund District Schools to at least the National Median per Pupil Funding

1. Maximize state funding for nationally and locally competitive salaries to attract, recruit, and retain talented teachers and staff, including incentives for difficult to fill positions.

Rationale: This item is of primary concern to ASBA member districts. Despite investments made in the 20x2020 plan, teacher salaries will remain a concern in the near term.

2. Revise the School Finance formula to:

a. Provide a stable, dedicated revenue source less reliant on the general fund or annual legislative appropriation.

b. Provide dedicated school capital funding consistent with the constitutional requirement of a general and uniform public school system.

c. Ensure the formula addresses the unique financial needs of schools serving students in poverty and in rural & remote schools.

d. Revise the funding formula to add funding for student mental health and well-being initiatives.

Rationale: Given that the Legislature has (until 2018) been remiss in dedicating General Fund dollars to K-12 education, the system would be best served by establishing a revenue source outside the reach of the Legislature to increase /maintain funding. An economically stable revenue source would be less vulnerable to a decline in state revenue collections due to a downturn or tax cuts.

Poverty weights (i.e. a weight per-student where the community served by the district meet established poverty thresholds) have long been recommended as a means to recognize and reduce educational disparities associated with growing up in poverty. A poverty weight speaks to adequacy and would reduce dependence on other funding sources in low Socio-economic Status (SES) districts. Rural and remote school districts also have unique financial challenges to due to economies of scale and geography that require consideration beyond what urban/suburban schools require. Item (D) was added by the Legislative Committee this year to emphasize the importance of school counselors, social workers, mental health professional development for all staff, and other wellbeing programs.

3. Fully fund full-day kindergarten and include kindergarten students in the override calculations.

Rationale: All-day Kindergarten, when funded, should be funded as 1.0 ADM rather than a Group B weight as before. This would allow districts to generate override capacity for 1.0 ADM rather than 0.5 ADM.

4. Advocate to preserve and protect the voters' original intent of Prop 301.

Rationale: Given that the Legislature created a mechanism to continue the 0.6% sales tax beyond its original expiration, the focus should now shift to protecting the voters' intent for Prop. 301 to increase base compensation for teachers, and supplement, not supplant, other state funding for public schools.

5. Index district additional assistance (DAA) funding for inflation

Rationale: District additional assistance is an important source of funding for districts that is now set to be fully restored in FY2022. Therefore, it is not possible to accelerate it any further. Indexing the DAA formula to inflation would allow a fully funded formula to keep pace with growing needs for capital replacement. The charter additional assistance formula is already indexed for inflation.

6. Provide funding for new space before existing schools exceed their maximum capacity and become overcrowded, and provide dedicated and flexible ongoing maintenance funding, including building replacement. Advocate for capacity standards that reflect the design of instructional space.

Rationale: ASBA believes that it is not appropriate to require students to attend an overcrowded school for years before state-funded facilities are provided.

7. Eliminate unfunded mandates and administrative burdens.

Rationale: It is a fundamental position of ASBA to oppose all new, and work to eliminate all existing, unfunded mandates.

8. Return desegregation funding to a primary tax levy.

Rationale: The Legislature moved desegregation levies to the secondary property tax in FY19. This was intended to both save the state money and create political pressure on certain districts due to their high tax levies by raising property liability for homeowners in those districts. The secondary property tax is designated for voter-approved taxes. Desegregation funding is not and should not be a voter-approved tax. It is a tax levied to remedy civil rights complaints, which are not by their nature items for a public vote. Deseg funding should be a primary tax levy.

9. Conduct an exceptional student services cost study to assure students, including in rural or remote areas, are being funded at the actual cost of their services.

Rationale: Special education funding weights have not been updated in many years, and the cost of serving exceptional students far exceeds the amount the state provides. In addition, individual weights for specific diagnoses are not necessarily reasonably aligned to the cost of services for students.

10. Adequately fund the cost of student transportation.

Rationale: In some districts, the transportation budget, including TRCL levy, is greater than the total transportation budget. In others, transportation must be subsidized with other funds. In some districts, state funding does not cover the costs, and in others, they are forced to levy a local tax to make up for inadequate funding elsewhere.

11. Provide funding for preschool programs.

Rationale: Currently, Arizona only provides publicly funded preschool for students with disabilities. All other preschool programs must be tuition-based or grant-funded.

12. Reform current year funding to a system that provides districts with appropriate stable annual budgeting ability and technical reliability.

Rationale: Current year funding does not provide enough predictability for school districts to make efficient budgeting decisions. Without access to timely, reliable data, planning is very difficult. Current year funding hits declining districts especially hard.

13. Prorate funding over the entire school year among all public schools that a student has attended during the year.

Rationale: Prorating funding over the entire 180-day school year (as opposed to the first 100 days) would guarantee a district funding for a student who switches to a new district/charter some funding for that year.

14. Provide funding to individual districts to implement locally directed school safety programs as well as student mental health and wellbeing initiatives.

Rationale: School districts should retain the authority to operate a comprehensive school safety program according to the needs of each individual community. School safety must include a comprehensive approach that addresses mental health.

15. Equitably invest in technology and reliable internet access for all students.

Rationale: While this has been a topic for several years, the COVID-19 pandemic has highlighted the inequitable access to technology that exists statewide. Districts and students must have access to technology that allows for remote instruction when the need arises.

16. Adequately fund programs under exceptional student services.

Rationale: The cost of delivering special education services often outweighs funding available via federal and state sources. Support should be increased.

17. Provide funding for districts to improve student achievement by addressing social-emotional learning needs and create training programs for school staff in cultural proficiency and responsiveness.

Rationale: Cultural proficiency is an essential element to eliminate disparities in the educational status of students of diverse racial, ethnic, and cultural backgrounds. Establishing a culturally proficient foundation requires districts to train employees to enable them to engage effectively and appropriately with all students.

II. Preserve and Strengthen Local Control

1. Ensure local control and flexibility in managing funds and programs when possible, given the Arizona constitutional requirements of a general and uniform public school system.

Rationale: The ability of districts to have flexibility in managing funds is important, but flexibility in the use of certain funds does not relieve the state of its responsibilities to maintain the public schools in the manner prescribed in the Arizona Constitution.

2. Change “override/budget increase” language to better reflect what voters are being asked to support.

Rationale: “Budget override” is an outdated term that tends to lead voters to believe that something is wrong in the district. If transparency is important, the terminology should accurately reflect what is being asked of the voters.

3. Allow school districts greater flexibility in the divestiture or use of taxpayer-funded assets.

Rationale: School district buildings and equipment are the property of the taxpayers in the school district, even if they are built partially with state funds. School boards and the voters they represent should have the final say over when and how school district buildings are used, repurposed, and/or disposed of without burdensome and intrusive state regulation.

4. Oppose legislative intrusion on school site budgeting decisions.

Rationale: This was included to challenge efforts by the Legislature to continue restricting district decision making on how to allocate funding. This item was initially intended to challenge true “backpack funding” that would require funding to follow a student to their specific school site.

5. Maintain exclusive local authority over any measure that would propose to consolidate and/or unify any number of school districts into a larger district.

Rationale: The ultimate approval of any measure that proposes the consolidation and/or unification of school districts must lie with the voters of those school districts or their locally elected boards. The tax and expenditure implications of combining districts are great enough that local residents absolutely deserve the final say, either directly or via their elected representatives on the school board.

6. Support local board authority for student suspensions and open enrollment.

Rationale: School boards should have the final say in determining whether or not a student who has been suspended from another school should be admitted.

7. Support policy that eliminates the use of corporal punishment in Arizona schools.

Rationale: In the few districts where it is still authorized, corporal punishment is rarely if ever used. Staff was not able to determine a recent case of use during research last year. More positive forms of discipline are more effective. Removing its use permanently from statute conforms to current educational best practice.

8. Amend current statute to allow school board members to use the E-Qual system in addition to in-person signatures to appear on the ballot.

Rationale: School board candidates are some of the only candidates not able to use E-Qual to electronically collect signatures to appear on the ballot. Allowing the use of electronic signatures in addition to in-person petitions will bring parity to school board candidates, and is especially crucial during the current pandemic.

III. Improve Outcomes For All Students

1. Increase the compulsory attendance age from 16 to 18 years.

Rationale: Increasing the compulsory age of attendance will increase graduation rate/educational attainment and decrease the number of students who become “opportunity youth” rather than pursuing college or a career.

2. Enact research-based reform of the English Language Learner model of instruction that may include primary language literacy to improve student achievement that does not segregate English Language Learners from English speaking peers; integrates reading, writing and oral language instruction; and incorporates multiple assessment measures to demonstrate English proficiency.

Rationale: The four-hour model of ELL instruction has become a hindrance to the success of ELL students. ASBA advocates allowing flexibility in the four-hour requirement for all students, but especially those who are in their second or subsequent year of ELL instruction. The current

system does not allow for sufficient content delivery and causes students to fall behind academically.

3. Fully restore 9th grade CTE/CTED eligibility and funding to allow students to explore career fields and/or certification completion.

Rationale: Allowing 9th grade students to enroll in CTED courses increases the probability a student will be engaged throughout high school and will complete a CTE certification by the time the student graduates.

4. Allow CTEDs to serve students through age 21 regardless of graduation status.

Rationale: Currently, JTEDs are not able to continue to serve students once they graduate from high school, because the state ceases to provide funding for students who have received a diploma. They must transition to a community college program if one is available.

5. Support policy that recognizes, respects, and promotes teaching as a profession.

Rationale: It is important for the Legislature and the public in general to recognize, as ASBA does, that teaching is a profession that requires a set of standards for qualification. Undermining those standards is harmful to the K-12 system.

6. Defend against efforts to chill the free speech rights of school employees.

Rationale: In the wake of the work stoppage and Red for Ed demonstrations of 2018, it was necessary to affirmatively state that governing boards, not the Legislature, are responsible of the oversight and discipline of employees for violation of district policy regarding conduct in the classroom.

This may become an issue again in 2020 as employees advocate for safe work environments.

7. State standardized testing shall not be used for any purpose other than a year over year measurement of student growth in the tested subject.

Rationale: The insistence on using standardized testing to “grade” schools as a method of encouraging them to improve has not been successful. Testing results and any type of accountability system should be used only to identify potential instructional deficiencies and improve them, without public shaming or financial repercussions.

8. Support policy that protects school district employees and students from discrimination based on sexual orientation and gender identity.

Rationale: As a matter of educational equity and encouraging opportunity for all individuals, ASBA should support efforts to include prohibitions on discrimination on the basis of sexual orientation and gender identity in federal, state, and local educational and employment policies where they do not currently exist.

IV. Require Public Accountability for Taxpayer Dollars Spent on Education

1. Establish financial and academic transparency for all institutions and individuals that accept public funds.

Rationale: ASBA believes that all public funds, including those that go to charter schools and private schools through ESAs/vouchers, should be accounted for in the same manner, and if the public policy of Arizona is to make assessment results available for all public education programs, the public has a right to the same information on all the education programs it is funding.

2. Repeal any program that gives public funds for private schools, vouchers (Empowerment Scholarship Accounts) and private school subsidies (Student Tuition Organizations) and prevent any future expansion.

Rationale: ASBA does not support public funding of private schools.

3. Require comparative classroom spending audits for school districts and all other institutions that accept public funds and define “classroom spending” as both instructional spending and student support spending.

Rationale: The auditor general’s current classroom spending report is applied only to school districts, so the public has no similar window into the spending patterns of charter schools. Further, the definition of “classroom spending” is too narrow and does not encompass all that is essential to helping students succeed.

4. Enforce financial requirements and seek recovery of improperly received and/or expended public funds by charter and private schools and organizations.

Rationale: School districts face strict accountability standards and repercussions for misusing public funds. Charter schools and private schools accepting public money, whether directly or indirectly, should be bound by similar standards to ensure funds are used for their intended purpose.

V. COVID-19 Response

1. Hold school districts harmless for significant enrollment losses for school year 2020-2021.

Rationale: Fluctuating and declining enrollments are likely to occur this school year as parents make decisions whether to send their children to school based on rapidly evolving local infection rates. Ensuring districts have budgetary stability will allow administrators to focus on creating the best school environment possible.

2. Provide flexibility in seat time and attendance requirements for school districts for the 2020-2021 school year.

Rationale: Given the use of online and hybrid learning models being used this school year, flexibility in seat time requirements may be necessary to ensure school districts aren't punished financially for adhering to public health guidelines by keeping students at home.

3. Suspend state standardized testing requirements for school year 2020-2021.

Rationale: Given the high stakes of our standardized tests, suspending state standardized testing requirements for this school year will allow instructors to focus on adapting to distance learning with engaging curriculum, not standardized test preparation.

4. Enact a moratorium on school letter grades for school year 2020-2021.

Rationale: Given that school letter grades are largely based on standardized test performance, and the added pressure of Results-Based Funding, schools should not be punished with a bad letter grade given the equity issues and challenges associated with distance learning.

5. Provide districts flexibility in teacher evaluation requirements and procedures.

Rationale: Procedures for teacher evaluations are strictly laid out in state statute, but flexibility around notification and evaluation dates may be necessary to ensure both administrators and teachers have adequate time and are fairly represented in the process.

6. Regulatory relief in the event the pandemic continues to (or does so at a future date) interrupt the academic year.

Rationale: Many federal and state regulatory requirements have been difficult or impossible to comply with during the pandemic. Waiving any such issues that arise will help school leaders focus on delivering educational services, rather than working around government regulations.

7. A state-funded program designed to bulk purchase sanitation supplies (i.e. PPE, cleaning supplies, etc.) for distribution to school districts & schools.

Rationale: Shortages and price gouging of sanitation supplies has been a nationwide problem during this pandemic. School districts need guaranteed access to affordable supplies that will keep schools open safely.

8. Funding for increased expenses incurred due to COVID-19, including costs to meet the social/emotional needs of students.

Rationale: The social and emotional impact of the pandemic has hurt students, particularly those who rely on the safety and stability of the school environment to succeed.

9. Technology modernization and accessibility to ensure students have the technology and equipment to use during times like these with the current COVID-19 pandemic.

Rationale: Lack of modern technology at home has highlighted an equity gap among our students during the pandemic. Schools need resources to ensure every student and staff member has a quality device to stay connected with their schools from home.

10. Unless a public emergency is declared, maintain the right of school districts to close for safety concerns related to COVID-19 outbreak in the community.

Rationale: School districts should maintain flexibility to adapt to the public health circumstances in their community to safely serve students in the most effective manner.

11. Protect public schools from liability if a community member contracts COVID-19 while engaged in school-sponsored activities.

Rationale: While it's difficult to prove with certainty where and how a person contracts COVID-19, ensuring school districts don't have liability concerns will allow them to remain open to the community to the fullest extent possible given the circumstances.



**GOVERNING BOARD AGENDA ITEM
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

DATE OF MEETING: September 8, 2020

TITLE: Resolution Declaring September 24, 2020 as “Legendary Teacher Day”

BACKGROUND:

In 2014, Tucson Mayor Jonathan Rothschild invited local school district Governing Boards to set apart a day in September to celebrate “Legendary Teacher Day.” Other governments have followed this lead and Legendary Teacher Day is now recognized nationally each year on the fourth Thursday in September.

This year, Legendary Teacher Day will be observed on Thursday, September 24, 2020. The attached Resolution serves to set that day apart here in our District.

RECOMMENDATION:

It is the recommendation of the Administration that the Governing Board approve the attached Resolution.

INITIATED BY:


Michelle H. Tong, J.D.,
Associate to the Superintendent and General Counsel

Date: September 1, 2020


Todd A. Jaeger, J.D., Superintendent

**A RESOLUTION OF THE GOVERNING BOARD OF
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10
OF PIMA COUNTY, ARIZONA,
RECOGNIZING LEGENDARY TEACHERS**

WHEREAS, we have all had special teachers that made a significant difference in our lives – teachers we call “legendary;” and

WHEREAS, those teachers possessed and consistently demonstrated a specialized set of skills, allowing them to transform their deep content knowledge into life-changing student learning; and

WHEREAS, those teachers made classrooms safe and fun by creating a caring family culture; and

WHEREAS, those teachers expected you to exceed your own expectations; and

WHEREAS, we often do not fully understand and recognize the profound influence teachers have on our future until later in life; and

WHEREAS, it is important to take time to fully recognize the special teachers in our lives;

NOW, THEREFORE, BE IT RESOLVED by the Amphitheater Unified School District No. 10 Governing Board that the District hereby set apart Thursday, September 24, 2020 as “Legendary Teacher Day” in the District.

PASSED AND ADOPTED by the Governing Board this 8th day of September 2020.

Governing Board Members:

Deanna M. Day, M.Ed.
President

Vicki Cox Golder
Vice President

Scott K. Baker, Ph.D.

Matthew A. Kopec

Susan Zibrat