

Final Posting: Monday, July 26, 2021 5:00p.m.

SPECIAL PUBLIC MEETING OF THE AMPHITHEATER GOVERNING BOARD

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

Tuesday, July 27, 2021

5:30 PM

(Doors open 30 minutes prior to the start of the meeting)

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.

The following steps will be taken to ensure the safety of staff and the public. Masks are currently required, regardless of vaccination status due to the current pandemic conditions. Anyone with a fever, cough or other symptoms of COVID-19 will not be allowed to attend in person. Attendees will be asked to maintain a recommended distance from others.

Persons present at the Board meeting may complete a form requesting to speak to the Board. Individuals who wish to address the Board in-person during Call to the Audience should fill out a public comment card and hand it to the Governing Board Secretary located in the main hallway of the Leadership and Professional Development Center.

* 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.

All comments are limited to 3 minutes to ensure an equitable opportunity to address the Board. In addition, to ensure adequate time is available for other Governing Board business, a maximum time limit for Public Comment will be observed. Those unable to speak within the specified time limits may also submit comments to the Board in writing.

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

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

Ms. Susan Zibrat, President

2. PLEDGE OF ALLEGIANCE

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

Tuesday, August 10, 2021 at 6:00 p.m., Wetmore Center, 701 W. Wetmore Road, Tucson AZ 85705 in the Leadership & Professional Development Center, SE Entrance and Parking

4. PUBLIC COMMENT¹

5. INFORMATION²

A. Superintendent's Report; Update on Pandemic Conditions and Operations 4

6. CONSENT AGENDA³

A. Approval of Appointment of Administrative Personnel	14
B. Approval of Appointment of Non-Administrative Personnel	16
C. Approval of Personnel Changes	20
D. Approval of Separation(s) and Termination(s)	38
E. Approval of Stipend for Coaching Volunteers	40
F. Approval of Vouchers Totaling and Not Exceeding Approximately \$4,782,847.30	42
G. Acceptance of Gifts	43
H. Receipt of June 2021 Report on School Auxiliary and Club Balances	45
I. Approval of Parent Support Organization(s) - 2021-2022	55
J. Approval of Oro Valley Police Department, Tucson Police Department and Pima County Sheriff's Department Special Duty Program Agreements for Special Duty Law Enforcement Services	59
K. Approval of the Amphitheater Teacher Performance Evaluation System for the 2021-2022 School Year	74
L. Approval of Out of State Travel	147
M. Approval of Increase in Daily Rate of Pay for Substitute Teachers	149
N. Approval of School Facilities Board (SFB) Grant for Copper Creek Elementary School MPR Roof Replacement Design	151
O. Approval of School Facilities Board (SFB) Grant for Mesa Verde Elementary School Roof Replacement Construction	161
P. Approval of School Facilities Board (SFB) Grant for Rillito Center Weatherization Design	171

7. EXECUTIVE SESSION^{*}

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

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B. Consideration and Decision Upon Request for Readmission Pursuant to A.R.S. § 15-843(F)(2),
Regarding: Student #30051655

C. Discussion or Consultation with the Attorneys of the Public Body, Pursuant to A.R.S. § 38-431.03(A)(3),
Concerning HB 2898 (K-12 Education; Budget Reconciliation; 2021-2022) and Other Education Laws
Approved During the 2021 Arizona Legislative Session;

D. Discussion or Consultation with the Attorneys of the Public Body, Pursuant to A.R.S. § 38-431.03(A)(3)
and/or (4), Concerning the Meet and Confer Process; and

E. Discussions or Consultations with Designated Representatives of the Public Body in Order to Consider
Its Position and Instruct Its Representatives Regarding Negotiations with Employee Organizations
Regarding the Salaries, Salary Schedules or Compensation Paid in the Form of Fringe Benefits of
Employees of the Public Body Pursuant to A.R.S. § 38-431.03(A)(5)

8. RECONVENE PUBLIC MEETING

9. PUBLIC COMMENT¹

10. BOARD MEMBER REQUESTS FOR FUTURE AGENDA ITEMS

11. 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: July 27, 2021

TITLE: Superintendent's Report; Update on Pandemic Conditions and Operations

BACKGROUND:

The Superintendent will be providing a review of recent and future activities in the District and community. The Superintendent will also review pandemic conditions and data and their impact on school operations.

RECOMMENDATION:

This item is presented for the Board's information.

INITIATED BY:

Date: July 14, 2021

Todd A. Jaeger, J.D., Superintendent



July 27, 2021

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Superintendent's Report





Professional Development



Staff and administrators continued to prep for the new year last week with Boost training and the annual All-Team Retreat.





Amphitheater Career Fair



The Human Resources Department organized a career fair on July 14, 2021 inviting applicants for all types of jobs, including teachers and support staff. Our teams interviewed 93 candidates in just a few hours that day and followed up for more extensive interviews and to make offers.

CAREER FAIR
ALL POSITIONS, IN & OUT OF THE CLASSROOM
JULY 14 2021 9AM - 2PM
701 W WETMORE RD. TUCSON, AZ 85705
NO APPOINTMENT NEEDED
Amphitheater Public Schools PORTRAIT OF A GRADUATE
Join our FAMILY



Thank you!

Thank you to Luciano Sanchez, an Amphitheater Alum, and Advance Auto Parts for donating 100 backpacks and school supplies to Amphi students!





Information from Public Health



Pima County Metrics -- As of 7/23 (Changed)

Disease Data

Cases over two consecutive weeks (with complete reporting of cases)

Percent Positivity

COVID-19 like illness

Criteria not met	Progress	Criteria met



Health Care System Availability

Lab Testing Availability and Utilization

Hospital Bed Capacity

Sufficient Personal Protective Equipment (PPE) for Emergency Responders

Criteria not met	Progress	Criteria met



Public Health Tracking and Investigation

Timely case investigation

Testing of symptomatic contacts within 48 hours

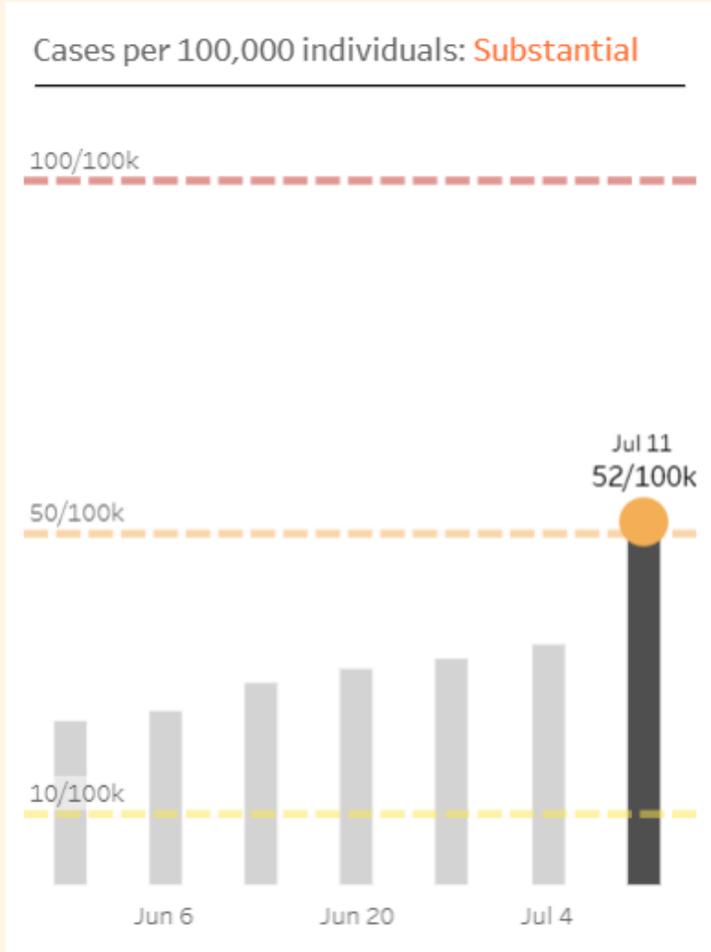
Facilities/support for patients who can't be discharged home - Statewide

Criteria not met	Progress	Criteria met

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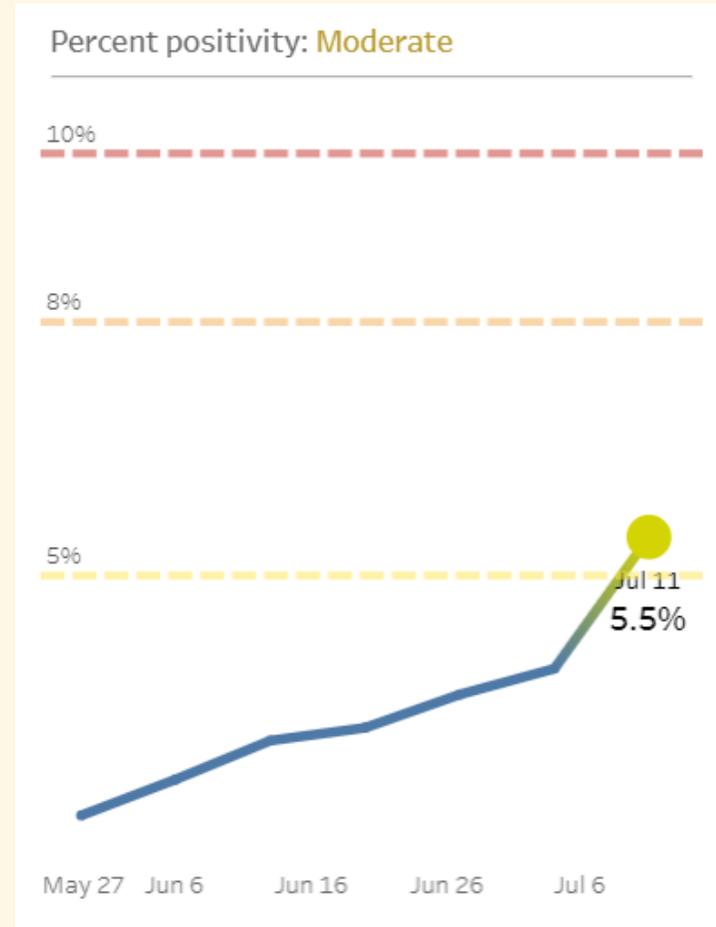


AZDHS School Guidance For Pima



Week of July 4 = 34 cases per 100,000 in Pima County.
 Week of June 27 = 32 cases
 Week of June 20 = 31 cases

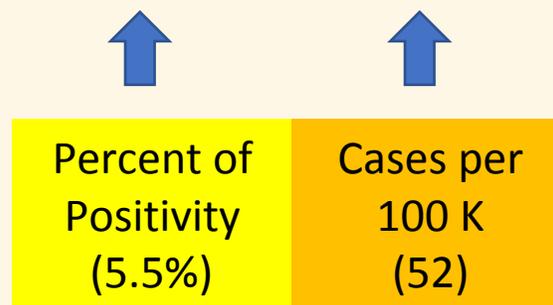
Week of July 4: Test positivity rate = 3.9%.
 Week of June 27 = 3.6%
 Week of June 20 = 3.2%.





Current Transmission Level: Substantial (Change)

Indicator	Low Transmission	Moderate Transmission	Substantial Transmission	High Transmission
Total new cases per 100,000 persons in the last 7 days	0 - 9	10 - 49	50 - 99	≥ 100
Percentage of nucleic acid amplification tests (NAATs) that are positive during the past 7 days	<5.0%	5.0% - 7.9%	8.0% - 9.9%	≥ 10.0%





Mask Regulation



- I advanced the elimination of the mask requirement in Amphi in late June. There continues to be no mask requirement in our District.



- Masks continue to be recommended by public health experts as one of the most effective means of preventing spread of the COVID-19 virus.



- Notwithstanding this, on June 30, 2021 the Arizona Legislature enacted a law which *precludes* any Arizona public school from *mandating masks*.

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- Amphitheater School District must comply with Arizona law; *it will not mandate masks*.



- We will, however, *encourage* the unvaccinated to wear masks for their own protection and for that of others.



- Individuals will ultimately make their own decisions in this regard, and their decisions will be honored.





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

DATE OF MEETING: July 27, 2021

TITLE: Approval of Appointment of Administrative Personnel

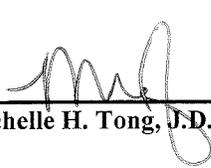
BACKGROUND:

Candidate(s) will be presented herein to fill vacancies created by leaves of absence, retirements, resignations, and new positions. Appointments are current as of July 20, 2021.

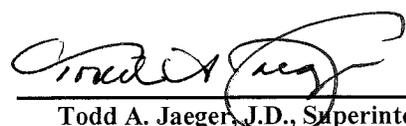
RECOMMENDATION:

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: July 20, 2021


Todd A. Jaeger, J.D., Superintendent

7/27/2021

**GOVERNING BOARD MEETING
APPOINTMENTS**

LAST NAME	FIRST NAME	TITLE	CT/CL	LOCATION	LEVEL	EXP CREDIT	ADD'L INFO	RECOMMENDED BY COMMENT
Harris	Patricia	Assistant Principal	CT-AD-RET	Ironwood Ridge High	HSA		Promotion	\$71,541.39

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*	2020-2021 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



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

DATE OF MEETING: July 27, 2021

TITLE: Approval of Appointment of Non-Administrative Personnel

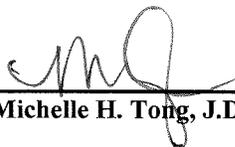
BACKGROUND:

Candidate(s) will be presented herein to fill vacancies created by leaves of absence, retirements, resignations, and new positions. Appointments are current as of July 26, 2021.

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: July 26, 2021


Todd A. Jaeger, J.D., Superintendent

7/27/2021

**GOVERNING BOARD MEETING
APPOINTMENTS**

LAST NAME	FIRST NAME	TITLE	CT/CL	LOCATION	LEVEL	EXPERIENCE CREDIT	ADD'L INFO	RECOMMENDED BY	COMMENT
Coulter	Jill	Teacher - Art	CT-RET	Painted Sky Elementary			Rehire		\$30,344.11
Deitering	Sheri	Teacher - Cross Categorical Class	CT-RET	Nash Elementary			Replacement		Correction to position
Bissonnette	Carly	Social Worker	CT-PR	Mesa Verde Elementary	SOCIAL WOF	0 years	Replacement	Ms. Tracy	
Marries	Jennifer	Counselor	CT-PR	Amphi Academy Online			Rescind		
McQuade	Lavinia	Counselor	CT-PR	Amphi High School	CTT-BA	0 years	Replacement	Mr. Malis	
Alessi	Dawn	Teacher - Cross Categorical Class	CT	Amphi Academy Online	CTT-BA	N/A	Rehire		
Anderson	Lea	Teacher - Cross Categorical Class	CT	Rio Vista Elementary	CTT-MA	0 years	Replacement	Ms. Kuhn	
Bissonnette	Carly	Social Worker	CT	Donaldson Elementary	CTNT-MA	0 years	Replacement	Ms. Letts	
Campbell	Laurel	Teacher - English	CT	Amphi High School	CTT-BA	0 years	Replacement	Mr. Malis	
Claus	Katherine	Teacher - Band	CT	Amphi High School	CTT-BA	0 years	Replacement	Mr. Malis	
Cook	Crystal	Teacher - ELL/SEI	CT	CDO High School	CTT-BA	4 years	Replacement	Ms. Bulleigh	
Cook	Crystal	Teacher - English	CT	CDO High School	CTT-BA	4 years	Replacement	Ms. Bulleigh	17
Gritis	Abigail	Teacher - General Science	CT	Cross Middle School	CTT-BA	0 years	Replacement	Mr. Gutierrez	
Hatch	Stephanie	Teacher - Grade 1	CT	Painted Sky Elementary	CTT-BA	9 years	Replacement	Ms. Papajohn	
Hitt	Angela	Teacher - Art	CT	Wilson K-8 School			Rehire		\$35,633.62
Hughitt	Nicole	Teacher - Grade 3	CT	Nash Elementary	CTT-BA	1 year	Replacement	Ms. Esquibel	
Irwin	Teresa	Librarian	CT	Cross Middle School	CTT-BA	0 years	Replacement	Mr. Gutierrez	
Lee	Auvie	Teacher - REACH	CT	Cross Middle School	CTT-MA	3 years	Replacement	Mr. Gutierrez	
Lee	Auvie	Teacher - Study Skills	CT	Cross Middle School	CTT-MA	3 years	Replacement	Mr. Gutierrez	
Miller	Zane	Teacher - Mathematics	CT	Ironwood Ridge High	CTT-BA	0 years	Replacement	Mr. Spencer	
Mullon	Amanda	Teacher - Pandemic Intervention a	CT	Innovation Academy	CTT-BA	6 years	New	Mr. McConnell	
Munson	Kelly	Teacher - P. E.	CT	Prince Elementary	CTT-BA	6 years	Replacement	Ms. Sheber	
Puffet-Smith	Stephanie	Teacher - ELL/SEI	CT	Innovation Academy	CTT-MA	0 years	Replacement	Mr. McConnell	

*	2020-2021 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	

GOVERNING BOARD MEETING APPOINTMENTS

LAST NAME	FIRST NAME	TITLE	CT/CL	LOCATION	LEVEL	EXPERIENCE CREDIT	ADD'L INFO	RECOMMENDED BY	COMMENT
Reis	Georgina	Teacher - Language Arts	CT	La Cima Middle School	CTT-EDS	9 years	Replacement	Dr. Dudley	
Rossi	Samara	Teacher - Social Studies	CT	Amphi Middle School	CTT-BA	5 years	Replacement	Ms. Wichers	
Rudolph	Natalie	Teacher - Kindergarten	CT	Rio Vista Elementary	CTT-BA	2 years	Replacement	Ms. Kuhn	
Tovar	Karla	Teacher - Biology	CT	Ironwood Ridge High	CTT-MA	2 years	Replacement	Mr. Spencer	
Tretta	Heather	Teacher - Preschool Director	CT	Innovation Academy	CTT-MA	0 years	Replacement	Mr. McConnell	
Walsh	Kellie	Teacher - Pandemic Intervention a	CT	Copper Creek Elementary	CTT-MA	10 years	Rehire	Mr. Abney	
Nuno	Mark	Groundskeeper I	CL-RET	Facilities Support	D	N/A	Rehire		\$12.15 per hour
Van Riper	Erin	District Program Coordinator	CL-PR	Wetmore Center	PR EX	0 years	New	Ms. Mansouri	
Abedian	Linda	Attendance Clerk	CL	Amphi Academy Online	D	N/A	New	Mr. Szczepaniak	
Campbell	Scott	Behavioral Intervention Monitor	CL	Nash Elementary	D	N/A	Rehire		
Guadian	Amelinda	Bus Driver Trainee	CL	Transportation			Correction		Correct start date
Hale	Kurt	Behavioral Intervention Monitor	CL	Amphi Middle School	D	N/A	Replacement	Ms. Wichers	
Hansen	Meredith	Student Services Coordinator Assi	CL	Wetmore Center	D	N/A	Replacement	Ms. Haller	
Hartwig	Georganne	Special Education Teaching Assis	CL	Rillito Center	E	+\$1.00	Rehire	Ms. Haller	
Henson	Samuel	Web & Digital Media Specialist	CL	Wetmore Center	O	5 years	Replacement	Ms. Valenzuela	18
Horgan	Kelly	Special Education Teaching Assis	CL	Walker Elementary	E	N/A	Replacement	Mr. Trimble	
Jackson	JoAnn	Library Assistant	CL	Wilson K-8 School	F	N/A	Replacement	Ms. Sullivan	
Lewis	Brandy	Preschool Instructional Specialist	CL	Innovation Academy	G	5+ years	Replacement	Mr. McConnell	
Longway	Stephanie	Food Service Attendant I	CL	Wilson K-8 School	A	N/A	Replacement	Ms. Cribbs	
Martinez	Grace	Bilingual Office Assistant	CL	Wetmore Center	G	4 years	Replacement	Mr. Rucker	
Martinez	Rosa	Custodian I	CL	Prince Elementary	D	N/A	Rehire	Ms. Sheber	
Martynec	Victoria	Special Education Teaching Assis	CL	Amphi High School	E	N/A	Replacement	Mr. Malis	
Miranda Valdivia	Claudia	Custodian I	CL	La Cima Middle School	D	N/A	Replacement	Dr. Dudley	
Muro	Jose	Security Officer	CL	Amphi Middle School	D	N/A	Replacement	Ms. Wichers	
Salaz	Yvonne	School Health Assistant	CL	Ironwood Ridge High	C	N/A	Rehire	Mr. Spencer	

*	2020-2021 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	

GOVERNING BOARD MEETING APPOINTMENTS

LAST NAME	FIRST NAME	TITLE	CT/CL	LOCATION	LEVEL	EXPERIENCE CREDIT	ADD'L INFO	RECOMMENDED BY	COMMENT
Trombetta	Ann	Preschool Aide/Caregiver	CL	Painted Sky Elementary	A	N/A	Replacement	Ms. Papajohn	
Velarde	Susan	Elementary School Health Aide	CL	Donaldson Elementary	F	N/A	Rehire	Ms. Letts	

*
2020-2021 School Year
Addendum Former employee or new hire receiving extra-curricular position
New New hire filling a newly created position
Rehire Former employee returning to a position in the district
Replacement New hire filling a vacated position
Rescind Declined position after appointment

HSP High School Principal
MSP Middle School Principal
ESP Elementary School Principal
HSA High School Assistant Principal
MSA Assistant Middle School Principal
ESA Elementary Assistant Principal
SAS Support Administrator

ADCT Addendum Certified
ADCL Addendum Classified
ADACS Addendum Amphi Community Schools
ADDM Addendum Only
CT-AD Certified Administrative
CT Certified
CL-AD Classified Administrative
CL Classified
PR Professional
ASW Student Worker



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

DATE OF MEETING: July 27, 2021

TITLE: Approval of Personnel Changes

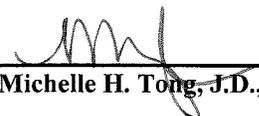
BACKGROUND:

Changes in the employment status of employee(s) and/or job description(s) will be presented herein. Changes are current as of July 26, 2021.

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: July 26, 2021


Todd A. Jaeger, J.D., Superintendent

7/27/2021

**GOVERNING BOARD MEETING
PERSONNEL CHANGES**

LAST NAME	FIRST NAME	TITLE	CT/CL	LOCATION	REASON	LEVEL	FINANCIAL CHANGE	COMMENT
Arredondo	Mateo	Teacher - AVID	CT	Amphi Middle School	Increase FTE			
Ayers	Nathan	Teacher - REACH	CT	Amphi Middle School	Transfer	CTT-BA	N/A	
Baeder	Lindsey	Teacher - P. E.	CT	Innovation Academy	Increase FTE			
Blanchard	Nicole	Teacher - Pandemic Intervention ;	CT	Ironwood Ridge High	Added Duty			\$9,588.77
Bonar	Ann	Teacher - Pandemic Intervention ;	CT	CDO High School	Added Duty			\$10,421.46
Borden	Kylie	Teacher - AVID	CT	Amphi Middle School	Additional Position			\$7,491.86
Brower	Thomas	Teacher - Pandemic Intervention ;	CT	Wilson K-8 School	Additional Position			\$10,011.51
Cadman	Emily	Teacher - Music	CT	Keeling Elementary	Increase FTE			
Cameron	Cheresa	Teacher - Pandemic Intervention ;	CT	Amphi Middle School	Additional Position			\$7,633.47
Chavez	Jose	Teacher - Pandemic Intervention ;	CT	Amphi Middle School	Additional Position			\$8,886.93
Cochiolo	Nancy	Teacher - Cross Categorical Clas;	CT	Mesa Verde Elementary	Promotion	CTT-BA	0 years	
Coleman	Kathleen	Teacher - Pandemic Intervention ;	CT	Amphi Middle School	Additional Position			\$8,106.83
Desjarlais	Paul	Teacher - Pandemic Intervention ;	CT	Ironwood Ridge High	Added Duty			\$12,122.95
Duran	Juanita	Teacher - AVID	CT	Amphi Middle School	Additional Position			\$6,814.21
Een	Jenny	Teacher - Pandemic Intervention ;	CT	Ironwood Ridge High	Added Duty			\$11,144.53
Floyd	Katherine	Teacher - Pandemic Intervention ;	CT	Amphi Middle School	Additional Position			\$9,223.29
Fulks	Neal	Teacher - Pandemic Intervention ;	CT	Ironwood Ridge High	Added Duty			\$8,582.43
Gotlieb	Hayley	Teacher - AVID	CT	La Cima Middle School	Salary Level Change	CTT-BA+	+\$635.00	
Gould	Marni	Teacher - Academic Intervention	CT	La Cima Middle School	Increase FTE			
Graham	Regina	Teacher - Kindergarten	CT	Walker Elementary	Reassignment		N/A	

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*	2020-2021 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
Hicken	Leslie	Teacher - AVID	CT	Amphi Middle School	Additional Position		\$7,136.54	
Higgins	Kellie	Teacher - Pandemic Intervention	CT	Amphi Middle School	Additional Position		\$8,178.20	
Johnson	Neely	Teacher - AVID	CT	La Cima Middle School	Increase FTE			
Jones	Arianna	Teacher - P. E.	CT	Nash Elementary	Decrease FTE			
Kautz	Douglas	Teacher - Pandemic Intervention	CT	Ironwood Ridge High	Added Duty		\$11,827.68	
Keller	Jennifer	Teacher - AVID	CT	Amphi Middle School	Additional Position		\$7,136.54	
Le	Thanhliem	Teacher - Math Lab	CT	Amphi Middle School	Additional Position		\$7,317.94	
Lee	Andrew	Teacher - Writing Lab	CT	Amphi Middle School	Additional Position		\$22,775.59	
Loudon	Matthew	Teacher - AVID	CT	Amphi Middle School	Additional Position		\$6,864.97	
Mapes	Darin	Teacher - Pandemic Intervention	CT	Amphi Middle School	Additional Position		\$8,317.56	
Mercillott	Christopher	Teacher - AVID	CT	Amphi Middle School	Additional Position		\$7,099.12	
Michaels	Christina	Teacher - Math Intervention	CT	La Cima Middle School	Increase FTE			
Mounts	Brianna	Teacher - Grade 1	CT	Keeling Elementary	Salary Level Change	CTT-BA+ +\$635.00		
Murugesan	Ashreetha	Teacher - Academic Intervention	CT	Amphi Middle School	Additional Position		\$6,814.21	22
Obregon	Marisa	Teacher - Pandemic Intervention	CT	Amphi Middle School	Additional Position		\$7,136.54	
Pham	Phi	Teacher - Academic Intervention	CT	Amphi Middle School	Additional Position		\$8,870.24	
Pinon	Marleyne	Teacher - Sports Medicine and Re	CT	Ironwood Ridge High	Increase FTE			
Reis	Cary	Teacher - Academic Intervention	CT	Amphi Middle School	Additional Position		\$7,099.13	
Vaughn	Michelle	Teacher - AVID	CT	Amphi Middle School	Additional Position		\$7,362.25	
Watson	Diedre	Teacher - AVID	CT	Amphi Middle School	Reassignment		N/A	
Wood	Brooke	Teacher - Grade 3	CT	Painted Sky Elementary	Salary Level Change	CTT-MA +\$1,905.00		
Youtsey	Drew	Teacher - P. E.	CT	Keeling Elementary	Increase FTE			

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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							
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GOVERNING BOARD MEETING PERSONNEL CHANGES

LAST NAME	FIRST NAME	TITLE	CT/CL	LOCATION	REASON	LEVEL	FINANCIAL CHANGE	COMMENT
Toothman	Victoria	Special Education Teaching Assis	CL-RET	CDO High School	Transfer	E	N/A	
Toothman	Victoria	Campus Monitor	CL-RET	CDO High School	Decrease FTE			*
Contreras	Freddie	Computer Network Systems Coor	CL-PR	Wetmore Center	Promotion	PR EX	9 years	
Alexander	Janine	Administrative Assistant I	CL	Wetmore Center	Promotion	J	+\$.99	
Althouse	Eileen	Budget Technician	CL	Wetmore Center	Promotion	L	+\$2.48	
Alvarez	Michael	Custodian I	CL	Amphi High School	Transfer	D	N/A	
Dalton-Aragon	Jaron	Instructional Technology Specialis	CL	La Cima Middle School	Increase FTE		N/A	
Fowler	Tracy	Secretary I	CL	Ironwood Ridge High	Promotion	E	+\$0.51	
Frost	Lindsay	Special Education Teaching Assis	CL	Rillito Center	Increase FTE	E	N/A	
Galindo	Griselda	Food Service Attendant I	CL	CDO High School	Transfer	A	N/A	
Garcia	Virginia	District Food Service Coordinator	CL	Food Service Admin	Transfer	L	N/A	
Grammer	Angela	Bus Driver	CL	Transportation	Promotion	M	+\$4.35	
Harding	Vanessa	Payroll Specialist I	CL	Wetmore Center	Promotion	I	+\$1.53	
Havens	Lydia	Food Service Attendant I	CL	Wilson K-8 School	Decrease FTE	A	<\$0.98>	23
Moore	Karen	Special Education Teaching Assis	CL	La Cima Middle School	Transfer	E	<\$1.00>	
Neisius	Penny	Registrar - High School	CL	Amphi Academy Online	Transfer	F	N/A	
Olivares	Sara	Educational Assistant to the Elem	CL	Prince Elementary	Promotion	E	+\$0.52	
Olivares	Sara	Instructional Aide - Classroom	CL	Prince Elementary	Additional Position	B	N/A	
Tilley	Marcia	Administrative Assistant I	CL	Wetmore Center	Reclassification	J	+\$1.97	
Wulff	Thomas	Crossing Guard	CL	Prince Elementary	Increase FTE			
Acevedo	Stephanie	ADDN - Essential Recruit Stipend	ADCT	Amphi High School	Addendum			\$4,000.00
Ackerley	J	ADDN - Essential Recruit Stipend	ADCT	Amphi High School	Addendum			\$5,000.00

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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)		
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GOVERNING BOARD MEETING PERSONNEL CHANGES

LAST NAME	FIRST NAME	TITLE	CT/CL	LOCATION	REASON	LEVEL	FINANCIAL CHANGE	COMMENT
Adams	Elizabeth	Teacher - Early Childhood Educat	ADCT	CDO High School	Correction		\$8,889.60	
Adams	Elizabeth	ADDN - Extra Days	ADCT	CDO High School	Addendum		\$1,053.20	
Altemara-Arnold	Sara	ADDN - Essential Recruit Stipend	ADCT	CDO High School	Addendum		\$2,000.00	
Altemara-Arnold	Sara	ADDN - Essential Recruit Stipend	ADCT	CDO High School	Addendum		\$4,800.00	
Alvarez	Kristen	ADDN - Summer School Teacher	ADCT	Nash Elementary	Addendum		\$240.00	
Alvarez	Loretta	ADDN - Essential Recruit Stipend	ADCT	CDO High School	Addendum		\$4,000.00	
Ambrosio	Trish	ADDN - Technology Coach HS	ADCT	Ironwood Ridge High	Addendum		\$1,550.00	
Ambrosio	Trish	ADDN - Essential Recruit Stipend	ADCT	Ironwood Ridge High	Addendum		\$4,000.00	
Andersen	Donaca	ADDN - Essential Recruit Stipend	ADCT	Rillito Center	Addendum		\$4,000.00	
Anderson	Benjamin	ADDN - Essential Recruit Stipend	ADCT	Ironwood Ridge High	Addendum		\$5,000.00	
Anderson	Lea	ADDN - Essential Recruit Stipend	ADCT	Rio Vista Elementary	Addendum		\$4,000.00	
Appelt	Megan	DH - Modern Language	ADCT	Ironwood Ridge High	Addendum		\$3,350.00	
Aros	Jessica	ADDN - Essential Recruit Stipend	ADCT	Ironwood Ridge High	Addendum		\$4,000.00	
Arthurs	Robbin	ADDN - CISS Stipend	ADCT	Wetmore Center	Addendum		\$4,000.00	24
Balachandran	Devahi	ADDN - Curriculum Development	ADCT	Amphi High School	Addendum		\$25.00 per hour	
Balachandran	Devahi	ADDN - Essential Recruit Stipend	ADCT	Amphi High School	Addendum		\$5,000.00	
Barnewolt	Samantha	ADDN - Musical Assistant Directo	ADCT	CDO High School	Addendum		\$1,696.00	
Basye	Jody	ADDN - Essential Recruit Stipend	ADCT	CDO High School	Addendum		\$4,000.00	
Basye	Jody	Coach - Football Assistant HS	ADCT	CDO High School	Addendum		\$2,500.00	
Blanchard	Nicole	ADDN - Essential Recruit Stipend	ADCT	Ironwood Ridge High	Addendum		\$5,000.00	
Bobb-Matzdorff	Kerri	ADDN - School Support Team	ADCT	Holaway Elementary	Addendum		*\$20.00 per hour	
Bosey	Bettina	ADDN - Essential Recruit Stipend	ADCT	Cross Middle School	Addendum		\$4,000.00	

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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)							
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GOVERNING BOARD MEETING PERSONNEL CHANGES

LAST NAME	FIRST NAME	TITLE	CT/CL	LOCATION	REASON	LEVEL	FINANCIAL CHANGE	COMMENT
Braden	Larissa	ADDN - School Support Team	ADCT	Federal/State Programs	Addendum		\$20.00 per hour	
Brungardt	Elizabeth	ADDN - Essential Recruit Stipend	ADCT	Keeling Elementary	Addendum		\$4,000.00	
Burgin	Samantha	Special Education Facilitator	ADCT	Ironwood Ridge High	Addendum		\$3,350.00	
Caldwell	Theresa	ADDN - Essential Recruit Stipend	ADCT	Amphi High School	Addendum		\$4,000.00	
Cannon	Robert	DH - Fine Arts HS	ADCT	CDO High School	Addendum		\$3,350.00	
Cannon	Robert	ADDN - Musical Director HS	ADCT	CDO High School	Addendum		\$2,136.00	
Cannon	Robert	ADDN - Drama HS	ADCT	CDO High School	Addendum		\$2,250.00	
Cannon	Robert	ADDN - Yearbook HS	ADCT	CDO High School	Addendum		\$1,850.00	
Casey	Nancy	ADDN - Essential Recruit Stipend	ADCT	Nash Elementary	Addendum		\$1,600.00	
Casey	Nancy	ADDN - Essential Recruit Stipend	ADCT	Coronado K-8 School	Addendum		\$2,400.00	
Castro	Sylvestre	ADDN - Essential Recruit Stipend	ADCT	Amphi Middle School	Addendum		\$4,000.00	
Chen	Christopher	ADDN - Essential Recruit Stipend	ADCT	CDO High School	Addendum		\$8,000.00	
Christensen	Brittney	ADDN - Essential Recruit Stipend	ADCT	Amphi High School	Addendum		\$4,000.00	
Christman	Jill	DH - Science HS	ADCT	CDO High School	Addendum		\$3,350.00	
Christman	Jill	ADDN - Essential Recruit Stipend	ADCT	CDO High School	Addendum		\$5,000.00	
Cramer	Connie	ADDN - Essential Recruit Stipend	ADCT	Rillito Center	Addendum		\$4,000.00	
Crawford	Ruth	ADDN - Essential Recruit Stipend	ADCT	Rillito Center	Addendum		\$4,000.00	
Crist	Gary	ADDN - AgriScience Land Lab Ad	ADCT	Amphi High School	Addendum		\$7,000.00	
Cross	Karen	ADDN - Essential Recruit Stipend	ADCT	Wilson K-8 School	Addendum		\$4,000.00	
Crosswhite	Joanne	ADDN - Essential Recruit Stipend	ADCT	Rillito Center	Addendum		\$4,000.00	
Daigle	Seleste	ADDN - School Support Team	ADCT	Keeling Elementary	Addendum		\$20.00 per hour	
Dale	Jessica	DH - Counseling HS	ADCT	CDO High School	Addendum		\$3,350.00	

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*	2020-2021 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/CL	LOCATION	REASON	LEVEL	FINANCIAL CHANGE	COMMENT
Davidson	Amy	ADDN - Counseling Department C	ADCT	Ironwood Ridge High	Addendum		\$3,350.00	
Davis	Shelby	ADDN - School Support Team	ADCT	Rio Vista Elementary	Addendum		\$20.00 per hour	
Deboucher	Cymry	ADDN - Essential Recruit Stipend	ADCT	CDO High School	Addendum		\$4,000.00	
Deboucher	Cymry	ADDN - Odyssey of the Mind	ADCT	CDO High School	Addendum		\$1,200.00	
Deitering	Sheri	ADDN - Essential Recruit Stipend	ADCT	Nash Elementary	Addendum		\$4,000.00	
Desjarlais	Paul	DH - Science HS	ADCT	Ironwood Ridge High	Addendum		\$3,350.00	
Desjarlais	Paul	ADDN - Essential Recruit Stipend	ADCT	Ironwood Ridge High	Addendum		\$8,000.00	
Dignum	Brandi	ADDN - Vocal Music HS	ADCT	CDO High School	Addendum		\$1,950.00	
Dignum	Brandi	ADDN - Musical Assistant Directo	ADCT	CDO High School	Addendum		\$1,696.00	
Dimillio	Donna	ADDN - Essential Recruit Stipend	ADCT	Ironwood Ridge High	Addendum		\$4,000.00	
Dominguez	Lynette	ADDN - School Support Team	ADCT	Federal/State Programs	Addendum		\$20.00 per hour	
Dorroh	Meredith	ADDN - Essential Recruit Stipend	ADCT	Holaway Elementary	Addendum		\$4,000.00	
Duarte	Pamela	ADDN - Essential Recruit Stipend	ADCT	CDO High School	Addendum		\$4,000.00	
Edmondson	Heidi	ADDN - Essential Recruit Stipend	ADCT	Wilson K-8 School	Addendum		\$4,000.00	26
Een	Jenny	DH - English HS	ADCT	Ironwood Ridge High	Addendum		\$3,350.00	
Engelhard	Erin	ADDN - Essential Recruit Stipend	ADCT	Copper Creek Elementary	Addendum		\$4,000.00	
Erickson	Ruth	Teacher - Government	ADCT	CDO High School	Added Duty		\$9,029.81	
Esquibel	Laura	ADDN - Extra Days	ADCT	Nash Elementary	Addendum		\$480.00	
Faulkner	Violet	ADDN - Essential Recruit Stipend	ADCT	Amphi High School	Addendum		\$5,000.00	
Finch	Richard	ADDN - Essential Recruit Stipend	ADCT	Wilson K-8 School	Addendum		\$4,000.00	
Floyd	Kyrsten	ADDN - Curriculum Development	ADCT	La Cima Middle School	Addendum		*\$25.00 per hour	
Fox	Erica	Teacher - Pandemic Intervention ;	ADCT	CDO High School	Additional Position		\$8,863.04	

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Addendum	Employee receiving extra-curricular position or stipend	ADCL	Addendum Classified
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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
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GOVERNING BOARD MEETING PERSONNEL CHANGES

LAST NAME	FIRST NAME	TITLE	CT/CL	LOCATION	REASON	LEVEL	FINANCIAL CHANGE	COMMENT
Fox	Erica	ADDN - Essential Recruit Stipend	ADCT	CDO High School	Addendum		\$4,000.00	
Frantziskonis	Karyn	ADDN - CISS Stipend	ADCT	Wetmore Center	Addendum		\$4,000.00	
Fyock	Andrea	ADDN - School Support Team	ADCT	Donaldson Elementary	Addendum		\$20.00 per hour	
Gabriel	Christopher	Teacher - Biology	ADCT	CDO High School	Additional Position		\$9,913.38	
Gadarian	Kristen	ADDN - Essential Recruit Stipend	ADCT	Amphi High School	Addendum		\$4,000.00	
Gahn	Courtney	ADDN - School Support Team	ADCT	Donaldson Elementary	Addendum		\$20.00 per hour	
Garcia	Monica	ADDN - Essential Recruit Stipend	ADCT	Cross Middle School	Addendum		\$4,000.00	
Garcia Salcido	Jose	ADDN - Essential Recruit Stipend	ADCT	Amphi High School	Addendum		\$8,000.00	
Gerard	Michelle	ADDN - Weight Training Coach	ADCT	CDO High School	Addendum		\$301.78	
Gerard	Michelle	Coach - Weight Training HS	ADCT	CDO High School	Addendum		\$464.29	
Gerard	Michelle	DH - Physical Education HS	ADCT	CDO High School	Addendum		\$3,350.00	
Gerard	Michelle	Coach - Cross Country HS	ADCT	CDO High School	Addendum		\$2,600.00	
Glavin	Kelsey	Site Program Coordinator	ADCT	Prince Elementary	Added Duty		\$7,986.69	
Glor	Daniel	ADDN - Curriculum Development	ADCT	CDO High School	Addendum		\$25.00 per hour	27
Godlewski	Fabienna	ADDN - Essential Recruit Stipend	ADCT	CDO High School	Addendum		\$5,000.00	
Godlewski	Fabienna	Teacher - Pandemic Intervention	ADCT	CDO High School	Added Duty		\$11,171.30	
Godlewski	Fabienna	DH - Mathematics HS	ADCT	CDO High School	Addendum		\$3,350.00	
Golden	Brande	ADDN - Extra Days	ADCT	CDO High School	Addendum		\$1,188.80	
Goldstein	Heidi	ADDN - Essential Recruit Stipend	ADCT	CDO High School	Addendum		\$5,000.00	
Goldstein	Heidi	Coach - Cross Country HS	ADCT	CDO High School	Addendum		\$2,600.00	
Gordon-Johnson	Deborah	DH - Support Program HS	ADCT	CDO High School	Addendum		\$3,350.00	
Gordon-Johnson	Deborah	ADDN - Summer School Teacher	ADCT	CDO High School	Addendum		\$600.00	

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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
Gran	Jennifer	ADDN - Essential Recruit Stipend	ADCT	Rillito Center	Addendum		\$4,000.00	
Greenberg	Elyse	ADDN - School Support Team	ADCT	Donaldson Elementary	Addendum		\$20.00 per hour	
Greenway	Peggy	ADDN - Essential Recruit Stipend	ADCT	Cross Middle School	Addendum		\$4,000.00	
Guymon	Kate	ADDN - Curriculum Development	ADCT	La Cima Middle School	Addendum		*\$25.00 per hour	
Guymon	Kate	ADDN - Essential Recruit Stipend	ADCT	La Cima Middle School	Addendum		\$4,000.00	
Habinek	Daniel	ADDN - Essential Recruit Stipend	ADCT	Ironwood Ridge High	Addendum		\$4,000.00	
Harding	Kevin	Teacher - CTE	ADCT	Amphi High School	Added Duty		\$8,195.72	
Harding	Kevin	ADDN - Curriculum Development	ADCT	Amphi High School	Addendum		\$25.00 per hour	
Hardy	James	Coach - Summer Weight Prog HS	ADCT	Ironwood Ridge High	Addendum		\$1,087.00	
Hardy	James	Coach - Summer Weight Prog HS	ADCT	Ironwood Ridge High	Addendum		\$825.00	
Harris	Noreen	ADDN - Essential Recruit Stipend	ADCT	CDO High School	Addendum		\$5,000.00	
Havard	Jaycie	ADDN - School Support Team	ADCT	Holaway Elementary	Addendum		*\$20.00 per hour	
Heagle	Denise	ADDN - Curriculum Development	ADCT	Federal/State Programs	Addendum		\$25.00 per hour	
Hebert	Patricia	ADDN - Essential Recruit Stipend	ADCT	CDO High School	Addendum		\$5,000.00	
Hervert	Margaret	ADDN - School Support Team	ADCT	Rio Vista Elementary	Addendum		\$20.00 per hour	
Higgins	Kellie	DH - Science MS	ADCT	Amphi Middle School	Addendum		\$1,200.00	
Hill	Vanessa	ADDN - Essential Recruit Stipend	ADCT	Keeling Elementary	Addendum		\$800.00	
Hill	Vanessa	ADDN - Essential Recruit Stipend	ADCT	Wetmore Center	Addendum		\$800.00	
Hill	Vanessa	ADDN - Essential Recruit Stipend	ADCT	Rio Vista Elementary	Addendum		\$2,400.00	
Hjalmarson-Kittred	Mary	ADDN - Essential Recruit Stipend	ADCT	CDO High School	Addendum		\$5,000.00	
Holt	Kris	Site Program Coordinator	ADCT	Prince Elementary	Addendum		\$7,986.69	
Hoover	Rachel	ADDN - Technology Coach EL	ADCT	Holaway Elementary	Addendum		\$1,550.00	

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*	2020-2021 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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GOVERNING BOARD MEETING PERSONNEL CHANGES

LAST NAME	FIRST NAME	TITLE	CT/CL	LOCATION	REASON	LEVEL	FINANCIAL CHANGE	COMMENT
Houlton	Ashleigh	Coach - Summer Weight Prog HS	ADCT	Ironwood Ridge High	Addendum		\$825.00	
Houlton	Ashleigh	Coach - Summer Weight Prog HS	ADCT	Ironwood Ridge High	Addendum		\$1,087.00	
Houlton	Ashleigh	DH - Physical Education HS	ADCT	Ironwood Ridge High	Addendum		\$3,350.00	
Howell	Luke	ADDN - Newspaper Addendum H.	ADCT	Ironwood Ridge High	Addendum		\$1,850.00	
Iverson	Elizabeth	ADDN - Essential Recruit Stipend	ADCT	Keeling Elementary	Addendum		\$4,000.00	
Jameson-Christia	Leslie	Teacher - Pandemic Intervention	ADCT	Wilson K-8 School	Additional Position		\$24,373.67	
Johnson	Marian	ADDN - Essential Recruit Stipend	ADCT	Amphi High School	Addendum		\$5,000.00	
Johnson	Marian	ADDN - Curriculum Development	ADCT	Amphi High School	Addendum		\$25.00 per hour	
Johnson	Neely	ADDN - Curriculum Development	ADCT	La Cima Middle School	Addendum		*\$25.00 per hour	
Johnson Bivens	Adria	ADDN - Essential Recruit Stipend	ADCT	Rillito Center	Addendum		\$4,000.00	
Jorgensen	Pamela	ADDN - Essential Recruit Stipend	ADCT	Rio Vista Elementary	Addendum		\$4,000.00	
Kasen	Jamie	ADDN - Essential Recruit Stipend	ADCT	Walker Elementary	Addendum		\$2,400.00	
Kasen	Jamie	ADDN - Essential Recruit Stipend	ADCT	Holaway Elementary	Addendum		\$1,600.00	
Kautz	Douglas	ADDN - Essential Recruit Stipend	ADCT	Ironwood Ridge High	Addendum		\$5,000.00	29
Kechely	Leigh	ADDN - Essential Recruit Stipend	ADCT	Donaldson Elementary	Addendum		\$1,600.00	
Kechely	Leigh	ADDN - Essential Recruit Stipend	ADCT	Prince Elementary	Addendum		\$2,400.00	
King	Brenda	Site Program Coordinator	ADCT	Amphi Middle School	Addendum		\$7,944.44	
King	Brenda	Site Program Coordinator	ADCT	Amphi Middle School	Addendum		\$24.58 per hour	
Knepper	Damon	ADDN - Percussion HS	ADCT	Ironwood Ridge High	Addendum		\$1,250.00	
Knepper	Demon	ADDN - Band Director HS	ADCT	Ironwood Ridge High	Addendum		\$3,050.00	
Knepper	Demon	ADDN - Orchestra HS	ADCT	Ironwood Ridge High	Addendum		\$1,950.00	
Krim	Jennifer	ADDN - School Support Team	ADCT	Holaway Elementary	Addendum		*\$20.00 per hour	

*	2020-2021 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
Kuhn	Brandon	ADDN - Essential Recruit Stipend	ADCT	Amphi High School	Addendum		\$5,000.00	
Langley	Shannon	ADDN - Extra Days	ADCT	Federal/State Programs	Addendum		\$650.16	
Langley	Shannon	ADDN - Extra Days	ADCT	Federal/State Programs	Addendum		\$1,733.69	
Larriva	Amanda	ADDN - School Support Team	ADCT	Rio Vista Elementary	Addendum		\$20.00 per hour	
Larson	Lisa	ADDN - Essential Recruit Stipend	ADCT	Wilson K-8 School	Addendum		\$4,000.00	
Lawrence	Mia	ADDN - Essential Recruit Stipend	ADCT	Mesa Verde Elementary	Addendum		\$2,400.00	
Lawrence	Mia	ADDN - Essential Recruit Stipend	ADCT	Copper Creek Elementary	Addendum		\$1,600.00	
Lee	Kristina	ADDN - Essential Recruit Stipend	ADCT	Donaldson Elementary	Addendum		\$4,000.00	
Leider	Sydney	ADDN - Essential Recruit Stipend	ADCT	Ironwood Ridge High	Addendum		\$5,000.00	
Lewis	Kay	ADDN - School Support Team	ADCT	Federal/State Programs	Addendum		\$20.00 per hour	
Lipich	Brandi	Site Program Coordinator	ADCT	Holaway Elementary	Addendum		\$8,655.57	
Lipich	Brandi	Site Program Coordinator	ADCT	Holaway Elementary	Addendum		\$26.78 per hour	
Lipich	Brandi	ADDN - School Support Team	ADCT	Holaway Elementary	Addendum		*\$20.00 per hour	
Lipich	Brandy	ADDN - Administrative Designee	ADCT	Holaway Elementary	Addendum		\$2,000.00	30
Lise	Ronald	ADDN - Essential Recruit Stipend	ADCT	Amphi High School	Addendum		\$5,000.00	
Lortie	Sarah	DH - Mathematics MS	ADCT	Amphi Middle School	Addendum		\$1,200.00	
Lynch	Michelle	ADDN - Homebound	ADCT	Wetmore Center	Addendum		\$30.00 per hour	
Magrie	Kylie	ADDN - Academic Assistant	EL ADCT	Holaway Elementary	Addendum		\$700.00	
Marner	Peggy	ADDN - Academic Assistant	EL ADCT	Holaway Elementary	Addendum		\$700.00	
Marner	Peggy	ADDN - School Support Team	ADCT	Holaway Elementary	Addendum		*\$20.00 per hour	
Mccann-Smith	Sarina	DH - Modern Language	ADCT	CDO High School	Addendum		\$3,350.00	
Mcelhinney	Judith	ADDN - Essential Recruit Stipend	ADCT	Ironwood Ridge High	Addendum		\$4,000.00	

*	2020-2021 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		
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GOVERNING BOARD MEETING PERSONNEL CHANGES

LAST NAME	FIRST NAME	TITLE	CT/CL	LOCATION	REASON	LEVEL	FINANCIAL CHANGE	COMMENT
McFrederick	Kyle	ADDN - School Support Team	ADCT	Federal/State Programs	Addendum		\$20.00 per hour	
McGowan	Alissa	ADDN - Student Government HS	ADCT	Ironwood Ridge High	Addendum		\$1,750.00	
McNew	Ann	ADDN - School Support Team	ADCT	Federal/State Programs	Addendum		\$20.00 per hour	
Mendez	Melisa	ADDN - GEAR UP Discover Guide	ADCT	Amphi Middle School	Addendum		\$25.00 per hour	
Mendivil	Jorge	ADDN - Essential Recruit Stipend	ADCT	Amphi High School	Addendum		\$4,000.00	
Miller	Sally	ADDN - Essential Recruit Stipend	ADCT	Amphi High School	Addendum		\$4,000.00	
Moes	John	DH - Social Studies HS	ADCT	CDO High School	Addendum		\$3,350.00	
Moran	Kimberly	ADDN - CISS Stipend	ADCT	Wetmore Center	Addendum		\$4,000.00	
Moreno	Kristin	Teacher - Writing Lab	ADCT	Wilson K-8 School	Additional Position		\$24,210.26	
Morey	Sarah	ADDN - Essential Recruit Stipend	ADCT	Ironwood Ridge High	Addendum		\$5,000.00	
Mounts	Deborah	ADDN - AZELLA Testing	ADCT	Federal/State Programs	Addendum		\$25.00 per hour	
Murrell	Marley	ADDN - Essential Recruit Stipend	ADCT	Amphi High School	Addendum		\$3,000.00	
Novinski	Garrett	Teacher - Pandemic Intervention	ADCT	Wilson K-8 School	Additional Position		\$8,527.70	
Okonya	Elizabeth	ADDN - Essential Recruit Stipend	ADCT	Rillito Center	Addendum		\$4,000.00	
Olszewski	Cynthia	ADDN - Essential Recruit Stipend	ADCT	Mesa Verde Elementary	Addendum		\$4,000.00	
Oros	Lourdes	ADDN - Summer School Teacher	ADCT	Walker Elementary	Addendum		\$1,890.00	
Oros	Lourdes	ADDN - AZELLA Testing	ADCT	Federal/State Programs	Addendum		\$25.00 per hour	
Palandech	Donald	ADDN - Essential Recruit Stipend	ADCT	Ironwood Ridge High	Addendum		\$5,000.00	
Panneck	Jeffrey	ADDN - Curriculum Development	ADCT	La Cima Middle School	Addendum		*\$25.00 per hour	
Paul	Kayleigh	ADDN - School Support Team	ADCT	Rio Vista Elementary	Addendum		\$20.00 per hour	
Peace	Dustin	Coach - Football Head HS	ADCT	CDO High School	Addendum		\$3,800.00	
Peace	Dustin	ADDN - Weight Training Coach	ADCT	CDO High School	Addendum		\$464.29	

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*	2020-2021 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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**GOVERNING BOARD MEETING
PERSONNEL CHANGES**

LAST NAME	FIRST NAME	TITLE	CT/CL	LOCATION	REASON	LEVEL	FINANCIAL CHANGE	COMMENT
Piancino	Hailey	ADDN - Essential Recruit Stipend	ADCT	Cross Middle School	Addendum		\$4,000.00	
Piazza	Elizabeth	ADDN - Essential Recruit Stipend	ADCT	CDO High School	Addendum		\$5,000.00	
Pieroway	Karl	ADDN - Essential Recruit Stipend	ADCT	Wilson K-8 School	Addendum		\$5,000.00	
Pincus	Mark	DH - CTE HS	ADCT	Ironwood Ridge High	Addendum		\$3,350.00	
Pincus	Mark	ADDN - Essential Recruit Stipend	ADCT	Ironwood Ridge High	Addendum		\$1,000.00	
Porter	Ronald	ADDN - Essential Recruit Stipend	ADCT	CDO High School	Addendum		\$4,000.00	
Porter	Ronald	Coach - Football Assistant HS	ADCT	CDO High School	Addendum		\$1,250.00	
Powell	Matthew	Coach - Football Assistant HS	ADCT	CDO High School	Addendum		\$2,500.00	
Powell	Matthew	ADDN - Athletic Equipment Tech.	ADCT	CDO High School	Addendum		\$1,850.00	
Powell	Matthew	ADDN - Essential Recruit Stipend	ADCT	CDO High School	Addendum		\$5,000.00	
Queiruga	Jennifer	Site Program Coordinator	ADCT	Amphi Middle School	Addendum		\$8,950.00	
Queiruga	Jennifer	Site Program Coordinator	ADCT	Amphi Middle School	Addendum		\$27.69 per hour	
Quezada	Esther	ADDN - School Support Team	ADCT	Federal/State Programs	Addendum		\$20.00 per hour	
Quezada	Jessica	ADDN - School Support Team	ADCT	Federal/State Programs	Addendum		\$20.00 per hour	
Radtke	Heidi	ADDN - CISS Stipend	ADCT	Wetmore Center	Addendum		\$4,000.00	
Reynolds	Holly	DH - English HS	ADCT	CDO High School	Addendum		\$3,350.00	
Reynolds	Leighann	ADDN - CISS Stipend	ADCT	Wetmore Center	Addendum		\$4,000.00	
Rivas	Bianca	ADDN - School Support Team	ADCT	Rio Vista Elementary	Addendum		\$20.00 per hour	
Roark	Landi	ADDN - Essential Recruit Stipend	ADCT	Innovation Academy	Addendum		\$4,000.00	
Roddewig	Melissa	ADDN - Essential Recruit Stipend	ADCT	Copper Creek Elementary	Addendum		\$4,000.00	
Rogers	Allison	Teacher - Pandemic Intervention ;	ADCT	CDO High School	Added Duty		\$10,209.87	
Ronstadt	Joshua	ADDN - Essential Recruit Stipend	ADCT	CDO High School	Addendum		\$1,200.00	

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*	2020-2021 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
Ronstadt	Joshua	ADDN - Essential Recruit Stipend	ADCT	CDO High School	Addendum		\$1,800.00	
Roper	Ana	Coach - Swimming Assistant HS	ADCT	CDO High School	Addendum		\$2,400.00	
Roseman	Ronny	ADDN - Technology Coach HS	ADCT	CDO High School	Addendum		\$1,550.00	
Rossi	Eric	ADDN - Weight Training Coach	ADCT	CDO High School	Addendum		\$464.29	
Rossi	Eric	Coach - Football Assistant HS	ADCT	CDO High School	Addendum		\$2,500.00	
Rosson	Karen	ADDN - Curriculum Development	ADCT	Amphi High School	Addendum		\$25.00 per hour	
Rosson	Karen	ADDN - Essential Recruit Stipend	ADCT	Amphi High School	Addendum		\$5,000.00	
Rubio	Carmen	ADDN - Extra Days	ADCT	Wetmore Center	Addendum		\$2,786.31	
Ruboyianes	Amy	ADDN - Essential Recruit Stipend	ADCT	Rillito Center	Addendum		\$4,000.00	
Rudd	Amy	Site Program Coordinator	ADCT	Holaway Elementary	Addendum		\$8,655.70	
Sandoval	Gary	ADDN - Essential Recruit Stipend	ADCT	Amphi High School	Addendum		\$4,000.00	
Scheel	Christopher	ADDN - Essential Recruit Stipend	ADCT	Amphi High School	Addendum		\$5,000.00	
Schmuker	Ranee	ADDN - Band Director HS	ADCT	CDO High School	Addendum		\$3,050.00	
Seo	John	ADDN - Essential Recruit Stipend	ADCT	Ironwood Ridge High	Addendum		\$8,000.00	33
Seymour	Gene	ADDN - Essential Recruit Stipend	ADCT	Ironwood Ridge High	Addendum		\$5,000.00	
Seymour	Jamie	ADDN - Essential Recruit Stipend	ADCT	Ironwood Ridge High	Addendum		\$5,000.00	
Shiba	Robert	ADDN - Essential Recruit Stipend	ADCT	Cross Middle School	Addendum		\$2,500.00	
Shugert	Carmen	ADDN - Essential Recruit Stipend	ADCT	Ironwood Ridge High	Addendum		\$1,000.00	
Shugert	Carmen	ADDN - Essential Recruit Stipend	ADCT	Ironwood Ridge High	Addendum		\$2,000.00	
Shugert	Carmen	ADDN - Essential Recruit Stipend	ADCT	Ironwood Ridge High	Addendum		\$2,000.00	
Smalley	Stephanie	ADDN - Essential Recruit Stipend	ADCT	Rillito Center	Addendum		\$4,000.00	
Smith	Lucas	ADDN - Essential Recruit Stipend	ADCT	Amphi High School	Addendum		\$3,000.00	

*	2020-2021 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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GOVERNING BOARD MEETING PERSONNEL CHANGES

LAST NAME	FIRST NAME	TITLE	CT/CL	LOCATION	REASON	LEVEL	FINANCIAL CHANGE	COMMENT
Snider	Tenaya	ADDN - Student Government HS	ADCT	CDO High School	Addendum		\$1,750.00	
Sparlin	Erika	ADDN - Essential Recruit Stipend	ADCT	Coronado K-8 School	Addendum		\$4,000.00	
Spencer	Dawna	ADDN - Essential Recruit Stipend	ADCT	Donaldson Elementary	Addendum		\$4,000.00	
Spillane	Mamie	ADDN - Administrative Designee	ADCT	Cross Middle School	Addendum		*\$28.00 per hour	
Swisher	Danielle	Teacher - Pandemic Intervention	ADCT	Wilson K-8 School	Additional Position		\$23,578.06	
Tabor	Joshua	ADDN - Essential Recruit Stipend	ADCT	CDO High School	Addendum		\$1,000.00	
Tagawa	Toru	ADDN - Orchestra HS	ADCT	CDO High School	Addendum		\$1,950.00	
Tagawa	Toru	ADDN - Musical Assistant Directo	ADCT	CDO High School	Addendum		\$1,696.00	
Tarbet	Jeremy	Coach - Golf HS	ADCT	CDO High School	Addendum		\$2,600.00	
Tarbet	Jeremy	DH - CTE HS	ADCT	CDO High School	Addendum		\$3,350.00	
Thomas	Kelley	ADDN - Essential Recruit Stipend	ADCT	Coronado K-8 School	Addendum		\$4,000.00	
Thomure	Emery	ADDN - Musical Assistant Directo	ADCT	CDO High School	Addendum		\$1,696.00	
Todd	Cary	ADDN - Essential Recruit Stipend	ADCT	La Cima Middle School	Addendum		\$833.50	
Tolton	Diana	ADDN - Essential Recruit Stipend	ADCT	Amphi High School	Addendum		\$5,000.00	
Tolton	Diana	ADDN - Curriculum Development	ADCT	Amphi High School	Addendum		\$25.00 per hour	
Upmann	Adam	ADDN - Essential Recruit Stipend	ADCT	Coronado K-8 School	Addendum		\$1,666.50	
Vandivort	Valerie	ADDN - Essential Recruit Stipend	ADCT	Wilson K-8 School	Addendum		\$4,000.00	
Walker	Hunter	ADDN - Essential Recruit Stipend	ADCT	Holaway Elementary	Addendum		\$4,000.00	
Watkins	Brent	Coach - Golf HS	ADCT	CDO High School	Addendum		\$2,600.00	
Watkins	Sean	ADDN - Essential Recruit Stipend	ADCT	Ironwood Ridge High	Addendum		\$5,000.00	
Watson	Diedre	DH - English MS	ADCT	Amphi Middle School	Addendum		\$1,200.00	
Wells	Shyla	ADDN - Essential Recruit Stipend	ADCT	Mesa Verde Elementary	Addendum		\$4,000.00	

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*	2020-2021 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
Wentworth	Ann	ADDN - Essential Recruit Stipend	ADCT	Ironwood Ridge High	Addendum		\$5,000.00	
Wexler	Douglas	ADDN - Essential Recruit Stipend	ADCT	Rillito Center	Addendum		\$4,000.00	
Wickens	Simon	ADDN - Essential Recruit Stipend	ADCT	Amphi High School	Addendum		\$5,000.00	
Wiechert	Hilary	ADDN - School Support Team	ADCT	Rio Vista Elementary	Addendum		*\$20.00 per hour	
Williams	Susan	ADDN - Essential Recruit Stipend	ADCT	Ironwood Ridge High	Addendum		\$4,000.00	
Willis	John	ADDN - Certified Staff Trainer	ADCT	Wetmore Center	Addendum		\$30.00 per hour	
Windes	Jenny	ADDN - Essential Recruit Stipend	ADCT	CDO High School	Addendum		\$5,000.00	
Wirth	Valerie	ADDN - CISS Stipend	ADCT	Wetmore Center	Addendum		\$4,000.00	
Wolf	Amber	ADDN - School Support Team	ADCT	Rio Vista Elementary	Addendum		*\$20.00 per hour	
Wray	Kathleen	ADDN - CISS Stipend	ADCT	Wetmore Center	Addendum		\$4,000.00	
Yetman	Christopher	ADDN - Academic Decathlon HS	ADCT	CDO High School	Addendum		\$1,600.00	
Yetman	Christopher	ADDN - Essential Recruit Stipend	ADCT	CDO High School	Addendum		\$4,000.00	
Yewell	James	Coach - Swimming Head HS	ADCT	CDO High School	Addendum		\$3,000.00	
Zelov	Marc	ADDN - Essential Recruit Stipend	ADCT	Amphi High School	Addendum		\$5,000.00	
Zolo	Tatiana	ADDN - Essential Recruit Stipend	ADCT	Amphi High School	Addendum		\$5,000.00	
Aguilera	Patti	ADDN - Essential Recruit Stipend	ADCL	Cross Middle School	Addendum		\$3,500.00	
Anaya	Francis	ADDN - Extra Hours	ADCL	Food Service Admin	Added Duty		\$12.42 per hour	
Arandules-Kishba	Myrna	ADDN - Extra Hours	ADCL	CDO High School	Added Duty		\$12.42 per hour	
Birdman	Debbie	ADDN - Extra Hours	ADCL	Transportation	Added Duty		*\$17.33 per hour	
Boyan	Beth	ADDN - Extra Hours	ADCL	Donaldson Elementary	Added Duty		\$12.69 per hour	
Calvin	Leann	ADDN - Extra Hours	ADCL	CDO High School	Added Duty		\$12.42 per hour	
Evans	Lauren	ADDN - Extra Hours	ADCL	Transportation	Added Duty		\$12.42 per hour	

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*	2020-2021 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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GOVERNING BOARD MEETING PERSONNEL CHANGES

LAST NAME	FIRST NAME	TITLE	CT/CL	LOCATION	REASON	LEVEL	FINANCIAL CHANGE	COMMENT
Evans	Lauren	ADDN - Extra Hours	ADCL	Transportation	Added Duty		*\$12.24 per hour	
Felix	Clara	ADDN - Extra Hours	ADCL	Federal/State Programs	Added Duty		\$12.42 per hour	
Grusenmeyer	Lauren	ADDN - Essential Recruit Stipend	ADCL	Wetmore Center	Addendum		\$2,000.00	
Houle	Barbara	ADDN - Extra Hours	ADCL	Transportation	Added Duty		\$17.00 per hours	
Houle	Barbara	ADDN - Extra Hours	ADCL	Transportation	Added Duty		*\$14.40 per hour	
Jones	Bobbi	ADDN - Essential Recruit Stipend	ADCL	Wilson K-8 School	Addendum		\$3,500.00	
Keating	Traci	ADDN - Essential Recruit Stipend	ADCL	Ironwood Ridge High	Addendum		\$5,000.00	
Levy Caliva	Jessica	ADDN - Essential Recruit Stipend	ADCL	Coronado K-8 School	Addendum		\$1,750.00	
Lopez	Rebecca	ADDN - Extra Hours	ADCL	Donaldson Elementary	Added Duty		\$14.08 per hour	
Lopez	Sara	ADDN - Extra Hours	ADCL	Cross Middle School	Added Duty		\$12.42 per hour	
Maifert	Connie	ADDN - Extra Hours	ADCL	Rio Vista Elementary	Added Duty		\$12.42 per hour	
Mccarthy	Tabitha	ADDN - Essential Recruit Stipend	ADCL	Amphi Middle School	Addendum		\$3,500.00	
McGann	Bonny	ADDN - Extra Hours	ADCL	Ironwood Ridge High	Added Duty		\$15.06 per hour	
Melzer	Donna	ADDN - Extra Hours	ADCL	Transportation	Added Duty		\$17.00 per hour	
Murray	Tonya	ADDN - Essential Recruit Stipend	ADCL	Amphi High School	Addendum		\$3,500.00	
Ochoa	Adelina	ADDN - Extra Hours	ADCL	Transportation	Added Duty		\$17.32 per hour	
Ochoa	Jose	ADDN - Extra Hours	ADCL	Transportation	Added Duty		\$17.00 per hour	
Pearcy	Cindy	ADDN - Extra Hours	ADCL	Federal/State Programs	Added Duty		*\$12.24 per hour	
Pearcy	Cindy	ADDN - Extra Hours	ADCL	Federal/State Programs	Added Duty		\$12.42 per hour	
Pittman	Allisa	ADDN - Extra Hours	ADCL	Transportation	Added Duty		\$13.26 per hour	
Ramirez	Martha	ADDN - Extra Hours	ADCL	Cross Middle School	Added Duty		\$13.76 per hour	
Redford	Anita	ADDN - Essential Recruit Stipend	ADCL	Rillito Center	Addendum		\$3,500.00	

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*	2020-2021 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
Redford	Anita	ADDN - Extra Hours	ADCL	Health Services Admin	Added Duty			*\$29.43 per hour
Rhoads	Alyssa	ADDN - Summer School SpEd T ^A	ADCL	Prince Elementary	Added Duty			*\$12.24 per hour
Rhoads	Alyssa	ADDN - Summer School SpEd T ^A	ADCL	Prince Elementary	Added Duty			\$12.42 per hour
Rischar	Bertha	ADDN - Essential Recruit Stipend	ADCL	Health Services Admin	Addendum			\$3,500.00
Roscoe	Perkovac Linda	ADDN - Essential Recruit Stipend	ADCL	La Cima Middle School	Addendum			\$3,500.00
Sanchez	Ana	ADDN - Extra Hours	ADCL	Transportation	Added Duty			\$12.56 per hour
Santillan	Mary Beth	ADDN - Extra Hours	ADCL	Federal/State Programs	Added Duty			*\$28.69 per hour
Sevinsky	Nicole	Coach - Spiritleading Assistant F ^a	ADCL	CDO High School	Added Duty			\$2,250.00
Toothman	Victoria	ADDN - Extra Hours	ADCL	CDO High School	Added Duty			\$12.24 per hour
Wadhams	Karen	Coach - Spiritleading Head Fall H ⁱ	ADCL	CDO High School	Addendum			\$2,450.00
Whitesides	Valerie	ADDN - Essential Recruit Stipend	ADCL	Ironwood Ridge High	Addendum			\$3,500.00

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*	2020-2021 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 AGENDA ITEM
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

DATE OF MEETING: July 27, 2021

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

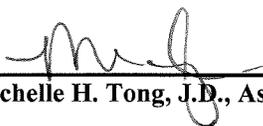
BACKGROUND:

Separation(s) and termination(s) will be presented herein. Separations are current as of July 26, 2021.

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: July 26, 2021


Todd A. Jaeger, J.D., Superintendent

7/27/2021

**GOVERNING BOARD MEETING
SEPARATIONS**

LAST NAME	FIRST NAME	TITLE	CT/CL	LOCATION	EFFECTIVE DATE	REASON	COMMENT
Lewis	Rachael	Teacher - Preschool Director	CT	Innovation Academy	05/21/2021	Resignation	*
Parker	Amber	Teacher - English	CT	Amphi High School	05/21/2021	Breach of Contract	*
Wilson	Stacey	Teacher - General Science	CT	Ironwood Ridge High	05/20/2021	Breach of Contract	*
Wilson	Stacey	Teacher - Biology	CT	Ironwood Ridge High	05/20/2021	Breach of Contract	*
Bedel	Eileen	Clerk II	CL	Wetmore Center	09/17/2021	Retirement	
Haase	Jennifer	Campus Monitor	CL	Mesa Verde Elementary	05/28/2021	Resignation	*
Hermanson	Tanya	Accountant	CL	Wetmore Center	09/08/2021	Retirement	
Hopkins	Cindy	Special Education Teaching	CL	Ironwood Ridge High	05/20/2021	Retirement	
Killom	Andrew	Special Education Teaching	CL	Rillito Center	06/24/2021	Resignation	*
Kotnik	Donald	Auto Mechanic II	CL	Transportation	07/30/2021	Resignation	
Leibas	Manuel	Journeyman Plumber	CL	Facilities Support	07/01/2021	Resignation	
Martinez	Francisco	Custodian II	CL	Wilson K-8 School	07/23/2021	Resignation	39
Ramirez	Teresa	Transportation Training & Sa	CL	Transportation	07/15/2021	Resignation	
Ross	Gretchen	Special Education Teaching	CL	Copper Creek Elementary	05/20/2021	Resignation	
Spivey	Austin	Trades Apprentice	CL	Facilities Support	06/18/2021	Resignation	*
Thomas	William	ADDN - Summer School Car	CL	Wilson K-8 School	07/08/2021	Resignation	
Roa	Alix	ADDN - Summer School Hez	ADCT	Amphi Middle School	06/17/2021	Resignation	
Shaw	Hope	Food Service Attendant I	ADCL	Donaldson Elementary	05/20/2021	Resignation	*

*	2020-2021 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 AGENDA ITEM
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

DATE OF MEETING: July 27, 2021

TITLE: Approval of Stipend for Coaching Volunteers

BACKGROUND:

Coaching volunteer(s) and corresponding stipend(s) will be presented herein and are current as of July 20, 2021.

RECOMMENDATION:

It is the recommendation of the Administration that the Governing Board approve payment of the listed stipend(s) for the identified coaching volunteers.

INITIATED BY:

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

Date: July 20, 2021

Todd A. Jaeger, J.D., Superintendent

7/27/2021

**GOVERNING BOARD MEETING
COACHING VOLUNTEERS**

LAST NAME	FIRST NAME	POSITION	LOCATION	REASON	AMOUNT/COMMENTS
Anthony	Neal	Coach - Football Assistant HS	CDO High School	Stipend	\$2,500.00
Basye	Andrew	Coach - Football Assistant HS	CDO High School	Stipend	\$2,500.00
Carter	Mark	Coach - Volleyball Assistant HS	CDO High School	Stipend	\$2,400.00
Hitchye	Jordan	Coach - Football Assistant HS	CDO High School	Stipend	\$2,500.00
Inboden	Jennifer	Coach - Swimming Head HS	CDO High School	Stipend	\$3,000.00
Low	Tyler	Coach - Volleyball Assistant HS	Ironwood Ridge High	Stipend	\$2,400.00
Murray	Christopher	Coach - Football Assistant HS	CDO High School	Stipend	\$2,500.00
Neustadter	James	Coach - Football Assistant HS	CDO High School	Stipend	\$1,250.00
Rodriguez	Sergio	Coach - Football Assistant HS	CDO High School	Stipend	\$1,250.00
Semon	Hannah	Coach - Volleyball Assistant HS	Ironwood Ridge High	Stipend	\$2,400.00

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* 2020-2021 School Year



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

DATE OF MEETING: July 27, 2021

TITLE: Approval of Vouchers Totaling and Not Exceeding Approximately \$4,782,847.30
(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: July 26, 2021

Todd A. Jaeger, J.D., Superintendent



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

DATE OF MEETING: July 27, 2021

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, Chief Financial Officer

Date: July 12, 2021

Todd A. Jaeger, J.D., Superintendent

Gift and Donation List		
Gifts and Donations	Exhibit	Date: 07-27-21
Ck in the amount \$200.00	American Heart Association	Harelson Elementary School
Ck in the amount \$6.40	Box Tops for Education	Harelson Elementary School
Ck in the amount \$5,000.00	Amphitheater Public Schools Foundation	Keeling Elementary Schools
Ck in the amount \$136.80	Kroger	Amphitheater Middle School
Ck in the amount \$200.00	Raytheon	Holaway Elementary School
Ck in the amount \$10,000.00	Amphitheater Public Schools Foundation	Holaway Elementary School
Ck in the amount \$4.70	Box Tops for Education	Holaway Elementary School
Ck in the amount \$81.12	Kroger	Nash Elementary
Ck in the amount \$10,000.00	Amphitheater Public Schools Foundation	Nash Elementary
Camera Items	Bill Chamberlin	Amphitheater High School



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

DATE OF MEETING: July 27, 2021

TITLE: Receipt of June 2021 Report on School Auxiliary and Club Balances

BACKGROUND:

Arizona Revised Statutes §§15-1121 and 15-1125 provide for the operation of Student Activity and Auxiliary Operations funds respectively. The Uniform System of Financial Records for Arizona School Districts (USFR) outlines procedures to be followed by school districts in the disbursements of monies from either of these funds. One requirement for the operational compliance is to provide a report to the Governing Board summarizing the transactions for the month.

RECOMMENDATION:

It is the recommendation of the Administration that the Governing Board receive the report of School Auxiliary and Club Balances.

INITIATED BY:

Scott Little, Chief Financial Officer

Date: July 14, 2021

Todd A. Jaeger, J.D., Superintendent

**Amphitheater Public Schools
Summary of Activity for All Schools
Auxiliary Account
For the Month Ending June 30, 2021**

Beginning Balance	\$ 2,695,700.34
Plus Deposits	56,212.06
Less Disbursements	<u>(138,011.01)</u>
Ending Book Balance For All Schools	<u><u>\$2,613,901.39</u></u>
Outstanding Deposits	(54,513.75)
Outstanding Checks	<u>40,958.57</u>
Ending Bank Balance For All Schools	<u><u>\$2,600,346.21</u></u>

**Amphitheater Public Schools
Summary of Activity for All Schools
Student Activity Accounts
For Month Ending June 30, 2021**

Beginning Balance	\$631,471.49
Plus Deposits	21,804.61
Less Disbursements	<u>(56,740.08)</u>
Ending Book Balance For All Schools	<u><u>\$596,536.02</u></u>
Outstanding Deposits	\$ (18,509.25)
Outstanding Checks	<u>17,147.57</u>
Ending Bank Balance For All Schools	<u><u>\$595,174.34</u></u>

Amphitheater Public School District #10

**Elementary/Middle Schools
Student Activity Account
Schedule of Club Balances
For Month Ending June 30, 2021**

<u>Amphi Middle School</u>		
Student Gov't		3,280.39
AVID		668.79
Culture Exchange		1,146.07
MESA Club		148.06
NJHS		178.52
Odyssey of the Mind		752.17
Science Club		1,511.52
Sports Academy		30.00
Yearbook		2,377.16
-Deposits in Transit/+Outstanding Checks		(20.36)
Amphi Middle School Total	\$	10,072.32
<u>Copper Creek Elementary</u>		
Student Council		2,318.10
Accelerated Reader Club		845.33
Turquoise Times		32.28
-Deposits in Transit/+Outstanding Checks		-
Copper Creek Total	\$	3,195.71
<u>Coronado K-8 Schools</u>		
Elementary Student Council		4,738.12
Middle School Student Council		367.01
Astronomy/Space & Science		221.76
Band		3,951.05
C.H.O.I.C.E.S.		420.99
Chorus		1,319.41
Coronado FCA		42.00
Coronado Musicians Club		1,120.05
Indoor Percussion Club		755.00
Kids Helping Kids		339.13
NEHS		41.00
National Junior Honor Society		2,970.29
Odyssey of the Mind		1,577.35
Orchestra		930.57
Running Club		3,152.56
Wrestlers Club		871.70
-Deposits in Transit/+Outstanding Checks		94.40
Coronado Total	\$	22,912.39
<u>Cross Middle School</u>		
Student Council		7,365.11
6th Grade Club		282.15
Band Club		2,060.92
Choir Club		2,216.40
Future Problem Solvers		145.00
Guitar Club		2,088.46
Life Skills Exploratory Club		142.96
Math Counts		242.87
Musical Theater Club		1,315.32
NJHS		1,152.32
Orchestra Club		4,017.72
PE Club		3,162.13
Star Club		1,129.09
Tri-M Club		335.31
Web Club		1,098.38
-Deposits in Transit/+Outstanding Checks /ADJ		-
Cross Middle School Total	\$	26,754.14

Amphitheater Public School District #10

**Elementary/Middle Schools
Student Activity Account
Schedule of Club Balances
For Month Ending June 30, 2021**

Donaldson Elementary

Student Council	1,436.40
-Deposits in Transit/+Outstanding Checks	-
Donaldson Total	\$ 1,436.40

Harelson Elementary

Student Council	921.23
5th Grade Activities	125.36
Track	307.65
-Deposits in Transit/+Outstanding Checks	-
Harelson Total	\$ 1,354.24

Holaway Elementary

Student Council	856.24
-Deposits in Transit/+Outstanding Checks	-
Holaway Total	\$ 856.24

Innovation Academy

Student Council	650.50
Algebra Club	395.37
Entrepreneur Club	43.90
Odyssey of the Mind	3,287.47
-Deposits in Transit/+Outstanding Checks	-
Innovation Academy Total	\$ 4,377.24

Keeling Elementary

Student Council	930.71
-Deposits in Transit/+Outstanding Checks	-
Keeling Total	\$ 930.71

La Cima Middle School

Student Council	8,505.39
NJHS	554.40
-Deposits in Transit/+Outstanding Checks	-
La Cima Total	\$ 9,059.79

Mesa Verde Elementary

Student Council	3,946.90
-Deposits in Transit/+Outstanding Checks	247.00
Mesa Verde Total	\$ 4,193.90

Nash Elementary

Student Council	1,913.00
-Deposits in Transit/+Outstanding Checks	-
Nash Total	\$ 1,913.00

Amphitheater Public School District #10

**Elementary/Middle Schools
Student Activity Account
Schedule of Club Balances
For Month Ending June 30, 2021**

<u>Painted Sky Elementary</u>	
Student Council	2,628.26
Nature Shop	1,460.79
Orchestra	358.97
Band	184.45
Chorus	591.45
Milers	146.75
OM	951.79
Bagel & Books	42.80
Sign Language	87.00
Algebra	-
Yoga	169.00
NEHS	569.14
Garden Club	8.00
Sewing Club	3.05
Art Club	110.00
Sports Club	120.01
-Deposits in Transit/+Outstanding Checks	-
Painted Sky Total	\$ 7,431.46
<u>Prince Elementary</u>	
Student Council	441.72
-Deposits in Transit/+Outstanding Checks	-
Prince Total	\$ 441.72
<u>Rio Vista Elementary</u>	
Student Council	1,061.98
-Deposits in Transit/+Outstanding Checks	-
Rio Vista Total	\$ 1,061.98
<u>Walker</u>	
Student Council	1,453.97
Fitness Fanatics	257.90
-Deposits in Transit/+Outstanding Checks	-
Walker Total	\$ 1,711.87
<u>Wilson</u>	
Student Council	6,483.30
Algebra Club	473.77
Archery Club	354.67
Art Club	2,906.76
Elementary Art	280.00
Elementary Choir	693.39
GameMakers	210.00
MS Choir	2,660.92
MS Theater Club	394.64
National Junior Honor Society (NJHS)	1,129.26
Odyssey of the Mind	566.83
Robotics Club	1,078.53
Science Club	60.00
Science Club K-2	1,392.61
STEM Club	1,865.06
Yearbook Club	4,408.82
-Deposits in Transit/+Outstanding Checks	-
Wilson Total	\$ 24,958.56

Amphitheater Public School District #10

**Elementary/Middle Schools
Student Activity Account
Schedule of Club Balances
For Month Ending June 30, 2021**

Total K-8 Club Balances	\$	122,661.67
Plus: Outstanding Checks		45.36
Less: Outstanding Deposits (Inc CC's)		(25.00)
NSF Checks/Void/Stale/Account Adj		-
Deposit Error/Adjustments		-
Bank Balance	\$	122,682.03
	Sweep Account	\$ 122,682.03
		0.00

**Amphi High School
Student Activity Account
Schedule of Club Balances
For the Month June 30, 2021**

1001 Student Council	\$ 13,239.49	1520 Media Club	\$ 1,223.37
1035 Art Club	881.41	1560 National Honor Society	75.72
1070 Band Club	179.46	1590 Odyssey of the Mind	876.16
1080 Baseball	1,885.45	1600 Orchestra Club	1,006.17
1085 Golf -Boys	-	1610 MESA Club	-
1110 Basketball -Girls	1,106.41	1630 Panther Popcorn	3,346.04
1113 Drama Club	823.55	1730 ASL Club	2,473.56
1115 Choir Club	2,241.43	1744 Auto Skills USA Amphi Chapter	1,143.60
1120 AVID Club	389.16	1745 Soccer -Boys	112.82
1128 Mt. Bike Club	533.26	1751 Solar Car Club	-
1145 AHS Chess Club-GOT	20.00	1770 Softball Club	1,405.51
1172 Dance Club	77.43	1780 Spanish Club	752.04
1180 Basketball -Boys	14,097.28	1785 AHS Spiritlines	-
1200 Panther Partners Club	3,281.60	1787 Senior Class Club	-
1223 Creative Writing Club	-	1790 Cross Country Club	174.29
1226 Early Childhood Club	-	1795 Panthers Cross Country Club	33.13
1227 Yearbook Club	248.08	1803 HOSA Club	987.28
1234 FFA Club	7,030.01	1830 Swim Club	1,360.37
1235 FFA - Fair Checks	6,520.21	1835 Tennis -Girls	11.72
1240 Fut Comp Scientists of AHS	267.20	1840 Tennis -Boys	5.58
1245 French Club	2,090.70	1850 Tech Theater Club	380.68
1255 Photo Club	4,161.41	1860 Trackers - Track & Field Club	13.38
1265 Equality Club	420.00	1900 Volleyball -Girls	1,778.31
1280 Greenhouse Club	62.70	1905 Beach Volleyball	3,367.70
1290 Wrestling	422.45	1950 Bookstore Over/Short	-
1300 Football Club	1,382.83	1960 VEX Robotics	-
1310 Inter Act Club	1,419.25		
1350 Volleyball -Boys	109.35		
1470 Soccer -Girls	116.76		
1480 Link Crew	1,063.13		

Amphi High School Total Clubs **\$ 84,597.44**

Plus: Outstanding Checks	3,878.24
Less: Outstanding Deposits (Inc CC's)	(1,018.00)
NSF Checks/Void/Stale/Account Adj	-
Deposit Error/Adjustments	-
Bank Balance	<u>\$ 87,457.68</u>

Sweep Account \$ 87,457.68
0.00

**Canyon Del Oro High School
Student Activity Account
Schedule of Club Balances
For the Month Ending June 30, 2021**

1001 Student Council	\$ 28,708.78	1400 HOSA-Bio Science	\$ 308.58
1020 Academic Decathlon	1,174.32	1420 IB Club	259.47
1031 Black Excellence Student Union	76.77	1470 Soccer -Girls	-
1034 AM Art Club	203.00	1472 Latino Student Union	7.68
1050 Amphi All-Stars Club/Special Olympics	392.84	1480 Link Crew	1,800.58
1060 Asian American Cultural Society	18.11	1530 Model United Nations	78.84
1070 Band Club	200.00	1560 National Honor Society	704.53
1081 Be Kind /Ben's Bell Club	465.64	1575 United Native Nations	-
1083 Biology Club	486.95	1590 Odyssey of the Mind	6,247.16
1084 Bowling Club	347.85	1600 Orchestra Club	3,509.55
1085 Golf -Boys	9,372.55	1640 Ping Pong	-
1110 Basketball -Girls	6,742.64	1650 Psychology Club	28.00
1113 Drama Club	999.56	1710 Math Club	205.72
1115 Choir	14,473.08	1740 Sign Language Club	3.67
1118 Engineering Club	843.85	1742 Senior Spirit Squad	331.08
1128 Mountain Bike	-	1743 Skills USA Architecture	3,203.06
1140 Chemistry Club	352.64	1744 Skills USA Autos	-
1145 Chess	-	1745 Soccer -Boys	2,327.60
1150 Culinary Arts/FCCLA	3,684.80	1755 Society	-
1155 Catering	10,882.27	1770 Softball Club	10,319.34
1172 Dance	2,705.39	1780 Spanish Club	841.23
1180 Basketball -Boys	2.66	1785 Spiritline/ Cheer	2,766.53
1200 Dream Team	5,596.18	1790 Cross Country	2,067.45
1220 Girls Who Code Club	-	1800 Sports Medicine- HOSA	859.73
1224 Entrepreneurship Club	317.00	1830 Swim Club	10,090.90
1225 Environmentalist Club	513.40	1835 Tennis -Girls	2,861.00
1226 Early Childhood	4,074.47	1840 Tennis -Boys	2,420.61
1227 Yearbook	2,093.58	1860 Track & Field Club	13,940.58
1230 FCA Club	7.00	1865 TRI-M Club	71.47
1245 French Club	126.76	1880 Unicycle	-
1255 Photography Club	2,990.51	1905 Volleyball -Beach	365.00
1267 LGBTQ+	254.62	19401 Young Life	-
1270 German Club	353.95	1950 Bookstore Over/Short	-
1280 Golf -Girls	-		
1290 Wrestling	2,361.76		
1300 Football Club	24,605.13		
1345 Take-A-Hike Club	133.18		
1350 Volleyball -Boys	780.18		

CDO High School Total Clubs	\$ 191,960.78
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Plus: Outstanding Checks	100.00
Less: Outstanding Deposits (Inc CC's)	(8,825.25)
NSF Checks/Void/Stale/Account Adj	-
Deposit Error/Adjustments	-
Bank Balance	\$ 183,235.53

Sweep Account	\$ 183,235.53
	0.00

**Ironwood Ridge High School
Student Activity Account
Schedule of Club Balances
For the Month Ending June 30, 2021**

1001 Student Council	\$ 20,684.90	1470 Soccer -Girls	\$ 8,083.58
1035 Art Club	2,030.43	1515 Musical Club	12,643.81
1036 Van Gogh's Ear	96.85	1530 Model United Nations	1,320.61
1040 Photography/Skills USA	-	1540 Trash Club	-
1070 Band Club	1,324.01	1560 National Honor Society	3,687.63
1075 Cares for Kids	212.37	1590 Odyssey of the Mind	-
1080 Baseball	1,807.71	1595 Japanese	268.87
1085 Golf -Boys	205.46	1600 Orchestra Club	4,568.00
1090 National Diversity	-	1630 Journalism	8,549.70
1110 Basketball -Girls	126.40	1700 Club Green	1,047.69
1113 Drama	12,459.01	1720 Athletic Club	11.14
1115 Choir	3,628.31	1745 Soccer -Boys	453.69
1140 Chemistry	329.00	1750 Robotics Club	3,195.73
1146 Political Action	304.00	1770 Softball Club	230.01
1150 Culinary Arts	1,212.57	1780 Spanish Club	46.00
1172 Pomline	2,201.17	1785 Spirit-Cheer Club	9,899.21
1180 Basketball -Boys	2,302.48	1790 Cross Country	1,179.79
1203 Pop till you Drop	1,209.30	1800 Sports Medicine	280.00
1215 Animal Club	-	1830 Swim Club	2,898.28
1227 Yearbook	17,538.25	1835 Tennis -Girls	1,164.25
1230 FCA-Fellowship Christian Ath	-	1840 Tennis -Boys	3,209.42
1245 French	1,325.40	1850 Tech Theater Club	2,695.30
1255 Film	1,301.93	1860 Track & Field Club	1,362.81
1260 Gaming	107.95	1900 Volleyball -Girls	13,584.17
1265 Q Club	304.57	1905 Volleyball -Beach	6,173.62
1275 Golf -Girls	51.33	1910 So. AZ Veterans Heritage Club	2,007.91
1285 History/Travel	1,235.69	1940 Young Life	15.00
1290 Wrestling	753.12	1950 Bookstore Over/Short	-
1300 Football	25,003.57		
1340 Peer Support	-		
1350 Volleyball -Boys	6,895.58		
1400 HOSA-Bio Science Club	3,409.15		
1430 Key Club	654.40		

IRHS School Total Clubs	\$ 197,291.13
Plus: Outstanding Checks	13,123.97
Less: Outstanding Deposits (Inc CC's)	(8,641.00)
NSF Checks/Void/Stale/Account Adj	25.00
Deposit Error/Adjustments	-
Bank Balance	\$ 201,799.10

Sweep Account \$ 201,799.10
0.00



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

DATE OF MEETING: July 27, 2021

TITLE: Approval of Parent Support Organization(s) – 2021-2022

BACKGROUND:

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

Innovation Academy PTO
IRHS Boys Soccer PAC
Copper Creek Elementary PTO

RECOMMENDATION:

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

INITIATED BY:

Scott Little, Chief Financial Officer

Date: July 14, 2021

Todd A. Jaeger, J.D., Superintendent

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

School Year 2021-2022

Name of Organization IRHS Boys Soccer PAC

School Ironwood Ridge HS

Related Student Organization or Club _____

Taxpayer I.D. 45-5447248

OFFICERS:

Name: Miriam Rios
Office Held: President
Address: _____

Name: Abbie Rouintree
Office Held: Treasurer
Address: _____

E-mail: _____
Phone(s): _____

E-mail: _____
Phone(s): _____

Date taking office: 03/01/20

Date taking office: 06/01/21

Name: Misty Ceizyk
Office Held: Vice President
Address: _____

Name: Tammy Los
Office Held: Secretary
Address: _____

Phone(s): _____

Phone(s): _____

Date taking office: 06/01/21

Date taking office: 06/01/21

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? 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.

<u>Miriam Rios</u> Signature	<u>5/17/21</u> Date	<u>Abbie Rouintree</u> Signature	<u>5/24/21</u> Date
<u>Misty Ceizyk</u> Signature	<u>5/17/21</u> Date	<u>Tammy Los</u> Signature	<u>5/24/21</u> Date
<u>[Signature]</u> Site Administrator's Approval	<u>[Signature]</u> Signature	<u>[Signature]</u> Signature	<u>6/14/21</u> Date

For district use: **Finance Department recommendation:** approve
Governing Board Agenda date: 7/27/21

FORM 1001

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

School Year 2021-2022

Name of Organization Copper Creek Elementary PTO School Copper Creek

Related Student Organization or Club _____ Taxpayer I.D. 86-0906623

OFFICERS:

Name: Valerie Crawford
Office Held: President
Address: _____

Name: Suzanne Vorrie
Office Held: Treasurer
Address: _____

E-mail: _____
Phone(s): _____

E-mail: _____
Phone(s): _____

Date taking office: 07/01/20

Date taking office: 07/01/19

Name: Allison Edgell
Office Held: Vice-President
Address: _____

Name: Kimberly Evans
Office Held: Secretary
Address: _____

Phone(s): _____

Phone(s): _____

Date taking office: 07/01/18

Date taking office: 07/01/18

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? bi-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.

[Signature] 7/2/2021
 Signature Date
[Signature] 7/2/2021
 Signature Date

[Signature] 7/2/2021
 Signature Date
[Signature] 7/2/2021
 Signature Date

* Site Administrator's Approval: [Signature]
 Signature

7/6/21
 Date

For district use: Finance Department recommendation: 7/27/21 approved
 Governing Board Agenda date: _____

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

School Year 2021-2022

Name of Organization Innovation Academy PTO School Innovation Academy

Related Student Organization or Club _____ Taxpayer I.D. 81-5279072

OFFICERS:

Name: Kathryn Koenig **Name:** _____
Office Held: President **Office Held:** Treasurer
Address: _____ **Address:** _____

E-mail: _____ **E-mail:** _____
Phone(s): _____ **Phone(s):** _____
Date taking office: 07/01/21 **Date taking office:** _____

Name: Jeremy Spruce **Name:** _____
Office Held: President Elect **Office Held:** _____
Address: _____ **Address:** _____

Phone(s): _____ **Phone(s):** _____
Date taking office: 10/01/19 **Date taking office:** _____
Date taking office: _____ **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? 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.

Jeremy Spruce
 Signature _____ Date _____ Signature _____ Date _____

Signature _____ Date _____ Signature _____ Date _____

Site Administrator's Approval: [Signature] 6/15/21
 Signature _____ Date _____

For district use: Finance Department recommendation: approve
 Governing Board Agenda date: 7/27/21



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

DATE OF MEETING: July 27, 2021

TITLE: Approval of Oro Valley Police Department, Tucson Police Department and Pima County Sheriff's Department Special Duty Program Agreements for Special Duty Law Enforcement Services

BACKGROUND: In 2014, the Board approved sole source procurement for police services rendered within the City of Tucson, the Town of Oro Valley, and the Pima County Sheriff's Department as appropriate within the separate jurisdictions. District schools occasionally hire law enforcement within their jurisdiction for purposes of traffic control or security at school events or graduations.

The Oro Valley Police Department (OVPD) and Tucson Police Department (TPD) have started to use third party scheduling companies to schedule off-duty assignments. OVPD uses Extra Duty Solutions and TPD uses Off Duty Management. The District must go through the scheduling company to schedule an OVPD or TPD off-duty officer. However, the officer hired will still come from OVPD or TPD as an employee of that municipality.

Each jurisdiction requires an annual agreement for such services.

Therefore, each entity's agreement is attached to this agenda item for consideration and approval by the Governing Board for the 2021-2022 fiscal year.

RECOMMENDATION: The Administration recommends approval of the attached agreements for the Oro Valley Police Department, the Tucson Police Department, and the Pima County Sheriff's Department.

INITIATED BY:

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

Date: July 19, 2021

Todd A. Jaeger, J.D., Superintendent



KARA M. RILEY
CHIEF OF POLICE

2021 OFF-DUTY AGREEMENT

TO: Off-Duty Employer
FROM: Oro Valley Police Department and Extra Duty Solutions
RE: Off-Duty Requirements and Agreements

The following requirements are necessary for the hiring of the Oro Valley Police Department Officers for off-duty work:

1. Proof of General Liability insurance policy in the amount of two (2) million dollars, making the Town of Oro Valley an “additional insured party” to the policy, which includes all applicable departments.
2. If the Oro Valley Police Department is providing off-duty officers as part of a special event, they are covered under the Certificate of Insurance provided to the Town for the special event.
3. We require a minimum of three (3) business days prior notice for job requests to be staffed and all required paperwork must be received by the Office of Professional Standards prior to assigning officers to the job. If the Department receives less than three (3) business days’ notice to fill an assignment, officers will receive \$60.00 per hour per officer.
4. We require payment to each individual officer. Payment is due at the off-duty employer’s next regular pay period or no later than two (2) weeks of the date of the off-duty job, whichever occurs first.
5. Hourly pay rates are as follows:
 - Officer \$40.00
 - Sergeant \$45.00 (if acting in a supervisory capacity)
 - Lieutenant \$50.00 (if acting in a supervisory capacity)
 Holiday pay rate for all of the above is time and one half of regular off-duty rate.
 The following holidays are recognized as eligible for holiday pay rate: New Year’s Eve, New Year’s Day, Civil Rights’ Day, President’s Day, Easter Sunday, Memorial Day, Independence Day, Labor Day, Veterans’ Day, Thanksgiving Day, day after Thanksgiving, Christmas Eve and Christmas Day. Overnight shifts starting or ending on a holiday will be billed at the holiday pay rate.
 As a general rule, one (1) sergeant is required for every five (5) officers assigned.
6. All jobs have a four (4) hour minimum. If cancellation is necessary, notification must be made one (1) business day prior to the job or a four (4) hour minimum will be charged per officer.
7. At the discretion of the Office of Professional Standards Lieutenant, employers requesting officers to remain at the job more than one (1) hour beyond the scheduled time will be subject to an increased pay rate of one- and one-half times the regular rate.
8. In certain situations, marked patrol units may be requested or determined to be necessary for the safety of all parties. The mileage rate will be billed in accordance to the IRS mileage reimbursement allowance at the time services were rendered, in addition to \$2.50 per hour per vehicle used. You will be informed at the time of agreement what the vehicle costs may be, pending mileage computation.
9. When public safety is a concern, the Chief of Police or her designee reserves the right to adjust the staffing and duties of the officers.
10. A 10% administration fee will be added to all invoices.

I have read and agree to abide by all items listed above.

Signature, title and date: _____

Print company name: _____



How to Hire Off-Duty Police Officers



**OFF DUTY
MANAGEMENT**
PEOPLE • PROCESS • TECHNOLOGY



The Tucson Police Department has partnered with **Off Duty Management** to provide services related to hiring off-duty officers.

You may request to hire off-duty police officers for security through their web-based service, [OfficerTRAK®](#), or by calling the toll-free number below.

Off Duty Management provides the following to the customer:

- Online access to information through the OfficerTRAK® software including:
 - Job-status
 - Officer attendance
 - Field notes and media files
 - Post orders and instructions
 - Past and future shift information
- Full liability coverage for the customer, the agency, and the officer
- 24/7 customer service through their toll-free number
- Dedicated point of contact for scheduling and invoicing
- Officer payroll

Organizations that have recurring needs for off-duty officers can establish an account and schedule billing cycles with **Off-Duty Management**.

Prohibited Off-Duty Employment *:

- Officers may not be hired for an event in which armed private security personnel will be present.

- Officers may not provide civil legal services or act as a witness to civil legal proceedings.
- Officers may not be hired for an event where they would be a private bodyguard or bouncer.
- Officers may not be hired where alcoholic beverages are the principal business and may be permitted upon approval of the Chief of Police or designee.

*** PLEASE NOTE:** the above list is not an all-inclusive and questions regarding permitted activity should be forwarded to **Off Duty Management**.

RATES:

Title	Current Vendor Rate	New Vendor Rate
Officer	\$46.40	\$55.68
Sergeant	\$52.20	\$61.48
Commander	\$58.00	\$67.28
Officer Holiday	\$69.60	\$83.52
Sergeant Holiday	\$78.30	\$92.22
Commander Holiday	\$87.00	\$100.92
Officer Emergency	\$69.60	\$83.52
Sergeant Emergency	\$78.30	\$92.22
Commander Emergency	\$87.00	\$100.92
Vehicle Use	\$29.92	\$15.00

new rates go into effect on July 18, 2021.

- 3 Hours minimum per request
- 72 hours prior to shift start required per request.
- 5 or more officers requested will require a Sergeant as the 5th officer.
- 16 or more officers requested will require a Commander as the 16th Officer.

In the event that a City police officer is not available to work, a traffic control position, the Chief of Police or designee may allow a community service officer to fill that job.

* Holiday Rates apply 0000-2359 hours on New Year's Eve, New Year's Day, Thanksgiving Day, Christmas Eve and Christmas Day.

** Emergency rate applies when a request is received less than 48 hours prior to the start of the shift.

- Requests that require vehicles will require an additional 30 minutes allotted for vehicle pick up and return to the station.

YOU CAN REQUEST SERVICE OR OBTAIN A QUOTE THE FOLLOWING WAYS:

VISIT THE OFFICERTRAK® WEBSITE LINK:

<https://odm.officertrak.com/Tucson-AZ-PD>

OR

CALL OFF DUTY MANAGEMENT 24/7 TOLL-FREE AT 1-877-636-8300

Cancellation Policy:

1. Once an assignment has been approved and scheduled; Customer canceling or reducing an assignment shall pay the full ODM Administrative fees for the first 24 hours of the original assignment.
2. Customer canceling or reducing an assignment within 24 hours of the start of the assignment shall pay the greater of officers hours worked or the agency minimum hours plus ODM administrative fees for the first 24 hours of the original assignment. Admin fees depend on the coverage and can range from \$6.40 - \$12 per hour.

Contact Information

Emergency: 911

Non-Emergency: (520) 791-4444

Related Links

88-CRIME

(520) 88-CRIME

(520) 882-7463

HRD/Recruiting

(520) 791-COPS (2677) Fax (520) 791-5604



Tucson Police Department

Login / Sign Up

Username *

Password *



[Login](#)

[Forgot Password?](#)

Hire A Certified Police Officer

- To submit a request for service, please choose the option '**Sign Up**' and complete the information in all the sections of the request.
- If you are already registered in OfficerTRAK®, please choose the option '**Login**' and enter your email address and password to access your account.
- Please complete all the information; if you are an individual and do not have a company please use your first and last names as the Company Name.

Have a question about your request?

Please call (877) 636-8300 for assistance.

[Rates & Billing Terms](#)

[Prohibited Off Duty Employment](#)





Rates:

Title	Hourly Rate
Officer	\$46.40
Sergeant	\$52.20
Commander	\$58.00
Officer Holiday*	\$69.60
Sergeant Holiday*	\$78.30
Commander Holiday*	\$87.00
Officer Emergency**	\$69.60
Sergeant Emergency**	\$78.30
Commander Emergency**	\$87.00
Vehicle Constant Usage	\$29.92
Vehicle Static Usage	\$7.25

- 3 Hours minimum per request
- 72 hours prior to shift start required per request.
- 5 or more officers requested will require a Sergeant as the 5th officer.
- 16 or more officers requested will require a Commander as the 16th Officer.

In the event that a City police officer is not available to work, a traffic control position, the Chief of Police or designee may allow a community service officer to fill that job.

*Holiday Rates apply: 0000-2359 hours on New Year's Eve, New Year's Day, Thanksgiving Day, Christmas Eve and Christmas Day.

**Emergency rate applies when a request is received less than 48 hours prior to the start of the shift.

Requests that require vehicles will require additional 30 minutes allotted for vehicle pickup and return to station.

- *Vehicle Constant use is defined as the vehicle being driven or idled for 75% or more of the shift.*
- *Vehicle Static use means the vehicle is driven or idled for less than 75% of the shift.*

Billing & Payment Terms:

Vendors acknowledge that Off Duty Management (ODM) will charge the officer's hourly pay rates listed above per assignment, and any applicable administrative as specified in the applicable Statement of Work. ODM reserves the right to require vendors to either prepay or pay by credit card for the services requested, including any applicable administrative fees. The vendor shall pay ODM's invoice(s) within thirty (30) days after the date that the vendor receives such invoice(s). A late payment charge of 1.5% per month may be imposed by ODM on all past due, undisputed balances. Where state law mandates a lower late payment charge, the late payment charge shall be lowered to the highest rate that is legally permitted. If payment of such unpaid, past due, and undisputed amounts is not promptly received in accordance with the terms hereof, then ODM will have the option to terminate services at one or more of vendor's facilities following ODM's provision of at least two (2) days' notice to vendor.

- All Credit Card Payments: For vendors paying by credit or debit card there will be an additional 3.3% fee for that payment method.

These additional fees cover credit card and processing fees.

- Please note, if there are any overages for a particular assignment and the vendor prepaid, ODM will send a link for the remaining balance for the vendor to complete payment.

Cancellation:

1. Once an assignment has been approved and scheduled; vendor canceling or reducing an assignment shall pay the full ODM Administrative fees for the first 24 hours of the original assignment.
2. Vendor canceling or reducing an assignment within 24 hours of the start of the assignment shall pay the greater of officers hours worked or the agency minimum hours plus ODM administrative fees for the first 24 hours of the original assignment. Admin fees depend on the coverage and can range from \$6.40 - \$12 per hour.



TERMS OF USE

1. Applicability:

(a) The Terms of Use ("**Terms**") govern the provision of Application Services and Security Services (collectively "**Services**") between you ("**Vendor**" or "**you**") and OFF-DUTY SERVICES, INC. ("**Off-Duty Services**").

(b) These Terms comprise the entire agreement between the parties, and supersede all prior or contemporaneous understandings, agreements, negotiations, representations and warranties, and communications, both written and oral.

YOUR ACCESS AND USE OF THE SERVICES CONSTITUTE YOUR AGREEMENT TO BE BOUND BY THESE TERMS, WHICH ESTABLISH A CONTRACTUAL RELATIONSHIP BETWEEN YOU AND SERVICE PROVIDER. BY ACCESSING AND USING THE SERVICES, YOU (A) ACKNOWLEDGE THAT YOU HAVE READ AND UNDERSTAND THIS AGREEMENT; (B) REPRESENT THAT YOU ARE OF LEGAL AGE TO ENTER INTO A BINDING AGREEMENT; AND (C) ACCEPT AND AGREE THAT YOU ARE LEGALLY BOUND BY ITS TERMS.

2. The Services

The Services constitute Application Services and Security Services. Application Services constitute a technology platform that enable users of Off-Duty Services' mobile applications or websites, provided as part of the Services (collectively, "**Application**"), to arrange and schedule Security Services.

Security Services may be provided by third party Security Service Providers affiliated with Off-Duty Services (a "**Security Service Provider**"), including but not limited to off-duty police officers employed by a law enforcement agency.

3. License

Subject to these Terms, Off-Duty Services grants you a limited, non-exclusive, and non-transferable license to:

(a) Download, install, and use the Application for your personal, non-commercial use on a mobile device owned or otherwise controlled by you ("**Mobile Device**"); and

(b) Access, stream, download, and use on such Mobile Device, information made available in or otherwise accessible through the Application, strictly in accordance with these Terms.

4. Reservation Of Rights

You acknowledge and agree that the Application is provided under license, and not sold, to you. You do not acquire any ownership interest in the Application under these Terms, or any other rights thereto, other than to use the Application in accordance with the license granted, and subject to the terms, conditions, and restrictions, under these Terms. Off-Duty Services reserves and shall retain its entire right, title, and interest in and to the Application, including all copyrights, trademarks, and other intellectual property rights therein or relating thereto, except as expressly granted under these Terms.

5. Collection Of Information

You acknowledge that when you download, install, or use the Application, Off-Duty Services may collect information that you provide directly to Off-Duty Services, or information that you provide through use of the Services provided by Off-Duty Services.

Information that is provided directly to Off-Duty Services may include, but is not limited to, identifying information such as name, residential address, mailing address, phone number, email address, and a payment method.

Information that is provided through use of the Services may include, but is not limited to, location information, transaction information, usage and preference information, device information, and log information pertaining to when and how you interact with the Services.

6. Use Of Information

Off-Duty Services may use the information we collect about you to provide, maintain, and improve the Services, including, for example, to facilitate payments, send receipts, facilitate communications between you and Security Service Providers, provide vendor support, send Updates and administrative messages.

Off-Duty Services may share the information we collect about you:

- With Security Service Providers to enable performance of the Security Services that you request;
- With a law enforcement agency employer of a Security Service Provider; and
- With law enforcement officials, government authorities, or other third parties if we believe your actions are inconsistent with applicable laws or these Terms.

7. Updates

Off-Duty Services may from time to time in its sole discretion develop and provide Application updates, which may include upgrades, bug fixes, patches, other error corrections, and/or new features (collectively, including related documentation, "**Updates**"). Updates may also modify or delete in their entirety certain features and functionality. You agree that Off-Duty Services has no obligation to provide any Updates or to continue to provide or enable any particular features or functionality. Based on your Mobile Device settings, when your Mobile Device is connected to the internet, either:

(a) the Application will automatically download and install all available Updates; or

(b) you may receive notice of or be prompted to download and install available Updates.

8. Your Use Of The Services

To use most aspects of the Services, you are required to register and maintain a user account ("**Account**"). You must be of the age of legal majority in your jurisdiction to obtain an Account. Account registration requires you to submit to Off-Duty Services personal information as well as at least one valid payment method. You agree to maintain accurate, complete, and up-to-date information in your Account. Failure to do so may result in your inability to access and use the Services. You are responsible for all activity that occurs under your Account.

9. Payment

Off-Duty Services may charge you for the Security Services you receive from a Security Service Provider via use of the Application Services. Off-Duty Services will facilitate your payment of the applicable charges to the Security Service Provider. Payment of the charges in such manner shall be considered the same as payment made directly by you to the Security Service Provider. Charges will be inclusive of applicable taxes where required by law. Charges paid by you are final and non-refundable, unless otherwise determined by Off-Duty Services.

10. Disclaimer Of Warranties

THE APPLICATION IS PROVIDED TO THE VENDOR "AS IS" AND WITH ALL FAULTS AND DEFECTS WITHOUT WARRANTY OF ANY KIND. TO THE MAXIMUM EXTENT PERMITTED UNDER APPLICABLE LAW, OFF-DUTY SERVICES EXPRESSLY DISCLAIMS ALL WARRANTIES, WHETHER EXPRESS, IMPLIED, STATUTORY, OR OTHERWISE, WITH RESPECT TO THE APPLICATION, INCLUDING ALL IMPLIED WARRANTIES OF MERCHANTABILITY, FITNESS FOR A PARTICULAR PURPOSE, TITLE, AND NON-INFRINGEMENT, AND WARRANTIES THAT MAY ARISE OUT OF COURSE OF DEALING, COURSE OF PERFORMANCE, USAGE, OR TRADE PRACTICE. WITHOUT LIMITATION TO THE FOREGOING, OFF-DUTY SERVICES PROVIDES NO WARRANTY OR UNDERTAKING, AND MAKES NO REPRESENTATION OF ANY KIND THAT THE APPLICATION WILL MEET YOUR REQUIREMENTS, ACHIEVE ANY INTENDED RESULTS, BE COMPATIBLE, OR WORK WITH ANY OTHER SOFTWARE, APPLICATIONS, SYSTEMS, OR SERVICES, OPERATE WITHOUT INTERRUPTION, MEET ANY PERFORMANCE OR RELIABILITY STANDARDS OR BE ERROR-FREE, OR THAT ANY ERRORS OR DEFECTS CAN OR WILL BE CORRECTED.

11.Limitation Of Liability

TO THE FULLEST EXTENT PERMITTED BY APPLICABLE LAW, IN NO EVENT WILL OFF-DUTY SERVICES HAVE ANY LIABILITY FOR NEGLIGENT ACTIONS OR INACTIONS ARISING FROM OR RELATED TO YOUR USE OF OR INABILITY TO USE THE APPLICATION OR THE SERVICES FOR PERSONAL INJURY, PROPERTY DAMAGE, LOST PROFITS, COST OF SUBSTITUTE GOODS OR SERVICES, LOSS OF DATA, LOSS OF GOODWILL, BUSINESS INTERRUPTION, COMPUTER FAILURE OR MALFUNCTION, OR ANY OTHER CONSEQUENTIAL, INCIDENTAL, INDIRECT, EXEMPLARY, SPECIAL, OR PUNITIVE DAMAGES.

THE FOREGOING LIMITATIONS WILL APPLY WHETHER SUCH DAMAGES ARISE OUT OF BREACH OF CONTRACT, TORT (INCLUDING NEGLIGENCE), OR OTHERWISE AND REGARDLESS OF WHETHER SUCH DAMAGES WERE FORESEEABLE OR OFF-DUTY SERVICES WAS ADVISED OF THE POSSIBILITY OF SUCH DAMAGES. SOME JURISDICTIONS DO NOT ALLOW CERTAIN LIMITATIONS OF LIABILITY SO SOME OR ALL OF THE ABOVE LIMITATIONS OF LIABILITY MAY NOT APPLY TO YOU.

12.Indemnification

You agree to indemnify, defend, and hold harmless Off-Duty Services and its officers, directors, employees, agents, affiliates, successors, and assigns from and against any and all losses, damages, liabilities, deficiencies, claims, actions, judgments, settlements, interest, awards, penalties, fines, costs, or expenses of whatever kind, including reasonable attorneys' fees, arising from or relating to your use or misuse of the Application, Services, or your breach of these Terms, including but not limited to the content you submit or make available through this Application.

13.Severability

If any provision of these Terms is illegal or unenforceable under applicable law, the remainder of the provision will be amended to achieve as closely as possible the effect of the original provision and all other provisions of these Terms will continue in full force and effect.

14.Governing Law

These Terms are governed by and construed in accordance with the internal laws of the **State of Texas** without giving effect to any choice or conflict of law provision or rule. Any legal suit, action, or proceeding arising out of or related to these Terms or the Application shall be instituted exclusively in the federal courts of the United States or the courts of the State of Texas. You waive any and all objections to the exercise of jurisdiction over you by such courts and to venue in such courts.

15.Dispute Resolution (Arbitration)

You agree that any dispute, claim or controversy arising out of or relating to these Terms or the breach, termination, enforcement, interpretation or validity thereof or the use of the Services (collectively, "**Disputes**") will be settled by binding arbitration between

you and Off-Duty Services, except that each party retains the right to bring an individual action in small claims court and the right to seek injunctive or other equitable relief in a court of competent jurisdiction to prevent the actual or threatened infringement, misappropriation or violation of a party's copyrights, trademarks, trade secrets, patents or other intellectual property rights. You acknowledge and agree that you and Off-Duty Services are each waiving the right to a trial by jury or to participate as a plaintiff or class in any purported class action or representative proceeding.



Prohibited Off Duty Employment*:

- Officers may not be hired for an event in which armed private security personnel will be present.
- Officers may not provide civil legal services or act as a witness to civil legal proceedings.
- Officers may not be hired for an event where they would be a private bodyguard or bouncer.
- Officers may not be hired where alcoholic beverages are the principal business and may be permitted upon approval of the Chief of Police or designee.

**Please Note: the above list is not an all-inclusive and questions regarding permitted activity should be forwarded to Off Duty Management.*



PIMA COUNTY SHERIFF'S DEPARTMENT

Mark D. Napier, Sheriff

1750 East Benson Highway, Tucson, Arizona 85714-1758
Phone: (520) 351-4600 • Fax: (520) 351-4622 • www.pimasheriff.org

Contact Information

Off-Duty Coordinator: (520) 351-4629

Off-Duty Email: offduty@sheriff.pima.gov

Off-Duty Supervisor: (520) 351-6240

Off-Duty Fax: (520) 351-4902

OFF-DUTY WORK REGULATIONS

1. Receipt of the following documents are required before a request may be processed:
 - ▶ Certificate of Insurance policy listing **Pima County and its Districts**, 1750 East Benson Highway, Tucson, Arizona 85714 as an **Additional Insured**. Required limits, per occurrence, are:
 - General Liability**, to include Bodily Injury and Property Damage
 - One (1) million dollars – Security only
 - Two (2) million dollars – Traffic control and any event with alcohol
 - Automobile Liability** – One (1) million dollars (only required if Department vehicles are requested)
 - ▶ Pima County Sheriff's Department forms – sign and return:
 - Off-Duty Indemnification Agreement
 - Off-Duty Work Regulations
2. A minimum of two (2) business days' notice is required for all off-duty requests. This includes receipt of all required documents as noted above.
3. The use of Department vehicles, motorcycles, and bicycles requires approval by the Sheriff's Department.
4. All jobs are subject to approval of the Sheriff's Department. Final decision regarding the number of deputies and vehicles (if applicable) required for an off-duty job will be made by the Pima County Sheriff's Department.
5. Private security (i.e., Arizona Rangers, Securitas), working in conjunction with off-duty deputies, shall be unarmed.
6. The Sheriff may determine at any time that all deputies are needed for regular police duty and are not permitted to perform off-duty work.
7. We cannot guarantee that an off-duty assignment will be filled. Operational necessity of the Pima County Sheriff's Department is our main priority.
8. Allow authorized Sheriff's Department personnel access to payroll / payment records regarding off-duty employment.
9. **Pay Rate Schedule – Effective January 1, 2018** (All rates are subject to change.)

Deputy:	\$	per hour
Sergeant:	\$	per hour
Lieutenant:	\$	per hour

 - ▶ Three (3) hour minimum charge, per person, for all jobs.
 - ▶ Checks shall be payable to each individual person.
10. **Administrative Fee and Vehicle rates – Effective January 1, 2018** (All rates are subject to change.)
 - Administrative Fee:**
 - \$1.00 per hour for every man-hour invoiced
 - Vehicles** (if applicable):
 - \$2.00 per hour
 - \$1.00 per mile – round trip Includes miles traveled to and from the off-duty job.
 - ▶ Check shall be payable to Pima County.
11. A separate invoice will be submitted for fees owed to Pima County. (Separate from personnel costs.)
12. All payment / checks are to be mailed to the address directed on the invoice.

I have read and understand the above listed regulations.

Signature: _____

Date: _____

Name of Organization: _____ 72 _____

Phone: _____

Contact for Invoice: _____

Email: _____

Phone: _____



PIMA COUNTY SHERIFF'S DEPARTMENT

Mark D. Napier, Sheriff

1750 East Benson Highway, Tucson, Arizona 85714-1758

Phone: (520) 351-4600 • Fax: (520) 351-4622 • www.pimasheriff.org

OFF-DUTY INDEMNIFICATION AGREEMENT

The following agreement is made in consideration for all Deputy Sheriff(s) agreeing to perform security and/or traffic control related tasks for the below named contractor during their off-duty hours.

The below named contractor hereby agrees to indemnify, defend and hold harmless Pima County, its agencies, departments, officers and employees from and against any and all claims by or on behalf of any third person or entity arising from, in connection with, caused by or resulting from any alleged act or omission of a Deputy Sheriff occurring at the direction of and within the scope of his or her employment, or authorization by said contractor, except for claims arising from the use of police power.

This agreement covers all Pima County Sheriff's Deputies who are employed by:

Contractor Name: _____

Type / Print Signer's Name: _____ Date: _____

Signature: _____, who is

- A sole proprietor
- A partner, duly authorized to sign
- A corporate officer, duly authorized to sign
- Duly authorized by the limited liability company
- Duly authorized by the governmental entity

Witnessed by: _____

For the Pima County Sheriff's Department:

By: _____

Date: _____



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

DATE OF MEETING: July 27, 2021

TITLE: Approval of the Amphitheater Teacher Performance Evaluation System for the 2021-2022 School Year

BACKGROUND:

The Amphitheater Teacher Performance Evaluation System (ATPES) is reviewed annually to ensure alignment with District expectations and compliance with Arizona State Law. The ATPES Committee is made up of teachers, administrators, an Amphi EA representative, and a data department representative. There were no meetings scheduled during 2020-2021 due to the pandemic.

In 2018-2019, the ATPES Committee recommended that the ATPES domains and indicators be aligned with the Danielson Framework. The Danielson Model for teacher evaluation is a well-researched approach to assessing teacher proficiency and includes rubrics for each indicator which assists teachers in improving their practice. The Danielson system is in place in over forty-four (44) states. The State of Arizona utilizes this model in their examples posted by the Arizona Department of Education. In February of 2019 the Governing Board gave approval to procure an evaluation system and the necessary training to make this substantive change. A purchase was completed and training of all administrators and Curriculum and Instruction Support Specialists was conducted by a representative of the Danielson Group from June 3-5, 2019 at the Wetmore Center. All teachers were trained on the new evaluation model at their school sites utilizing eight training modules provided by the Danielson Group during the 2019-2020 school year. Feedback from teachers and principals indicates that the transition to the Danielson model for our evaluation system was a success. Teacher training will take place at the school sites for 2021-2022.

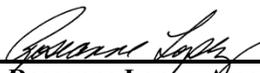
There are no substantive changes to ATPES for 2021-2022. The minor changes to ATPES for the 2021-2022 school year are as follows:

- Dates were changed to align with the 2021-2022 academic calendar.
- The Student Progress data component remains “frozen”. We will use student achievement data from the 2018-2019 school year for the 2020-2021 evaluations. The State of Arizona cancelled all Spring 2020 achievement testing and the District cancelled all assessments scheduled for the 4th Quarter due to the COVID-19 pandemic, therefore we do not have complete student progress data for 2019-2020. Testing data from the Spring of 2021 is somewhat incomplete due to the pandemic.
- A revised lesson plan for English/Language Arts (ELA) to align with Into Reading

RECOMMENDATION:

It is the recommendation of the administration that the Governing Board approve the revised Amphitheater Teacher Performance Evaluation System (ATPES) for 2021-2022.

INITIATED BY:


Dr. Roseanne Lopez, Associate Superintendent

Date: July 19, 2021


Todd A. Jaeger, J.D., Superintendent



AMPHITHEATER TEACHER PERFORMANCE EVALUATION SYSTEM

*THE FRAMEWORK FOR TEACHING:
DANIELSON MODEL*



2021-2022

Full alignment
with the
Danielson
Framework
for Teaching

“The framework gives voice to what all educators know: that teaching is incredibly complex work. It’s a thinking person’s job.”

-Danielson Group

AMPHITHEATER
PUBLIC SCHOOLS

701 W. Wetmore Rd.
Tucson, AZ 85705
www.amphi.com



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Amphitheater Unified School District does not discriminate on the basis of race, color, religion/religious beliefs, gender, sex, age, national origin, sexual orientation, creed, citizenship status, marital status, political beliefs/affiliation, disability, home language, family, social or cultural background in its programs or activities and provides equal access to the Boy Scouts and other designated youth groups. Inquiries regarding the District's non-discrimination policies are handled at 701 W. Wetmore Road, Tucson, Arizona 85705 by David Rucker, Equity and Safety Compliance Officer and Title IX Coordinator, (520) 696-5164, drucker@amphi.com, or Kristin McGraw, Executive Director of Student Services, (520) 696-5230, kmcgraw@amphi.com.

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Amphitheater Public Schools Vision, Mission & Beliefs

Our Vision

Amphitheater schools and facilities are places where students thrive academically; places parents want their children to go; places where highly skilled people work; and places community members respect because of the high student achievement, caring environment, and focus on individual needs.

Our 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 Value

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

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, school staff, and community;
- The school community deserves a safe and caring environment;
- Our actions reflect our values and dedication to meet student needs fairly and equitably;
- Ample resources are essential to accomplish the Mission.





Amphitheater Public Schools Students *are academically prepared by:*

- Demonstrating proficiency in Reading, Writing, Social Sciences, Science, Mathematics, and the Arts
- Building a foundation of information and skills needed to solve problems, think creatively, and critically, function as a citizen, and collaborate with others
- Demonstrating growth as measured by multiple and varied assessments
- Completing content area coursework and programs
- Demonstrating digital literacy
- Preparing for a college and/or career pathway



Amphitheater Public Schools Students *communicate clearly by:*

- Expressing ideas through the creation of authentic products using a combination of words, symbols, data, behavior, and visual representations to inform, persuade, and entertain others
- Preparing and delivering effective oral and written presentations; fielding questions to demonstrate conceptual understanding and knowledge, with details about the inquiry process
- Practicing communication techniques which share information in multiple formats to create meaning and foster mutual understanding
- Listening effectively to decipher meaning, including knowledge, values, attitudes, and intentions



Amphitheater Public Schools Students *demonstrate critical thinking by:*

- Researching, identifying, collecting, and analyzing relevant information in order to make sound judgments and decisions based on effective reasoning
- Applying systems thinking models/processes including the engineering design process, scientific inquiry process, and logic
- Identifying, defining, and examining real-world issues and essential questions
- Reflecting critically on learning experiences, processes, and solutions



Amphitheater Public Schools Students *collaborate with others by:*

- Working productively with others for sustained periods of time to address a need and create high quality products and solutions
- Demonstrating ability to work effectively and respectfully with diverse teams
- Exercising flexibility and willingness to compromise to accomplish a goal
- Assuming shared responsibility for collaborative work, and value the individual contributions made by each team member



Amphitheater Public Schools Students *show caring and kindness by:*

- Including all members of the community to foster a sense of belonging
- Being respectful of others' unique strengths, talents, beliefs, and needs
- Recognizing and righting wrongs
- Being helpful and encouraging
- Sharing gratitude and appreciation



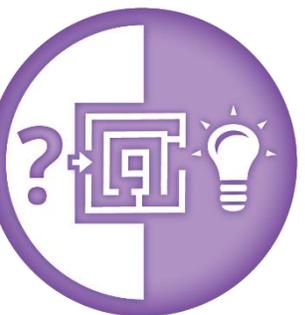
Amphitheater Public Schools Students *demonstrate creative thinking by:*

- Using a wide range of techniques to generate and develop ideas
- Demonstrating flexibility, fluency, originality, and elaboration with the courage to explore new and worthwhile ideas
- Elaborating, refining, analyzing, and evaluating their own ideas in order to improve and maximize creative efforts
- Demonstrating inventiveness in work and understand the real-world limits to adopting new ideas
- Viewing failure as an opportunity to learn; understanding that creativity and innovation is a cyclical process of small success and frequent mistakes
- Acting on creative ideas to make a tangible and useful contribution to the field in which the innovation will occur



Amphitheater Public Schools Students *evidence good citizenship by:*

- Understanding and preparing for their participation in the democratic process
- Following and supporting community rules
- Communicating effectively in diverse environments and showing cultural understanding and global awareness
- Demonstrating honesty, respect, responsibility, courage, and fairness to build positive relationships
- Serving their community



Amphitheater Public Schools Students *practice problem solving by:*

- Recognizing and thinking through problems strategically and logically
- Persisting in developing relevant and concrete solutions
- Evaluating the effectiveness of solutions and adapting and revising as appropriate
- Knowing and using problem-solving processes
- Applying problem-solving processes to real-world problems in a variety of contexts

FOREWORD

The Governing Board of Amphitheater Public School District is responsible for establishing assessment and evaluation guidelines for the improvement of instruction in cooperation with the advice of its certificated staff. Elements to be included in the Teacher Performance Evaluation System are the following:

1. A reliable instrument, including specific criteria for measuring effective teaching performance in each area of the teacher's classroom performance.
2. An assessment of the competencies of teachers as related to the criteria.
3. Actual classroom observations which meet specified frequency and duration requirements.
4. Specific and reasonable plans for the improvement of teacher performance.
5. Student academic progress data deemed valid and reliable for the teacher being evaluated.
6. Appeal procedures for teachers disagreeing with the evaluation, if the evaluation is used as criteria in determining compensation.

Arizona law requires that public school districts have evaluation systems for "certificated teachers" which meet certain criteria and include certain components. In that context, the law defines "certificated teachers" to include anyone who is issued a certificate for their public school position by the Arizona Department of Education, except psychologists and administrators who teach students less than 50% of the time. Thus librarians must be evaluated in accordance with this law because of their certification by the Arizona Department of Education. (Complete statutory guidelines for teacher evaluation systems may be found in ARS § 15-203, *et seq.* and ARS § 15-537, *et seq.*) This manual, as well as Governing Board Policy *GCO* and its corresponding administrative regulations, describes Amphitheater District's philosophy and policies related to certificated teacher evaluation. Where any provision or expression of District philosophy, policies, regulations or the content of manual may exist, and state statutes and other laws shall always control, in accordance with law.

The Associate to the Superintendent or a designee is responsible for monitoring implementation of this system in accordance with law. In addition, the Associate to the Superintendent or designee shall submit an annual report to the State Department of Education providing information required under ARS 15-537 relative to the District's Teacher Performance Evaluation System.

ATPES DEVELOPMENT

The Amphitheater Teacher Performance Evaluation System is developed through a collaborative process involving district teachers and administrators. A committee consisting of teachers and evaluators, representing various grade levels, and district administrators regularly reviews and, as appropriate, recommends revision of the evaluation system based upon input from evaluators and teachers.

In 2010, the Arizona Legislature required that the Arizona State Board of Education (SBOE) adopt a framework for a teacher evaluation instrument that includes quantitative data on student academic progress that accounts for between thirty-three percent (33%) and fifty percent (50%) of the evaluation outcomes for teachers in Arizona. See, Senate Bill 1040, 49th Legislature, 2d Reg. Session. SB 1040 also required that school districts begin using a teacher evaluation instrument that meets the data requirements established by the SBOE beginning in school year 2012-2013. See also ARS 15-203. Since 2010, there have been additional and substantial changes made in the way that teachers are evaluated. Most recently, the Fifty-First Legislature, First Regular Session, 2013, passed House Bill 2500 (Laws 2013, Chapter 149). This newest law builds on changes also made in the 2012 legislative session (HB2823; Laws 2012, Chapter 259) and clarifies many of that earlier bill's provisions. Sections of the Arizona Revised Statutes which were affected include 15-501, 15-536, 15-537, 15-538, 15-538.01, 15-539, and 15-550.

The recent uncertainty with respect to a new statewide measure of student achievement (such as the former AIMS) led to yet more legislative changes. (See, Senate Bill 1289, Chap. 76, 52nd Legislature, 1st Regular Session). In short, these changes allow school districts greater flexibility with respect to teacher evaluation outcomes given the uncertainty of the statewide measure.

On May 8, 2019 the Governor signed SB1070 which eliminates the requirement for the Arizona Department of Education to maintain a "model framework" for teacher evaluation and decreases the required percentage for student progress data weighting on the evaluations to 20%. The 2019-2020 recommendation from the ATPES Committee was to decrease the percentage on the student progress weight to align with this new law.

Since the 2010-2011 school year, a committee has regularly met to review the Amphitheater Teacher Performance Evaluation System (ATPES) and recommend appropriate revisions to comply with the requirements of all of the legislative directives, as those requirements evolved. The committee's work will continue as changes to, and implementation of, the changing laws progress. This ATPES manual and the evaluation instrument it contains represent the culmination of the committee's work to date. The procedures contained in this manual, as well as the evaluation instrument itself, have been approved by the Amphitheater Governing Board. Throughout the development of the ATPES, several concepts were considered:

- Arizona State Law, including the requirements of ARS 15-203 as described above, must be met.
- Arizona Professional Teaching Standards and research on best practices
- Teaching content should align with the Arizona College and Career Ready Standards and other curriculum requirements (e.g., International Baccalaureate[®], Advanced Placement[®]), as applicable.
- Evaluation systems should target those areas most critical to both learning and success of students within the learning environment
- No single way of learning or teaching should be prescribed for all teachers.

- The evaluation process should reinforce sound instructional practices, identify areas for improvement, stimulate professional growth, encourage teacher self-reflection, and provide for collaboration between the teacher and the evaluator.
- An evaluation system should identify and address instructional and professional practices that do not meet district standards.
- Quantitative measures of student academic progress used to evaluate teacher performance must be valid and reliable.
- An evaluation system should be understandable and efficient

In light of these concepts, the ATPES Committee recommended that the Amphitheater School District adopt the Danielson model of teacher evaluation for the 2019-2020 school year. The Danielson model includes a comprehensive and well researched rubric for every indicator in the evaluation system. The rubric helps teachers to analyze their own performance and take the necessary steps to make progress in developing their instructional expertise.

The fourth quarter of the 2019-2020 school year presented a new challenge. Schools were closed due to the COVID-19 pandemic. The closure also cancelled all end of year State and local achievement testing which directly affects the student progress component of the evaluation system. The ATPES Committee recommended to "freeze" the data from the 2018-2019 school year. Therefore, the Overall Weighted Average for the 2019-2020 school year will be carried forward and utilized for the 2020-2021 teacher evaluations.

2020-2021 proved to be extremely challenging for teachers! The mode of instruction changed frequently and there were many students who did not engage. However, teachers and students persisted through the difficulties presented by COVID-19. We look forward to 2021-2022 as a year of "rebound", taking with us all that we learned from teaching and learning during the pandemic. No substantial changes were made to ATPES for 2021-2022.

Amphitheater Teacher Performance Evaluation System
Danielson Model Domains

A description of each of the five domains of the evaluation instrument is provided below.

Domain 1: Planning and Preparation

- 1a Demonstrating Knowledge of Content and Pedagogy
 - Content and the structure of the discipline
 - Prerequisite relationships
 - Content-related pedagogy

- 1b Demonstrating Knowledge of Students
 - Child and adolescent development
 - Learning process
 - Students' skills, knowledge, and language proficiency
 - Students' interests and cultural heritage
 - Students' special need

- 1c Setting Instructional Outcomes
 - Value, sequence, and alignment
 - Clarity
 - Balance
 - Suitability for diverse students

- 1d Demonstrating Knowledge of Resources
 - For classroom use
 - To extend content knowledge and pedagogy
 - Resources for students

- 1e Designing Coherent Instruction
 - Learning activities
 - Instructional materials and resources
 - Instructional groups
 - Lesson and unit structure

- 1f Designing Student Assessments
 - Congruence with instructional outcomes
 - Criteria and standards
 - Design of formative assessments
 - Use for planning

Domain 2: The Classroom Environment

- 2a Creating an Environment of Respect and Rapport
 - Teacher interactions with students, including both words and actions
 - Student interactions with other students, including both words and actions
- 2b Establishing a Culture for Learning
 - Importance of content and of learning
 - Expectations for learning and achievement
 - Student pride in work
- 2c Managing Classroom Procedures
 - Instructional groups
 - Transitions
 - Materials and supplies
 - Performance of classroom routines
 - Supervision of volunteers and paraprofessionals
- 2d Managing Student Behavior
 - Expectations
 - Monitoring of student behavior
 - Response to student misbehavior
- 2e Organizing Physical Space
 - Safety and accessibility
 - Arrangement of furniture and use of physical resources

Domain 3: Instruction

- 3a Communicating With Students
 - Expectations for learning
 - Directions for activities
 - Explanations of content
 - Use of oral and written language
- 3b Using Questioning and Discussion Techniques
 - Quality of questions/prompts
 - Discussion techniques
 - Student participation
- 3c Engaging Students in Learning
 - Activities and assignments
 - Grouping of students
 - Instructional materials and resources
 - Structure and pacing
- 3d Using Assessment in Instruction
 - Assessment criteria
 - Monitoring of student learning
 - Feedback to students
 - Student self-assessment and monitoring of progress

3e Demonstrating Flexibility and Responsiveness

- Lesson adjustment
- Response to students
- Persistence

Domain 4: Professional Responsibilities

4a Reflecting on Teaching

- Accuracy
- Use in future teaching

4b Maintaining Accurate Records

- Student completion of assignments
- Student progress in learning
- Non-instructional records

4c Communicating with Families

- Information about the instructional program
- Information about individual students
- Engagement of families in the instructional program

4d Participating in a Professional Community

- Relationships with colleagues
- Involvement in culture of professional inquiry
- Service to the school
- Participation in school and district projects

4e Growing and Developing Professionally

- Enhancement of content knowledge and pedagogical skill
- Receptivity to feedback from colleagues
- Service to the profession

4f Showing Professionalism

- Integrity and ethical conduct
- Service to students
- Advocacy
- Decision-making
- Compliance with school and district regulations

Domain 5: Student Progress Data

Domain 5 will contain the Student Progress Data components as required by the State of Arizona. The metric used will be the Overall Weighted Average (OWA) described further in this manual.

Classroom OWA: For teachers with a minimum of three years of student progress data in the subject they teach.

School OWA: For all teachers based upon student progress data school-wide.

Other Indicators OWA: Other school level factors taken into consideration such as College and Career Readiness Indicators, School Label, etc.

Amphitheater Teacher Performance Evaluation System

Alignment with the Arizona Professional Teaching Standards

The Amphitheater Teacher Performance Evaluation System (ATPES) Danielson model is aligned with the Arizona Professional Teaching Standards (from INTASC). The following chart illustrates this alignment:

Arizona Professional Teaching Standards	ATPES Domains/Danielson Model
Standard 1: Learner Development: The teacher understands how learners grow and develop, recognizing that patterns of learning and development vary individually within and across the cognitive, linguistic, social, emotional, and physical areas, and designs and implements developmentally appropriate and challenging learning experiences.	Domain 1
Standard 2: Learning Differences: The teacher uses understanding of individual differences and diverse cultures and communities to ensure inclusive learning environments that enable each learner to meet high standards.	Domain 1 Domain 2
Standard 3: Learning Environments: The teacher works with others to create environments that support individual and collaborative learning, and that encourage positive social interaction, active engagement in learning, and self-motivation.	Domain 2
Standard 4: Content Knowledge: The teacher understands the central concepts, tools of inquiry, and structures of the discipline(s) he or she teaches and creates learning experiences that make these aspects of the discipline accessible and meaningful for learners to assure mastery of the content.	Domain 1
Standard 5: Application of Content: The teacher understands how to connect concepts and use differing perspectives to engage learners in critical thinking, creativity, and collaborative problem solving related to authentic local and global issues.	Domain 1 Domain 3
Standard 6: Assessment: The teacher understands and uses multiple methods of assessment to engage learners in their own growth, to monitor learner progress, and to guide the teacher's and learner's decision making.	Domain 1
Standard 7: Planning for Instruction: The teacher plans instruction that supports every student in meeting rigorous learning goals by drawing upon knowledge of content areas, curriculum, cross-disciplinary skills, and pedagogy, as well as knowledge of learners and the community context.	Domain 1
Standard 8: Instructional Strategies: The teacher understands and uses a variety of instructional strategies to encourage learners to develop deep understanding content areas and their connections, and to build skills to apply knowledge in meaningful ways.	Domain 3

<p>Standard 9: Professional Learning and Ethical Practice: The teacher engages in ongoing professional learning and uses evidence to continually evaluate his/her practice, particularly the effects of his/her choices and actions on others (learners, families, other professionals, and the community), and adapts practice to meet the needs of each learner.</p>	<p>Domain 4</p>
<p>Standard 10: Leadership and Collaboration: The teacher seeks appropriate leadership roles and opportunities to take responsibility for student learning, to collaborate with learners, families, colleagues, other school professionals, and community members to ensure learner growth, and to advance the profession.</p>	<p>Domain 4</p>

[Arizona Professional Teaching Standards](#)

ATPES Inclusion of Student Academic Progress Data: 2021-2022 Implementation

Student academic progress data is not available in all content areas. As a result, the Arizona State School Board and the Amphitheater School District define two groups of teachers. Group A teachers have valid and reliable student progress data for their student population and content area for a total of three years; Group B teachers do not. As a result, only Group A teachers are evaluated directly on the progress of students in their classroom. Both groups are evaluated on the progress of all students in their school.

For 2020-2021, weights for inclusion of student progress data are:

Group A teachers--20% of evaluation total based on student progress data:	
Indicators of Quality Teaching (Classroom Observations)	80%
Classroom-level student progress (Classroom OWA)	10%
School-level student progress (School OWA)	5%
School-level other indicators of effectiveness (Other Indicators OWA)	5%

Group B teachers--20% of evaluation total based on student progress data:	
Indicators of Quality Teaching (Classroom Observations)	80%
School-level student progress (School OWA)	15%
School-level other indicators of effectiveness (Other Indicators OWA)	5%

The measures, as appropriate for the grade levels, are:

- School-level student progress (School OWA) (academic growth; 5% for Group A, 15% for Group B teachers)
- AzMERIT – 2016-2017, 2017-2018, 2018-2019
 - NWEA MAP – 2016-2017, 2017-2018, 2018-2019
 - DIBELS Next – 2016-2017, 2017-2018, 2018-2019

Note: All testing was cancelled for the Spring of 2020. Therefore, 2019-2020 data will not be available. 2021 data is limited due to the reduced number of test takers.

- School-level other indicators of effectiveness (5% for both Groups A and B)
- 2018-2019 ADE A-F school accountability label (6.5%; that is, half of the weight of the “Other Indicators”)
 - Advanced Placement testing and passing rates (high school only)
 - College/career readiness (high school only)
 - AdvancED
 - Student Survey Results

College Ready Indicators (High School)		
Meets all 16 Arizona Board of Regents Program of Study Requirements	Earns a Grand Canyon Diploma or International Baccalaureate Diploma	Passing score on AzMERIT Algebra 2 or ELA 11
Meets cut score ACT English ≥ 18, Reading ≥ 21, Math ≥ 22, Science ≥ 20	Meets cut score SAT	Meets cut score ≥ 3 on AP exam
Meets cut score ≥ 50 on CLEP	Meets cut score on Cambridge A or AS (passing letter grade)	Meets IB cut score ≥ 5
Meets cut score on ACCUPLACER English ≥ 96, Reading ≥ 79, Arithmetic ≥ 66	Meets cut score on ALEKS	Meets cut score on COMPASS English ≥ 88, Math ≥ 81
Meets cut score on Cambridge IGCSE exams	Passes a college level English, Math, Science, Social Studies or Foreign Language course	

Career Ready Indicators		
Submits the FAFSA is both college and career	Passes a CTE course for which college credit can be earned with an A, B, or C	Completes a CTE course with an A, B, or C
Earns industry recognized credential, certification or license see State Board approved list	CTE sequence and passes technical skills assessment	Meets benchmarks score ≥ 35
Meets benchmarks (silver level or higher) for ACT Work Keys	Completes well defined work based learning of at least 120 hours	

School Summary Report Information and Sample

Each school principal receives a School Summary Report at the beginning of the school year. This shows two weighted averages for school-level academic measures—the School Level OWA and the Other Indicators OWA. The School Level Weighted Average is a measure of the academic growth of all students. The Other Indicators OWA includes AZ-Learns labels for the school, and student survey results. High schools include additional measures of school effectiveness in the Other Indicators Average, including Advanced Placement (AP) passing rate and College and Career Readiness indicators. Reports are based on three years of data.

The student progress OWA's are reported on the ATPES evaluation document under Domain 5.

The sample below shows a portion of an elementary report:

Happy Elementary		School Summary Report			overall weighted average of Academic Growth Rubrics		3.09
		sy 2016-17, 2017-18, 2018-19					
Math							
AzMERIT Growth							
2017-18	<u>Grade</u>	<u>cnt</u>	<u>Observed Growth</u>	<u>Observed to Expected Growth Ratio</u>	<u>Ratio w 86% CI</u>	<u>1-4 Rubric</u>	
	04	118	5.81	-2.64	0.06	1.00	
	05	87	15.56	0.07	1.20	3.00	
		stu count:	205				
AzMERIT Passing							
2017-18	<u>Grade</u>	<u>cnt</u>	<u>Observed Growth</u>	<u>Observed to Expected Growth Ratio</u>	<u>Ratio w 86% CI</u>	<u>1-4 Rubric</u>	
	02	68	30.12	2.13	2.25	4.00	
	03	67	14.34	1.15	1.22	3.00	
	04	93	13.10	1.13	1.22	3.00	
	05	83	11.63	1.12	1.22	3.00	
		stu count:	311				

Classroom Gain History Report Information and Sample

The Classroom Gain History Report will be generated for every teacher in Group A. The Weighted Average for the appropriate content area--Math, Reading, or Overall (both math and reading)—is used to show student progress for Domain 5 on the evaluation instrument. All Classroom Gain History Reports show three years of growth on AzMERIT and/or NWEA depending on the grade taught.

The sample below shows a cut-away portion of a report for a middle-school math teacher.

Classroom Gain History Report

Earnest Frank sy 2016-17, 2017-18, 2018-19 Academic Performance Rubric
 TchlD# 0000 Current School: **My School** Overall Weighted Average **3.22**

Math	sy	Classroom Location	Grade	cnt	Observed Growth	Observed to Expected Growth Ratio	Ratio w 86%CI	1-4 Rubric
NWEA								
	2017-18	My School	06	13	8.77	1.25	1.48	3.0
	2017-18	My School	07	102	5.67	0.88	1.03	3.0
	2017-18	My School	08	8	11.13	2.17	2.77	4.0
	sy student count:			123				
	2016-17	My School	06	16	4.44	0.58	0.79	2.0
	2016-17	My School	07	59	5.80	0.95	1.18	3.0
	2016-17	My School	08	3	11.33	2.22	3.24	4.0
	sy student count:			78				
	2015-16	My School	06	10	5.40	0.75	1.16	3.0
	2015-16	My School	07	18	3.83	0.71	1.10	3.0
	2015-16	My School	08	63	5.46	0.85	1.05	3.0
	sy student count:			91				

Math Weighted Average **3.22**

Explanation of Terms Used in the School Summary Report and the Classroom Gain History Report

School Overall Weighted Average: This number in the upper right-hand corner of the School Summary Report summarizes school-wide student progress data that principals will use on Domain 5 of the evaluation instrument for both Group A and Group B teachers. Student gains for each assessment, grade, and subject (math or reading) are evaluated using a 1-4 rubric. The rubric scores are weighted by the number of students in that group and averaged. The School Overall Weighted Average is also used by the Associate Superintendent for principal evaluation.

Classroom Overall Weighted Average: The Classroom Gain History Report for Group A teachers typically shows three weighted averages—for Math, Reading and Overall -- for classroom-level student progress. If the teacher teaches only math or only reading, the rating for that subject is used for Domain 5 on the evaluation instrument. If the teacher teaches both subjects the Overall Weighted Average is used for Domain 5 the classroom weighted average at the end of the evaluation document. Student gains for each assessment, grade, and subject (math or reading) are evaluated using a 1-4 rubric. The rubric scores are weighted by the number of students in that group and averaged.

Grade: The grade level group the teacher taught each year.

Cnt: The number of students with a pre- and posttest in that assessment for that grade and year.

Observed Growth: The actual average student growth from pretest to posttest.

Observed to Expected Growth Ratio: The actual average student growth for this group of students divided by the expected growth for a similar group of students. For example, a ratio of 1.0 means the group grew in one year exactly as much as similar Amphi students grew in the past. A ratio of 0.5 means they only made half as much progress, and a ratio of 1.5 means they made progress equivalent to 1.5 years.

Ratio with 86% CI: A confidence level (CI) is a statistical adjustment. This adjustment sets up a range that most likely contains the true score. In other words, it allows for a fairer estimate of the group’s true average and adjusts for potential measurement errors. In this case, the upper “borderline” scores adjust to the higher rubric range.

1-4 Student Progress Rubric: The Observed to Expected Growth Ratio with 86% CI is compared to four levels of student gains:

- 4 Students made 1.5 years’ progress or more
- 3 Students made from 1 to 1.5 years’ progress
- 2 Students made from 0.5 to 1 year’s progress
- 1 Students made less than 0.5 year’s progress

Measures such as AZ-Learns labels that do not show gains set a rubric score of 3 as “expected” performance. Higher performance rates a 4, and lower performance rates a 2 or a 1.

Weighted Average: The rubric score for each measure is weighted by the number of students in that group when it is averaged.

WHAT MAKES UP THE OWA?

Assessments and Measures of Student Academic Progress: Overall Weighted Average (OWA)

Assessment/Measure	Grade Level	School	Classroom
Growth measures			
NWEA MAP	2-9, fall-spring growth	yes	yes
AzMERIT pass rate (3 years)	3-12	yes	no
AzMERIT growth	3-8	yes	yes
DIBELS Next	K, 1	yes	no
Other measures of school effectiveness			
ADE A-F school accountability label	All	yes	
District A-F school accountability label	All	yes	
AP testing, passing rates	High school	yes	
College/career readiness	High School	yes	
AdvancED Student Survey Data		yes	

Important:

Due to the COVID-19 pandemic, all student progress data from 2019-2020 and 2020-2021 will not be used.

TEACHER DESIGNATION LABELS AS REQUIRED BY ARS 15-537 Calculation of Student Progress Data Component

ATPES was developed in compliance with Arizona State Law on teacher evaluation. State law defines two groups of teachers—Group A and Group B—and the weights of student progress data at the classroom and school levels allowable for each group.

Group A teachers teach content (math, reading) and have three years of student gains as measured by valid and reliable tests (e.g., NWEA MAP).

Group B teachers teach other content without standardized assessments, are new teachers with fewer than three years of data, or have too few students with gains to be evaluated on them.

2021-2022	
Group A Teachers	
Indicators of quality teaching (classroom observation)	80 %
Classroom-level student progress (Classroom OWA)	10 %
School-level student progress (School OWA)	5 %
School-level other indicators of effectiveness	5 %
<small>(School AZ-Learns label 6.5%; Other school measures 6.5%)</small>	
Group B Teachers	
Indicators of quality teaching (classroom observation)	80 %
School-level student progress (School OWA)	15 %
School-level other indicators of effectiveness	5 %
<small>(School AZ-Learns label 6.5%; Other school measures 6.5%)</small>	

Arizona State Law requires teachers to be designated as Highly Effective, Effective, Developing, or Ineffective. On the ATPES evaluation form, the indicators of quality teaching from classroom observation and the calculation of classroom- and school-level student progress are weighted according to the proportions above to make a total score. Each teacher's label of effectiveness is assigned according to the total score:

For Groups A and B:

Highly Effective =	3.117
Effective =	2.72
Developing =	2.2
Ineffective =	< 2.2

TEACHER DESIGNATION LABELS AS REQUIRED BY ARS 15-537

After studying the actual aggregated data from three years of teacher evaluations, the ATPES Design Team discussed the various aspects of teacher designation and how to approach setting criteria which would determine a label. The following criteria for teacher designation labels are established for the 2020-2021 school year as required by Arizona State Law.

For Groups A and B Teacher Designation Criteria

Highly Effective: Final evaluation score greater than or equal to	3.117
Effective: Final evaluation score between	2.72
Developing: Final evaluation score between	2.2
Ineffective: Final evaluation score below	< 2.2

Teacher Performance Classifications

As prescribed in A.R.S. § 15-203, LEAs shall classify each teacher in one of the following four performance classifications:

- **Highly Effective:** A highly *effective* teacher consistently exceeds expectations. This teacher's instructional performance is exceptional and her/his students generally made exceptional levels of academic progress. The highly effective teacher demonstrates mastery in the State Board of Education adopted professional teaching standards, as determined by classroom observations as required by ARS § 15-537.
- **Effective:** An *effective* teacher consistently meets expectations. This teacher's instructional performance is effective and her/his students generally made satisfactory levels of academic progress. The effective teacher demonstrates competency in the state board of education adopted professional teaching standards, as determined by classroom observations as required by ARS § 15-537.
- **Developing:** A *developing* teacher fails to consistently meet expectations and requires a change in performance. This teacher's instructional performance is mixed and her/his students generally made unsatisfactory levels of academic progress. The developing teacher demonstrates an insufficient level of competency in the state board of education adopted professional teaching standards, as determined by classroom observations required by ARS § 15-537. The developing classification is not intended to be assigned to a veteran teacher for more than two consecutive years. This classification may be assigned to new or newly-reassigned teachers for more than two consecutive years.
- **Ineffective:** An *ineffective* teacher consistently fails to meet expectations and requires a change in performance. This teacher's instructional performance is ineffective and her/his students generally made unacceptable levels of academic progress. The ineffective teacher demonstrates minimal competency in the state board of education adopted professional teaching standards, as determined by classroom observations required by ARS § 15-537.

Certificated Teacher

A person who holds a certificate from the State Board of Education to work in the schools of this state and who is employed under contract in a position that requires certification, except a psychologist or an administrator devoting less than fifty percent (50%) of his time to classroom teaching.

Continuing Teacher

A certificated teacher who:

- has been and is currently employed by the District for the major portion of three (3) consecutive school years; and,
- who has not been designated in the lowest performance classification of the previous school year or who has not regained continuing status after being designated as a probationary teacher.

Deficiencies in Classroom Performance

An evaluator rating of a "1" in one or more indicators or domains signifies a deficiency in classroom performance which must be addressed.

Evaluation

An assessment of the teacher's classroom performance as required by Arizona law. Such evaluation shall be based on policy GCO and regulation GCO-R and the procedure outlined in this manual.

Formal Classroom Observation

Evaluator observation, of no less than thirty (30) minutes, of various aspects of the teacher's classroom performance which is prearranged and scheduled with the teacher. Formal observations will be documented in writing and the opportunity for a follow-up conference will be provided.

Improvement Plan

A required formal plan designed to improve deficiencies in classroom performance.

Inadequacy of Classroom Performance

A teacher's failure to overcome deficiency (ies) in classroom performance which are identified in an Improvement Plan.

Informal Observation

The teacher's evaluator will observe various aspects of the teacher's performance and may do so without prior notice. In conducting observations, the evaluator may rely upon information obtained from appropriate sources, such as the teacher, previous supervisors and other third parties, and information contained in the personnel file. Teachers will be made aware of the sources of information utilized in their evaluation.

Preliminary Notice

Preliminary notice of intent to dismiss or not to re-employ. A formal notice issued by the Governing Board or its designee which describes a charge of inadequacy of classroom performance and provides specified time for the teacher to improve performance and overcome the charge of inadequacy. Such a preliminary notice precedes a notice of intent to dismiss or not to re-employ.

Notice of Intent

Notice of intent to dismiss or not to re-employ. A formal notice issued by the Governing Board or its designee to inform a teacher of the District's intent to dismiss or not to re-employ the teacher.

Probationary Teacher

A certificated teacher who is not a continuing teacher is considered probationary until the beginning of the fourth year of full time employment with the district.

Professional Growth Plan

A plan devised for the purpose of refining existing skills and/or the establishment of goals for professional growth and development.

Student Academic Progress

Student growth from one testing point to another as measured by valid and reliable assessment measures (e.g., Fall to Spring Growth on NWEA MAP, growth on State assessments from one year to the next, etc.)

Teacher Designation Labels/Performance Classifications

The four (4) performance classifications for teachers and principals under Arizona law and defined by the State Board of Education (e.g., Highly Effective, Effective, Developing, Ineffective)

EVALUATOR QUALIFICATIONS AND TRAINING

Pursuant to Arizona law, the Governing Board designates district staff that is qualified to evaluate teachers using the Amphitheater Teacher Performance Evaluation System. The Superintendent submits recommendations of qualified evaluators to the Governing Board for approval.

Qualifications

The following criteria have been established for board-designated evaluators. In order to be considered qualified, an evaluator will:

1. Demonstrate knowledge of district and state policies, laws and rules relating to instruction, professionalism and evaluation; and
2. Demonstrate planning and implementation strategies relating to evaluation system timelines, content and expectations; and
3. Demonstrate data recording and analysis skills through simulations and/or on-site practice/feedback sessions; and
4. Demonstrate skills in analysis of quantitative student progress data; and
5. Demonstrate conferencing and improvement planning skills through simulations and/or on-site practice/feedback sessions; and
6. Demonstrate ability to write a detailed, personalized and specific narrative which illustrates the ratings given and provides specific suggestions for improvement of practice and/or provides appropriate support for accomplished teaching; and
7. Understands and can explain the classroom and school Overall Weighted Average for student progress data.

Training

Evaluators may participate in the district administrative in-service sessions, or, district-approved evaluator training workshops. All such training should include information related to the legal aspects of teacher evaluation and the development of skills for data collection and analysis, analysis of quantitative student progress data, conferencing and improvement planning. Regardless of the specific training received, evaluators are responsible for meeting the criteria specified above.

Evaluation Process Steps for Continuing Teachers (Full/Part Time)

1. All evaluators are provided with a copy of the Amphitheater Teacher Performance Evaluation System (ATPES) prior to classroom observations.
2. The evaluation procedures shall be reviewed at each school. At the beginning of the school year, the principal shall meet with the school's faculty for the purpose of orienting the teachers to the total evaluation plan prior to any observation. Any teacher that is hired after the school year begins must also be given a review of evaluation procedures prior to the teacher's evaluation. All teachers are provided with a copy of the ATPES prior to classroom observations.
3. Student academic progress data is provided to teachers and evaluators at the beginning of the academic year reflecting up to and including three full years by teacher and by school. Each teacher is informed of their Group A or Group B status for the purposes of evaluation.
4. The teacher performance evaluation cycle shall include at least two (2) actual classroom observations of the certificated teacher demonstrating teaching skills in a complete and uninterrupted lesson by the qualified evaluator.
5. One (1) informal observation shall occur prior to January 30th. There shall be at least sixty (60) calendar days between the first informal observation and the last (formal) observation.
6. The informal observation(s) is/are to be documented through use of an Informal Observation form. A copy of the form must be provided to the teacher within five (5) workdays of each informal classroom observation.
 - a. No conference is required for informal visits.
 - b. A conference may be called at the discretion of either party within three (3) workdays of receipt of the Informal Observation form.
 - c. Preliminary notice of inadequacy may follow an informal observation. An improvement plan may be initiated.
 - d. An informal observation shall not be conducted within two (2) instructional days of any scheduled period in which school is not in session for one (1) week or more (e.g., Fall Break, Winter Break, Spring Break).
7. One (1) formal observation shall occur prior to April 10 using the following procedures:
 - a. The teacher and the evaluator agree upon a date and time for the observation. If agreement on the date and time cannot be reached after reasonable attempts, the administrator may set the date and time and shall provide the teacher five working days advance notice of the observation.
 - b. The teacher will submit a written lesson plan in advance of the observation.
 - c. The evaluator will observe the teacher actively teaching a full lesson. The minimum observation time is 30 minutes, or a complete lesson.
 - d. The last observation may follow the issuance of a preliminary notice of inadequacy of classroom performance, the completion of any performance improvement plan, and can be used to determine whether the teacher has corrected inadequacies and has demonstrated adequate classroom performance.
 - e. A formal observation shall not be conducted within two (2) instructional days of any scheduled period in which school is not in session for one (1) week or more (e.g., Fall Break, Winter Break, Spring Break).

8. Within five working days of the formal observation, a conference will be held between the teacher and the evaluator. The evaluator will present the ATPES rating form and narrative and will provide positive feedback, areas of refinement, and identify performance concerns to the teacher. The teacher and evaluator sign the completed ATPES form. Copies are distributed as follows: One copy to teacher, one copy to school file, one copy to Director of Human Resources.
9. Evaluators may conduct additional observations or evaluation cycles beyond the required minimum. Teachers may also request additional observations or evaluation cycles. Observations that do not constitute a complete and uninterrupted lesson shall not be considered in determining performance ratings and may only be used to provide feedback to improve instructional performance.
10. Evaluations of teaching performance and related documentation are to remain confidential, except where disclosure is authorized or required by law.
11. Professional growth plans may be developed as appropriate.
12. Recommendations for improvement shall be provided to the teacher by the evaluator whenever deficiencies in classroom performance are noted.
13. An Improvement Plan **must** be completed by the evaluator and the teacher when:
 - a. A teacher receives a rating of "1" on any Indicator or Domain
 - b. A teacher receives a rating of "1" on a Domain or the majority of a Domain's indicators
14. An Improvement Plan **may** be completed by the teacher and the evaluator at the evaluator's discretion when a teacher receives a rating of "2" on any indicator or domain.
15. The evaluation of a continuing teacher shall be completed no later than April 10.
16. The Superintendent may determine to provide Preliminary Notice of Inadequacy of Classroom Performance to the teacher and shall notify the Governing Board if doing so. Procedures set forth by law shall be followed.
17. Evaluations of teaching performance and related documentation are to remain confidential. Copies shall be distributed within five (5) workdays of the evaluation conference as follows:
 - One copy to teacher
 - One copy for school file
 - One copy to the Associate Superintendent

PROCESS STEPS-Probationary/Short Term Teachers (Full/Part-time)

1. All teachers and evaluators are provided with a copy of the Amphitheater Teacher Performance Evaluation System (ATPES) at the beginning of the school year.
2. The evaluation procedures shall be reviewed at each school. At the beginning of the school year, the principal shall meet with the school's faculty for the purpose of orienting the teachers to the total evaluation plan prior to any observation. Any teacher that is hired after the school year begins must also be given a review of evaluation procedures prior to the teacher's evaluation. All teachers are provided with a copy of the ATPES prior to classroom observations.
3. All teachers are provided with a copy of the student progress data for the school and the classroom (as available) at the beginning of the school year. Each teacher is informed of their Group A or Group B status for the purposes of evaluation.
4. The teacher performance evaluation cycle shall include at least two (2) actual classroom observations of the certificated teacher demonstrating teaching skills in a complete and uninterrupted lesson by the qualified evaluator. A probationary teacher shall be evaluated (a full cycle) at least once per semester.
5. There shall be at least sixty (60) calendar days between the first informal observation and the last (formal) observation of each cycle. The Fall semester informal classroom observation(s) for each probationary and short-term teacher should occur no later than September 15th. The Spring semester informal classroom observation for each probationary and short-term teacher should occur by January 15th.
 - a. Each informal observation shall be documented through the use of an Informal Observation form. A copy of the form must be provided to the teacher within five (5) workdays of each informal classroom observation.
 - b. No conference is required for informal visits. A conference may be called at the discretion of either party within three (3) workdays of receipt of the Informal Observation form.
 - c. Preliminary notice of inadequacy may follow an informal observation. An improvement plan may be initiated.
 - d. An informal observation shall not be conducted within two (2) instructional days of any scheduled period in which school is not in session for one (1) week or more.
6. The Fall semester final (formal) classroom observation for each probationary and short-term teacher should occur by November 15. The Spring semester formal classroom observation for each probationary and short-term teacher should occur by March 30.
7. The procedure for formal observations is as follows:
 - a. The teacher and the evaluator agree upon a date and time for the observation. If agreement on the date and time cannot be reached after reasonable attempts, the administrator may set the date and time and shall provide the teacher five working days advance notice of the observation. The Fall conference should be held by November 20; the Spring conference should be held by April 15.
 - b. The teacher will submit a written lesson plan in advance of the observation.
 - c. The evaluator will observe the teacher actively teaching a lesson. The minimum observation time is 30 minutes, or a complete and uninterrupted lesson.

- d. Within five working days of the formal observation, a conference will be held between the teacher and the evaluator. The evaluator will present the ATPES rating form and narrative and will provide positive feedback, identify areas of refinement, and identify performance concerns to the teacher. The teacher and evaluator sign the completed ATPES form. Copies are distributed as follows: one copy to teacher, one copy to school file, one copy to Director of Human Resources.
8. Evaluators may conduct additional observations or evaluation cycles beyond the required minimum. Teachers may also request additional observations or evaluation cycles. Observations that do not constitute a complete and uninterrupted lesson shall not be considered in determining performance ratings and may only be used to provide feedback to improve instructional performance.
 9. Evaluations of teaching performance and related documentation are to remain confidential, except where disclosure is authorized or required by law.
 10. Professional growth plans may be developed as appropriate.
 11. Recommendations for improvement shall be provided to the teacher in writing by the evaluator whenever deficiencies in classroom performance are noted.
 12. An Improvement Plan **must** be completed by the evaluator and the teacher when a teacher receives a rating of "1" on any Indicator or Domain or the majority of a Domain's indicators.
 13. An Improvement Plan **may** be completed by the teacher and the evaluator at the evaluator's discretion when a teacher receives a rating of "2" on any Indicator or Domain.
 14. Recommendations for improvement or an Improvement Plan may be required based upon the results of an evaluation. Improvement Plans will be developed through collaboration between the evaluator and the teacher and will be submitted to Human Resources in a timely fashion.
 15. The Superintendent may determine to provide Preliminary Notice of Inadequacy of Classroom Performance to the teacher and shall notify the Governing Board if doing so. Procedures set forth by law shall be followed.
 16. Evaluations of teaching performance and related documentation are to remain confidential. Copies shall be distributed within five (5) workdays of the evaluation conference as follows:
 - One copy to teacher
 - One copy for school file
 - One copy to the Associate Superintendent

PROCESS STEPS AND DEADLINE DATES

Deadline Dates	Continuing Teachers	All Probationary and/or Short Term Teachers (full time/part time)
Beginning of Academic Year	Administrator Presents and Explains the Teacher Evaluation Instrument and Student Academic Progress Data is presented to each teacher (as appropriate). School data is presented to all certified staff. All staff members are informed of their Group A or Group B status.	Administrator Presents and Explains the Teacher Evaluation Instrument and Student Academic Progress Data for the previous three years is presented to each teacher (as appropriate). School data is presented to all certified staff.
September 15	Alternative Evaluation Professional Growth Plan due	Informal Observation
November 15 November 20 December 5		Formal Observation Conference Recommended Deadline for non-renewal Notices to Superintendent
January 15 March 30	Informal Observation	Informal Observation Formal Observation
April 10 April 15 April 15	Formal Observation Conference ATPES forms due for all teachers	Formal Observation Conference ATPES forms due for all teachers

Dates shown are preferred deadlines. Actual events and actions may occur prior to dates shown. In addition, any action or event occurring within timelines or deadlines established by State Law shall be satisfactory even if different from dates shown above.

WRITTEN LESSON PLAN REQUIREMENT

A detailed, written lesson plan for the purpose of demonstrating planning skills is required of all teachers for formal observations.

EVALUATION CONFERENCE GUIDELINES

The following guidelines will help direct evaluation conferences:

1. Bi-lateral communication is essential. The perspectives of both the evaluator and the teacher will be discussed during the evaluation conference.
2. Teacher self-reflection, either written or oral will be required.
3. Teaching which has occurred throughout the year will be discussed. Performance evaluation should be based on both formal and informal observations.
4. Quantitative student progress data from student assessments will be reviewed with the teacher.
5. The evaluation conference provides an opportunity for the evaluator to gather information which cannot be obtained or observed in the formal observation process. Teachers will be invited to share this information. The evaluator may revise ratings or narrative comments based on post conference information.
6. The evaluator has both a professional and legal responsibility for determining the final assessment of teaching performance.
7. The perspectives of the evaluator and the teacher should be reviewed at the completion of the evaluation conference.

EVALUATION OF COMPETENCE

The evaluation system contains both ratings of competence as well as narrative comments about the level of competence demonstrated by teachers.

RATING SCALE

Each indicator will be rated according to the rubric scale found in the Danielson Framework.

Rating Scale for Student Progress Data:

Classroom OWA is for Group A teachers only, and is the Classroom Overall Weighted Average (OWA) for the teacher. This is found in the Classroom Gain History Report. The OWA is recorded in Domain 5 of the evaluation form.

School Level OWA is for all teachers, and is the Academic Growth average reported in the School Summary report. This is already filled in on Domain 5 for the ATPES evaluation instrument for each school.

Other Indicators OWA is for all teachers, and is reported in the School Summary report. This is already filled in for the ATPES evaluation instrument for Domain 5 for each school.

The rating scale range for student progress data is 1 to 4. The actual weighted average over a three-year period for an individual or school will appear as a number such as 2.75, 3.78, etc. **Ratings in the 1-1.99 range will be considered deficient and will require an improvement plan.**

RATING FACTORS

Ratings will be based upon formal and informal observations and results of quantitative student progress assessments. In addition, an evaluator may use data gathered throughout the year which is obtained during any direct observation of the teacher's performance in the classroom or through contacts in the school professional setting.

THIRD PARTY INPUT ON EVALUATIONS

Ratings may also reflect input from responsible third parties or from the personnel file of the teacher. Teachers will be made aware of third-party information relied upon in the determination of evaluation ratings or comments.

Professional Growth Plan

Amphitheater District has many excellent teachers whose performance does not mandate improvement in the sense that there are deficiencies present in that performance. But, even when no domain or indicator is rated "1", a teacher can still benefit from a Professional Growth Plan which encourages the refinement of skills and continuous improvement of practice. When a domain or indicator is rated "2", a Professional Growth Plan addressing that area is strongly encouraged. Professional Growth Plans may be developed at the discretion of the teacher and/or the evaluator. Any teacher may be asked to complete a Professional Growth Plan regardless of performance level.

The teacher and the evaluator will mutually agree on the specifics of a Professional Growth Plan. This plan should indicate the specific goals, activities to be undertaken, and the role the evaluator will assume in providing assistance to the teacher. This plan can be developed at the evaluation conference or at a later date.

Improvement Plan

An Improvement Plan must be developed when any indicator or entire domain is rated a "1", on the ATPES rating form. Improvement Plans may be written for ratings of "2" on any one indicator based on administrative discretion. If more than one Domain is rated "1" priority will determine the specifics of the plan. All deficiencies must be addressed. If an improvement plan is not required, deficiencies will be addressed through recommendations for improvement.

The plan, arrived at through discussion *between* teacher and evaluator, must specify (a) the specific area(s) needing improvement, (b) action(s) and timelines for improvement, (c) expected outcomes, and (d) administrative assistance which will be provided.

Areas identified for improvement will be re-evaluated as outlined in the Improvement Plan.

Lack of Progress on an Improvement Plan

If a teacher fails to overcome deficiencies which were addressed through recommendations for improvement or an improvement plan, the evaluator may notify the Superintendent of the continuing deficiencies and may request that the Superintendent issue a preliminary notice of inadequacy of classroom performance.

APPEAL PROVISION

Teacher evaluations are not subject to appeal; however, if a teacher feels the results of an evaluation are unjustified, or that procedural violations or circumstances beyond the control of the teacher have occurred, a second observation by a different, Board-approved evaluator may be requested.

A request for a second observer must be submitted to the Superintendent or his/her designee within five (5) workdays after completion of the evaluation. At the request of the teacher, the Superintendent will appoint a second observer. Alternatively, the teacher and the evaluator may each appoint second and third observers, respectively.

If appropriate, the second/third observer will view the teacher actively teaching a lesson. If the rating being disputed by the teacher is in an area which cannot be observed in the classroom, the second/third observer will gather and evaluate available data and determine the rating based upon that information.

The opinion of the second/third observer will be included as additional information in the teacher's personnel file. It will not replace or supersede the disputed evaluation.

For specific procedures regarding challenges to evaluations, see regulation GCO-R.

Appendix A

EVALUATION SYSTEM FORMS

		Rating	Weighted Values
DOMAIN 2: The Classroom Environment			
2a	Creating an Environment of Respect and Rapport	1	0
	<ul style="list-style-type: none"> ▪ Teacher interaction with students ▪ Student interaction with students 		
2b	Establishing a Culture for Learning	1	0
	<ul style="list-style-type: none"> ▪ Importance of content ▪ Expectations for learning and achievement ▪ Student pride in work 		
2c	Managing Classroom Procedures	1	0
	<ul style="list-style-type: none"> ▪ Instructional groups ▪ Transitions ▪ Materials and supplies ▪ Non-instructional duties ▪ Supervision of volunteers and paraprofessionals 		
2d	Managing Student Behavior	1	0
	<ul style="list-style-type: none"> ▪ Expectations ▪ Monitoring behavior ▪ Response to misbehavior 		
2e	Organizing Physical Space	1	0
	<ul style="list-style-type: none"> ▪ Safety and accessibility ▪ Arrangement of furniture and resources 		
Domain 2 Overall Averages		1	0.00
		Rating	Weighted Values
DOMAIN 3: Instruction			
3a	Communicating With Students	1	0
	<ul style="list-style-type: none"> ▪ Expectations for learning ▪ Directions and procedures ▪ Explanations of content ▪ Use of oral and written language 		
3b	Using Questioning and Discussion Techniques	1	0
	<ul style="list-style-type: none"> ▪ Quality of questions ▪ Discussion techniques ▪ Student participation 		
3c	Engaging Students in Learning	1	0
	<ul style="list-style-type: none"> ▪ Activities and assignments ▪ Student groups ▪ Instructional materials and resources ▪ Structure and pacing 		
3d	Using Assessment in Instruction	1	0
	<ul style="list-style-type: none"> ▪ Assessment criteria ▪ Monitoring of student learning ▪ Feedback to students ▪ Student self-assessment and monitoring 		
3e	Demonstrating Flexibility and Responsiveness	1	0
	<ul style="list-style-type: none"> ▪ Lesson adjustment ▪ Response to students ▪ Persistence 		
Domain 3 Overall Averages		1	0

		Rating	Weighted Values	
DOMAIN 4: Professional Responsibilities				
4a	Reflecting on Teaching	1		0
	<ul style="list-style-type: none"> ▪ Accuracy ▪ Use in future teaching 			
4b	Maintaining Accurate Records	1		0
	<ul style="list-style-type: none"> ▪ Student completion of assignments ▪ Student progress in learning ▪ Non-instructional records 			
4c	Communicating with Families	1		0
	<ul style="list-style-type: none"> ▪ About instructional program ▪ About individual students ▪ Engagement of families in instructional program 			
4d	Participating in a Professional Community	1		0
	<ul style="list-style-type: none"> ▪ Relationships with colleagues ▪ Participation in school projects ▪ Involvement in culture of professional inquiry ▪ Service to school 			
4e	Growing and Developing Professionally	1		0
	<ul style="list-style-type: none"> ▪ Enhancement of content knowledge / pedagogical ▪ Receptivity to feedback from colleagues ▪ Service to the profession 			
4f	Showing Professionalism	1		0
	<ul style="list-style-type: none"> ▪ Integrity/ethical conduct ▪ Service to students ▪ Advocacy ▪ Decision-making ▪ Compliance with school/district regulation 			
Domain 4 Overall Averages		1		0.00
DOMAIN 5: Student Progress Data				
Classroom OWA (Group A only)				
	Continuously enrolled students assigned to this teacher demonstrate academic progress as measured by valid and reliable quantitative assessment data over time		Classroom Weighted Average	0
School Academic OWA				
	Continuously enrolled students at the school demonstrate academic progress measured by valid and reliable quantitative assessment data over time	3	School Weighted Growth Average	3
School Other OWA				
	Other measures of school effectiveness	3	School Weighted Average of Other Measures	3

Weighted Rating Points		0.300
Weighted prnts Summary		
Domain 1	0.00	
Domain 2	0.00	
Domain 3	0.00	
Domain 4	0.00	
Average of all domains	0.00	
Weighted values were used to meet legal requirements regarding weighting of student progress data:		
	Points	Weighted value
	1	0
	2	2
	3	3.2
	4	4
Criteria for effectiveness labels		
	Group A	
Highly effective	3.117	
Effective	2.72	
Developing	2.20	
Ineffective	0.00	
Based on the criteria above, this teacher is classified as Ineffective		
Teacher's signature _____	Date _____	
Evaluator's signature _____	Date _____	
Teacher comments (optional):		
Administrator Comments: See Attached Narrative		

PROFESSIONAL DEVELOPMENT PLAN INFORMATION

Results of evaluation require Needs Improvement Plan*

Professional Growth Plan attached

Teacher's signature _____

Date _____

Evaluator's signature _____

Date _____

EMPLOYMENT RECOMMENDATION

(To be initialed by PRINCIPAL at Final Evaluation of the year)

I RECOMMEND that this employee be offered a contract for the ensuing year.

I RECOMMEND this employee for continuing status. (Use for third year Probationary teachers only.)

NOT APPLICABLE (specify reason): _____

I DO NOT RECOMMEND that this employee be offered a contract for the ensuing year.

Date _____

***Note: An Improvement Plan MUST BE DEVELOPED if ratings of "1" are given.**

Copies to: Human Resources - School - Employee

Formal Evaluation Narrative Form

Amphitheater Teacher Performance Evaluation System using Danielson Framework

Teacher: _____ **School:** _____
Grade Level/Subject: _____ **Evaluator:** _____
Date/Time: _____

DOMAIN 1: Planning and Preparation	EVIDENCE
1a Demonstrating Knowledge of Content and Pedagogy <ul style="list-style-type: none"> • Content knowledge • Prerequisite relationships • Content pedagogy 	<p>Teacher behaviors that positively impact student learning:</p> <ul style="list-style-type: none"> • <p>Recommendations for continuous improvement include:</p>
1b Demonstrating Knowledge of Students <ul style="list-style-type: none"> • Child development • Learning process • Special needs • Student skills, knowledge, and proficiency • Interests and cultural heritage 	
1c Setting instructional Outcomes <ul style="list-style-type: none"> • Value, sequence, and alignment • Clarity • Balance • Suitability for diverse learners 	
1d Demonstrating Knowledge of Resources <ul style="list-style-type: none"> • For classroom • To extend content knowledge • For students 	
1e Designing Coherent Instruction <ul style="list-style-type: none"> • Learning activities • Instructional materials and resources • Instructional groups • Lesson and unit structure 	
1f Designing Student Assessments <ul style="list-style-type: none"> • Congruence with outcomes • Criteria and standards • Formative assessments • Use for planning 	
DOMAIN 2: The Classroom Environment	EVIDENCE
2a Creating and Environment of Respect and Rapport <ul style="list-style-type: none"> • Teacher interaction with students • Student interaction with students 	<p>Teacher behaviors that positively impact student learning:</p> <ul style="list-style-type: none"> • <p>Recommendations for continuous improvement include:</p>
2b Establishing a Culture for Learning <ul style="list-style-type: none"> • Importance of content • Expectations for learning and achievement • Student pride in work 	
2c Managing Classroom Procedures <ul style="list-style-type: none"> • Instructional groups • Transitions • Materials and supplies • Non-instructional duties • Supervision of volunteers and paraprofessionals 	
2d Managing Student Behaviors <ul style="list-style-type: none"> • Expectations • Monitoring behavior • Response to misbehavior 	
2e Organizing Physical Space <ul style="list-style-type: none"> • Safety and accessibility • Arrangement of furniture and resources 	

DOMAIN 3: Instruction	EVIDENCE
3a Communicating With Students <ul style="list-style-type: none"> • Expectations for learning • Directions and procedures • Explanations of content • Use of oral and written language 	Teacher behaviors that positively impact student learning: <ul style="list-style-type: none"> • Recommendations for continuous improvement include:
3b Using Questioning and Discussion Techniques <ul style="list-style-type: none"> • Quality of questions • Discussion techniques • Student participation 	
3c Engaging Students in Learning <ul style="list-style-type: none"> • Activities and assignments • Student groups • Instructional materials and resources • Structure and pacing 	
3d Using Assessment in Instruction <ul style="list-style-type: none"> • Assessment criteria • Monitoring of student learning • Feedback to students • Student self-assessment and monitoring 	
3e Demonstrating Flexibility and Responsiveness <ul style="list-style-type: none"> • Lesson adjustment • Response to students • persistence 	
DOMAIN 4: Professional Responsibilities	EVIDENCE
4a Reflecting on Teaching <ul style="list-style-type: none"> • accuracy • use in future teaching 	Teacher behaviors that positively impact student learning: <ul style="list-style-type: none"> • Recommendations for continuous improvement include:
4b Maintaining Accurate Records <ul style="list-style-type: none"> • student completion of assignments • student progress in learning • non-instructional records 	
4c Communicating with Families <ul style="list-style-type: none"> • about instructional program • about individual students • engagement of families in instructional program 	
4d Participating in a Professional Community <ul style="list-style-type: none"> • Relationships with colleagues • Participation in school projects • Involvement in culture of professional inquiry • Service to school 	
4e Growing and Developing Professionally <ul style="list-style-type: none"> • Enhancement of content knowledge/pedagogical skill • Receptivity to feedback from colleagues • Service to the profession 	
4f Showing Professionalism <ul style="list-style-type: none"> • Integrity/ethical conduct • Service to students • Advocacy • Decision-making • Compliance with school/district regulation 	

Areas that may negatively impact student performance include:

Areas of deficiency that must be addressed:

Amphitheater Teacher Performance Evaluation System
The Framework for Teaching: Danielson Model
Narrative Comments

Teacher: _____ Date: _____

This evaluation is based on the following number of observations, formal and informal: 1 2 3+

Domain 1: Planning and Preparation

Evidence of planning and preparation that positively impacts student learning includes:

Indicators of Distinguished Performance:

Supporting Data:

Recommendations for continuous improvement include:

Supporting Data:

Areas that may negatively impact student performance include:

Supporting Data:

Area(s) of deficiency that must be addressed (Required for ratings of "1"):

Supporting Data:

Required action(s):

Domain 2: The Classroom Environment

Evidence of establishing a classroom environment that positively impacts student learning includes:

Indicators of Distinguished Performance:

Supporting Data:

Recommendations for continuous improvement include:

Supporting Data:

Areas that may negatively impact student performance include:

Supporting Data:

Area(s) of deficiency that must be addressed (Required for ratings of "1"):

Supporting Data

Required action(s):

Domain 3: Instruction

Evidence of instruction which positively impacts student learning includes:

Indicators of Distinguished Performance:

Supporting Data:

Recommendations for continuous improvement include:

Supporting Data:

Areas that may negatively impact student performance include:

Supporting Data:

Area(s) of deficiency that must be addressed (Required for ratings of "1"):

Supporting Data:

Required action(s):

Domain 4: Professional Responsibilities

Evidence of professional responsibilities which positively impacts student learning and overall school climate and operation includes:

Indicators of Distinguished Performance:

Supporting Data:

Recommendations for continuous improvement include:

Supporting Data:

Areas that may negatively impact student performance include:

Supporting Data:

Area(s) of deficiency that must be addressed (Required for ratings of "1"):

Supporting Data:

Required action(s):

AMPHITHEATER TEACHER PERFORMANCE EVALUATION SYSTEM
Informal Classroom Observation Record

Teacher: _____ School: _____

Grade/Subject Observed: _____ Date of Observation: _____

Description of the observation:

Teacher behaviors that positively impacted student learning included:

-
-
-
-
-
-
-

Area(s) of focus that may further maximize student learning:

-
-
-
-

Area(s) of concern:

-
-
-
-

Evaluator's Signature: _____ Date: _____

AMPHITHEATER TEACHER PERFORMANCE EVALUATION SYSTEM
Informal Classroom Observation Record

Teacher: _____ School: _____

Grade/Subject Observed: _____ Date of Observation: _____

The Framework for Teaching Evaluation Instrument: Danielson Model

Domain 1: Planning and Preparation

Domain 2: The Classroom Environment

Domain 3: Instruction

Domain 4: Professional Responsibilities

Evaluator's Signature: _____ Date: _____

**AMPHITHEATER TEACHER PERFORMANCE EVALUATION SYSTEM
IMPROVEMENT PLAN**

Teacher: _____ School: _____

Grade/Subject: _____

SPECIFIC DOMAIN(S) and INDICATOR(S) NEEDING IMPROVEMENT:

EXPECTED OUTCOMES: (Describe the expected improvements in performance)

ADMINISTRATIVE ASSISTANCE TO BE PROVIDED:

SPECIFIC ACTIONS AND TIMELINES:

Dates of Progress Checks: (Progress to be assessed at each of these dates. Evaluator and teacher will both initial at each checkpoint) Progress Check Dates: Rating: Initials:

_____	_____	_____
_____	_____	_____
_____	_____	_____

Checkpoint ratings:

- P Performance meets the expected standard.
Plan may be terminated.
- CP Plan should be continued.
- NP Progress not made as specified in plan.

FINAL ASSESSMENT

Performance Meets Expectations

Performance Does Not Meet Expectations

Teacher's Signature: _____ Date: _____

Evaluator's Signature: _____ Date: _____

Provide copies when plan is developed. Distribute copies after timelines are completed.

Copies to: Human Resources School Employee

Appendix B

FORMS

PRE-OBSERVATION INFORMATION

Teacher _____ Date of Conference _____

Date and Time for Observation _____

- Prepare a lesson plan designed for a 30-60 minute lesson.
- Submit a written lesson plan to your evaluator. Use one of the lesson plan formats in the ATPES manual

Domain 1

- 1) What content will be addressed in this lesson?
- 2) What are the expected outcomes/objectives?
- 3) How does this lesson fit with previous or future lessons?
- 4) What assessments will be used?

Domain 4

- 1) How do you maintain student records/grades?
- 2) Discuss how you communicate with families?
- 3) Discuss the professional learning group/community that you are involved in this year. What is the focus of the work?
- 4) What plans do you have for professional growth this year?

PROFESSIONAL ACTIVITIES
Optional Listing of Professional Activities

Name: _____ Date: _____

I. School/District Committees (List the committees and level of responsibility held for each.)

II. Professional Development Activities/Education (List workshops, institutes, conferences, summer classes, and seminars along with dates attended. Also indicate the nature of participation such as presenter, etc.)

III. Education-Related Community Service (List educational tours, business partnerships/shadowing, or other experiences along with dates of those activities which support professional activities beyond the classroom.)

IV. Other

Copies to: Human Resources - School - Employee

**AMPHITHEATER TEACHER PERFORMANCE EVALUATION SYSTEM
PROFESSIONAL GROWTH PLAN**

AREA(S) TO BE ADDRESSED:

EXPECTED OUTCOMES:

SPECIFIC ACTIONS AND TIMELINES:

ADMINISTRATIVE ASSISTANCE TO BE PROVIDED:

Teacher's Signature: _____ Date: _____

Administrator's Signature: _____ Date: _____

Copies to: Human Resources – School – Employee

Professional Growth Plan

Name: _____ School: _____

Grade Level/Subject Area: _____ Date: _____

Goal for your own professional growth:

My objectives:	My activities: (One activity per box)	Timeline for activities:	Evidence of impact on student learning:
----------------	--	--------------------------	---

My reflection on the effectiveness of my plan (e.g., include specific examples of application to classroom practice, "aha" moments, relationships to student achievement, connections made, future actions proposed):

Appendix C

SAMPLE LESSON PLAN FORMATS

5E Lesson Planning Template

Grade/Course:	Topic:	Lesson # ____ in a series of ____ lessons
Brief Lesson Description:		
Standards Addressed:		
Specific Learning Outcomes/Objectives:		
Background Information		
Prior Student Knowledge:		
Disciplinary Core Ideas:	Interdisciplinary Concepts:	
Possible Preconceptions/Misconceptions:		
LESSON PLAN – 5-E Model		
ENGAGE: Opening Activity – Access Prior Learning / Stimulate Interest / Generate Questions/Make Connections to Previous Learning/Surface Misconceptions		
EXPLORE: Lesson Description – Materials Explored/ Probing or Clarifying Questions Asked/Work Collaboratively or Independently to Manipulate Materials or Concepts		
EXPLAIN: Students Verbalize Conceptual Understanding/Teachers Introduce New Vocabulary or Labels/Concepts Explained Vocabulary:		
ELABORATE: Applications and Extensions/Deeper Understanding of Concepts/Develop Skills/Possible Enrichment or Student Directed Investigation or Project		
EVALUATE: Assess Understanding/Assess Abilities/Teachers Evaluate Student Progress Toward Accomplishment of Objective or Standard(s)		
Formative Monitoring (Questioning / Discussion):		
Summative Assessment (Quiz / Project / Report):		
Student Self-Reflection:		

Lesson Plan

Teacher Name: _____ Date: _____

School: _____ Subject/Grade: _____

Learner Objectives AZCCSS	Teaching Procedures	Materials	Assessment of Learner Progress	Special Needs

Comments

Lesson Plan

Teacher Name:

School:

Subject/Grade:

Date:

Learning Objective: (What do you want students to know and be able to do? What is the intended learning?)

Arizona College and Career Ready Standards, or other content specific standards, addressed:

Time Frame: (Is the instructional time appropriate for the lesson?)

Anticipatory Set: (How will the students be "hooked" to the learning?)

Relevancy: (What is the purpose of the lesson?)

Check for Understanding: (How will you know the students are progressing through the lesson successfully?)

Assessment: (How will you know the students have gained the intended learning? What assessment tools will you use? How will students be involved in ongoing assessment?)

Learning Connections: (What student needs, interests, and prior learning will be the foundation for this lesson? What curriculum connections will be made in this lesson?)

Learning Task Description: (What teaching **methods** will be implemented? How will the learning activity be structured to encourage learner involvement?)

Modeling: (How will you show the students what you would like for them to do, know or demonstrate?)

Guided Practice: (What will students do to try out their new learning?)

Special Class characteristics: (What modifications will be in place for special needs learners and accelerated learners?)

Closure: (How will the intended learning be summarized by the students?)

Materials and Resources:

[Based on the Essential Elements of Instruction, (EEI)]

Elementary Reading/Language Arts Lesson Plan Template (Page 1 of 2)

Grade Level: _____	Module: _____	Week/Day: _____
Theme: _____		
Essential Question: _____ (Example: What makes a character interesting?)		
Text/Genre: _____		
Standards		
Foundational Skills (Spelling, Vocabulary, Grammar, Phonics, Decoding)		
Guided Practice: Reading/Shared Reading	Duration	
Materials/Targeted Resources/Online Resources:		
Instruction:		
Small Group Instruction	Duration	
Materials and Targeted Resources/Online Resources:		
Instruction:		

Reading/Language Arts Lesson Plan Template (Page 2 of 2)

Communication/Writing Workshop	Duration
Materials/Targeted Resources/Online Resources:	
Instruction:	
Differentiation/Intervention	
Literacy Centers (List)	
Assessments	
SEL Focus (Example: Responsible Decision Making)	
Inquiry Project	

Notes:

ELA Secondary Lesson Plan Template

This template is aligned with the new Into Literature HMH materials (2021)

Standards:

Essential Question:

Academic Vocabulary:

Reading:

(Materials and resources (online or print), time allocation for reading)

Skill Building: (e.g., reading fluency, language conventions, identifying main idea, analyze structure, speaking, listening, etc.)

Instruction: (e.g., procedure, tasks, etc.)

Writing (e.g., genre, mentor text, skills taught, etc.)

Small Group Options:

Differentiation Options:

Assessment:

Kindergarten Everyday Mathematics "Regular" Lesson Walk-Through

<p>Assessment Check-in (✓ ACI)</p> <p>Daily assessment opportunity, provides expectation of the portion of the standard</p> <p>Informs your instruction, fair to grade</p>	<p>GMC: (Goal for Mathematical Content):</p> <p>(SMP) (GMP): (Standards/Goals for Mathematical Practice):</p> <p>(✓ ACI):</p>
---	--

Part 1: Core Instruction (20-30 minutes)	
<p>New Content</p> <p>Purpose:</p> <ul style="list-style-type: none"> ◆ Introduce new concepts, skills and games 	<p>Activity:</p>

Summary/Closure (5 minutes)	
<p>Purpose:</p> <p>Can occur to summarize the learning of the focus activity</p>	<p>Activity:</p>

Part 2: Core Instruction Continued (10-20 minutes)	
<p>Practice</p> <p>Purpose:</p> <ul style="list-style-type: none"> ◆ Provide distributive practice by revisiting an earlier focus ◆ Essential part of core 	<p>Activity:</p>
<p>Home Link</p> <p>Purpose: involves parents in math education, follows-up to classroom activities</p>	
<p>Connections</p> <p>Purpose: suggestions for additional ways to explore content in other areas</p>	

Number of the Day

Attendance

Daily Schedule and Monthly
Calendar

Weather/Temperature

Survey

1st-2nd Grade Everyday Mathematics "Regular" Lesson Walk-Through

<p>Assessment Check-in (✓ACI)</p> <p>Daily assessment opportunity, provides expectation of the portion of the standard</p> <p>Informs your instruction, fair to grade</p>	<p>GMC: (Goal for Mathematical Content):</p> <p>(SMP) (GMP): (Standards/Goals for Mathematical Practice):</p> <p>(✓ACI):</p>
--	---

Part 1: Warm Up (5 minutes) Tasks for Lesson _____

<p>Mental Math & Fluency</p> <p>Purpose: Quick, leveled warm-ups to build fluency (can be oral, with gestures or slates)</p>	
---	--

Part 2: Core Instruction-(30-35 minutes) *differentiation options are located in the lesson opener

<p>Math Message (5 min)</p> <p>Purpose: introduction to the lesson using a problem new to students</p>	
---	--

<p>Math Message Follow-Up (10 minutes)</p> <p>Purpose: provides time to discuss/share strategies that connects to follow-up activities</p>	
---	--

<p>Follow-up Activities (20-30 minutes)</p> <p>Purpose: 2-4 instructional activities, including games, so students explore and engage in new concepts, skills, application, etc.</p>	
---	--

Summary/Closure (5 minutes)

<p>Purpose: summarizes learning of Part 2 (the focus activities)</p>	
--	--

Part 3: Practice (10-20 minutes)

<p>Practice Activities (Game or activity)</p> <p>Purpose: to practice previously taught skills, critical for to meet expectation on standards, usually independent/partner</p>	
---	--

<p>Math Boxes</p> <p>Purpose: reviews skills and concepts students have seen to this point</p>	
---	--

<p>Home Link</p> <p>Purpose: provides practice and informs family about daily learning</p>	
---	--

On-Going Daily Routines (10 minutes for debriefing)

3rd-5th Grade Everyday Mathematics "Regular" Lesson Walk-Through

Assessment Check-in (✓ACI)
 Daily assessment opportunity, provides expectation of the portion of the standard
 Informs your instruction, fair to grade

GMC: (Goal for Mathematical Content):
(SMP) (GMP): (Standards/Goals for Mathematical Content):
(✓ACI):

Part 1: Warm Up (5 minutes) Fill in Tasks below for lesson

Mental Math & Fluency Purpose: quick, leveled warm-ups to build fluency (can be oral, with gestures or slates)	
--	--

Part 2: Core Instruction-(30-35 minutes) *differentiation options are located in the lesson opener

Math Message (5 min) Purpose: introduction to the lesson using a problem new to students	
--	--

Math Message Follow-Up (10 minutes) Purpose: provides time to discuss/share strategies that connects to follow up activities	
---	--

Follow-up Activities (20-30 minutes) Purpose: 2-4 instructional activities, including games, so students explore and engage in new concepts, skills, application, etc.	
---	--

Summary/Closure (5 minutes)

Purpose: summarizes learning of Part 2 (the focus activities)	
---	--

Part 3: Practice (10-20 minutes)

Practice Activities (Game or activity) Purpose: to practice previously taught skills, critical for to meet expectation on standards, usually independent/partner	
---	--

Math Boxes: Purpose: reviews skills and concepts students have seen to this point	
---	--

Home Link: Purpose: provides practice and informs family about daily learning	
---	--

SIOP Lesson Plan Components

Teacher Name:

School:

Topic:

Class:

Population Description:

Time Frame:

Preparation

AZ State Standards:

Content Objectives:

***Language Objectives:**

***Learning Strategies:**

Key Vocabulary:

Materials:

Higher Order Questions:

Instruction

Building Background: (Links to Experience, Links to Learning, Key Vocabulary Activities)

Presentation: (Lesson Delivery)

Practice/Application: (Activities, strategies, and interaction)

Review

Review and Assessment: (Review objectives and vocabulary, assess learning)

Modifications: (What extensions and modifications will you use to meet the needs of all students?)

Appendix D

Amphitheater Alternative Teacher Performance Evaluation System



Amphitheater Alternative Teacher Performance Evaluation System For Consistently Highly Effective Teachers

On March 23, 2018, Governor Doug Ducey signed into law SB1255 allowing districts to design and implement an alternative evaluation system for teachers who have accomplished a Highly Effective rating on the teacher evaluation system for three consecutive years in the same school district. Amphitheater is fortunate to have a number of teachers who fit in this category. The Amphitheater Teacher Performance Evaluation Design Team recommended that the district put an alternative evaluation system in place for teachers who meet these criteria. They further recommended that the system allow for self-reflection, professional growth, and promoted mentorship of teachers early in their professional teaching career. To that end, the following evaluation process is proposed as the "Alternative Evaluation" system:

Who Qualifies for the Amphitheater Alternative Teacher Evaluation System?

Teachers who have a rating of Highly Effective in Amphitheater Public Schools for three consecutive years and who have at least five years of teaching experience recognized by our district. Participants must have no disciplinary action on file within the previous five years.

Is the Amphitheater Alternative Teacher Evaluation System required for teachers who qualify?

No

How many years can a teacher utilize the Amphitheater Alternative Teacher Evaluation System?

The qualifying teacher can opt into the Amphitheater Alternative Teacher Evaluation System for three years. After three years, they must go back to the ATPES system for at least one year and receive a Highly Effective rating in order to return to the alternative system.

Amphitheater Alternative Teacher Evaluation System Pilot Program

Steps to follow:

1. Principal notifies the teacher of their qualification for the alternative evaluation system.
2. The teacher develops a professional growth plan which focuses on one of the following:
 - a. Mentoring a teacher new to the profession (within their first two years) documenting mentoring sessions at least twice per month.
 - b. Mentoring a teacher who is changing grade levels or teaching assignment (e.g., moving from first grade to fifth grade, moving from the regular classroom to special education, implementing an inclusion model, etc.) documenting mentoring sessions at least twice per month.
 - c. Learning and implementing a new instructional practice, with consent of the principal, which is in alignment with district and school goals (e.g., project-based learning, inquiry, blended learning, co-teaching, etc.) documenting training on the new instructional practice and the use of the practice in the classroom.
 - d. Working on a Master's Degree in an area relevant to the teacher's position or in alignment with career advancement in education (e.g., reading, leadership/administration, science, mathematics, special education, gifted education, etc.) submitting proof of enrollment and completion of coursework.
 - e. Preparing and conducting professional development for a school, or several schools, on a topic which is aligned with the district and school strategic plan. Participants must submit evidence of conducting at least two professional development sessions.
3. Principal conferences with the teacher regarding the Professional Growth Plan prior to September 15th. Consent must be obtained from the principal.
4. Principal completes an unscheduled informal evaluation utilizing the regular ATPES form, including the OWA for student progress data, prior to April 15th.
5. Teacher submits a self-reflection on their professional growth area by April 15th.
6. Principal rates the teacher's effectiveness on the Amphitheater Teacher Alternative Evaluation System and submits the signed Professional Growth Documentation and Rating Form, the ATPES form, and a log of activities related to the plan to Human Resources by April 15th.

Required Forms:

- 1. Regular ATPES form with OWA scores. Professional Growth Documentation and Rating Form for the Amphitheater Alternative Teacher Evaluation System**
- 2. Teacher Self Reflection Form for the Amphitheater Alternative Teacher Evaluation System**
- 3. Participation Log**

**Professional Growth Documentation and Rating Form
Amphitheater Alternative Teacher Evaluation System**

Name: _____ **School:** _____

Alternative Evaluation System Year: **1** **2** **3**

Grade Level/Subject Area: _____ **Date:** _____

Goal for Professional Growth: (circle one) Mentoring New Instructional Practice Master's Degree Professional Developer			
Objectives:	Activity:	Timeline:	Evidence of Impact:

Teacher's Signature _____ Date: _____
 Principal's Signature _____ Date: _____

To be completed by the principal/evaluator by April 15th (Circle One):
 Continue on the Alternative Evaluation System: (Effective or Highly Effective Rating)
 Discontinue the Alternative Evaluation System: (Developing or Ineffective Rating)
 Administrator Comments:

Teacher Comments:

Principal Signature: _____
 Teacher Signature: _____

**Amphitheater Alternative Teacher Evaluation System
Teacher Self-Reflection Form**

Teacher's Name: _____ **School:** _____

Date: _____

Reflection on (circle one): **Mentoring** **New Instructional Practice**

Master's Degree Work **Professional Development**

Reflect on your work this year on mentoring, learning a new practice, conducting professional development, or on working on your Master's degree. Include examples of how your work did, or will, connect to student learning, discuss any "aha" moments, and any future actions you propose (one page maximum).

Teacher Alternative Evaluation System

Participation Log

Activity	Date(s)	Notes

Members on the ATPES Committee

2020-2021

Glenda Arffa	Assistant Principal, Amphitheater High School
Beth Brungardt	Special Education Teacher, Keeling Elementary School
Katherine Engel	Teacher, Amphitheater High School
Fabienna Godlewski	Math Teacher, Canyon Del Oro High school
Margaret Hervert	Third Grade Teacher, Rio Vista Elementary School
Kris Holt	Instructional Coach, Prince Elementary School
David Humphreys	Assistant Principal, Amphitheater High School
Dianna Kuhn	Principal, Rio Vista Elementary School
Shannon Langley	Special Education Teacher, Amphitheater Middle School
Roseanne Lopez, Ed.D.	Associate Superintendent for Elementary Education, Wetmore Center (Chair)
Renee Lustenberger	Teacher, Cross Middle School
Scott MacDonald	Wetmore, Program Evaluation Data Analyst
Shannon McKinney, Ed.D.	Director of Curriculum, Instruction, and Assessment
Matthew Munger	Associate Superintendent for Secondary Education
Christine Sullivan	Principal, Wilson K-8 School

(Due to the COVID-19 pandemic, the committee did not meet during the 2020-2021 school year. No substantial changes were made to ATPES for 2021-2022.)



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

DATE OF MEETING: July 27, 2021

TITLE: Approval of Out of State Travel

BACKGROUND:

STAFF

Roseanne Lopez from the District Offices requests permission to attend the ASU+GSV Summit in San Diego, California, August 8-11, 2021. All costs are being paid for by a foundation that supports the Personalized Learning Network.

RECOMMENDATION:

It is the recommendation of the administration that the above travel be approved.

INITIATED BY:


Matthew Munger
Associate Superintendent for Secondary Education

Date: July 19, 2021


Todd A. Jaeger, J.D., Superintendent

**AMPHITHEATER PUBLIC SCHOOLS
STAFF TRAVEL/CONFERENCE REQUEST**

THIS FORM SHOULD BE USED FOR ALL TRAVEL EXCEPT THAT TRAVEL WITHIN PIMA COUNTY OR A.I.A. SANCTIONED EVENT TRAVEL.

EMPLOYEE(S): Dr. Roseanne Lopez _____

SCHOOL: District Offices
 Department (opt.): School Operations
 DATE(S): August 8-11, 2021

ACTIVITY/EVENT: ASU+GSV Summit

LOCATION: San Diego, CA

ABSENCE: # Days 3 Sub Required: Yes No # of School Days Missed _____

EXPENSES REQUESTED: (OBTAIN RECEIPTS FOR ALL INCURRED EXPENSES)

	<u>APPROXIMATE COST</u>		<u>BUDGET CODE/DESCRIPTION</u>
Registration	<u>\$0</u>		_____
Transportation	<u>\$0</u>	Mode <u>_</u>	_____
Rental Car	<u>\$0</u>	_____	
Meals	<u>\$0</u>	_____	
Lodging	<u>\$0</u>	_____	
Substitutes		_____	_____
TOTAL	<u>\$0</u>		

The District will (or) will not receive reimbursement from outside sources.

Purpose of travel: To attend the ASU+GSV Summit to gather information on personalized learning due to our involvement with the Center for the Future of Arizona and the Personalized Learning Network. The conference registration and all travel expenses are being paid for by a foundation that supports the PLN.

Outcomes and academic benefits to students and staff: The information at the summit is critical to the success of Amphitheater's involvement in the Personalized Learning Network. I will be collecting the information for the two new Associate Superintendents who cannot be away from the district the first week of school.

Submitted by: Dr. Roseanne Lopez _____ 7/14/2021
 Signature Date

Principal/Supervisor _____ Date _____
Cristina 148 7/15/21
 Associate Superintendent/Superintendent Date



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

DATE OF MEETING: **July 27, 2021**

TITLE: **Approval of Increase in Daily Rate of Pay for Substitute Teachers**

BACKGROUND:

Substitute teachers have a valuable and important role in the educational process here in Amphitheater Public Schools. They are trained professionals required to hold an Arizona teaching or substitute certificate from the Arizona Department of Education and be a college graduate with at least a Bachelor's Degree from an accredited college or university to work as a substitute in Amphitheater. They step in to serve students with minimal advance notice for education to continue if a teacher needs to be absent from class due to illness, personal reasons, professional development, or to provide a community service, *i.e.*, serving as a juror or witness.

The role of a substitute teacher may be different from that of the regular classroom teacher in some respects, but it is equally demanding, equally essential, and equally professional. Substitute teachers are a source of caring, concern, counseling, empathy, warmth and inspiration for students when their regular classroom teacher is away temporarily. In the same way, they are a source of respite and peace of mind for the classroom teacher who wants, and needs, continuity in the learning process, as well as a safe and healthy learning environment, for their students when they are absent.

During the pandemic, employee absences occurred more frequently due to faculty and staff needing to isolate or quarantine related to COVID-19. Teachers and substitute teachers both worked tirelessly to cover classes last year to avoid interruptions to student learning. When a substitute was not available, teachers gave up assigned planning periods to cover each other's classes, which required them to develop their lesson plans outside of their regular work schedules. Suffice it to say, teachers and substitute teachers alike were physically and emotionally drained by the time summer started.

Moving forward, it is important that steps be taken to ensure that substitute teachers are available this year when needed. Students need their teachers to be focused on student interventions made necessary by the pandemic, in addition to regular instruction, and protection of the teacher planning period is imperative for those interventions to be able to occur effectively and benefit the students throughout the District.

With this in mind, administration conducted a survey of neighboring school districts to confirm that it is competitive in substitute teacher pay. Neighboring school districts have increased their substitute teachers' daily rate since the start of the pandemic. They currently offer daily rates between \$110¹- \$165, depending on the type of school or program where the substitute may be working.

Current Substitute Teacher Daily Pay Rate

The hours worked by substitute teachers differ each day and at each campus depending upon the number of hours requested by the school, the time that the substitute arrives to the job and how long the school is in session. Unlike the classified substitutes, certificated substitute teachers do not use a clocking system. They are paid a daily pay rate dependent upon the number of hours requested and used by the school. Amphitheater Public Schools pays substitute teachers a daily rate as a half-day if the substitute works up to four (4) hours at a school

¹ Two neighboring schools districts use a sliding scale where the daily rate is lower for a certain number of assignments and then increases to the daily rate identified above for the remainder of the school year.

and as a full-day if the substitute works more than four hours at a school in a single day. Amphitheater Public Schools currently pays substitute teachers a per diem rate as follows:

Salary for the First 20 Assignments of Substituting (per school year):

- Full Day - \$100.00/day
- Half Day - \$50.00/day

Salary after Completing 20 Assignments of Substituting (per school year):

- Full Day - \$125.00/day
- Half Day - \$62.50/day

Substitute teachers also qualify for the 3% retention stipend approved by the Governing Board for FY 21-22 and FY 22-23.

Recommended Daily Rate Increase for a Substitute Teacher

Recognizing the importance of filling absences this year, and in an effort to remain competitive with local school districts, Administration recommends that the sliding scale rate for certificated substitute teachers be eliminated. Instead, the daily rate for substitute teachers should be standardized from the first assignment at the following rate:

Daily Rate for Serving as a Certificated Substitute Teacher:

- Full Day - \$125.00/day
- Half Day - \$62.50/day

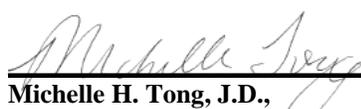
Recommended Daily Rate for a Long-Term Substitute Teacher

In addition, Administration recommends that Governing Board approve a daily rate for any substitute teacher who accepts a full-time (full day) "Long-Term Substitute Teacher" position, meaning that the substitute teacher will be assigned to cover the same assignment for a minimum of twenty (20) consecutive school days and in doing so, act in the role of a teacher for all intents and purposes during the assignment, including, but not limited to, working the same hours as a classroom teacher and taking on responsibility to prepare lesson plans while in the assignment. Certificated substitute teachers who are willing to step into a role of serving as a teacher temporarily for a longer duration should be paid closer in alignment to the daily rate of a new teacher. Therefore, Administration recommends that the daily rate for a Long-Term Substitute Teacher be increased to a rate slightly below that of a brand new teacher's daily rate and approved to be paid as \$195 per day.

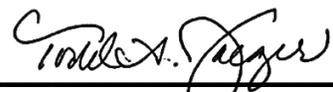
RECOMMENDATION:

The Administration recommends that the Board approve the daily rate increase and terms of pay for certificated substitute teachers, as well as approve a rate for a Long-Term Substitute Teacher as defined in the agenda item, with both rates to become effective August 1, 2021.

INITIATED BY:


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

Date: July 20, 2021


Todd A. Jaeger, J.D., Superintendent



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

DATE OF MEETING: July 27, 2021

TITLE: Approval of School Facilities Board (SFB) Grant for Copper Creek Elementary School MPR Roof Replacement Design

BACKGROUND:

On March 10, 2021 the District submitted a School Facilities Board (SFB) Grant request for the Roof Replacement Design on the MPR building at Copper Creek Elementary School. The SFB has approved this grant request during the regularly scheduled SFB meeting of May 19, 2021 in the amount of \$24,300.00.

The Governing Board is required to approve the grant's attached terms and conditions to accept this award.

Grant Number: BRG-DSGN-00359

Grant Amount: \$24,300.00

RECOMMENDATION:

It is the recommendation of the Administration that the Governing Board accepts the SFB grant number BRG-DSGN-00359 in the amount of \$24,300.00 for the Roof Replacement Design on the MPR building at Copper Creek Elementary School and authorize the Governing Board President to sign the attached Terms and Conditions.

INITIATED BY:

Richard C. La Nasa, Executive Manager, Operational Support

Date: July 21, 2021

Todd A. Jaeger, J.D., Superintendent

SCHOOL FACILITIES BOARD

Adopted: December 4, 2008

Modified: November 4, 2009, June 23, 2010, July 11, 2012, October 9, 2013, April 6, 2016, December 8, 2016, October 4, 2017, July 11, 2018, January 8, 2020, May 6, 2020

**TERMS AND CONDITIONS FOR ACCEPTANCE OF MONIES FROM
BUILDING RENEWAL GRANT FUND**

School District:

School:

eCivis Project Number:

(This number must match the eCivis Project
Number on Page 9 of 9)

eCivis Project Title:

1. PURPOSE OF TERMS AND CONDITIONS

These Terms and Conditions apply to the distribution of monies by the Arizona School Facilities Board (“Board”) from the Building Renewal Grant Fund (“Fund”) pursuant to Arizona Revised Statutes, (“A.R.S.”) §15-2032, §15-2001, and §15-2002.

These monies are being awarded to the District for the purpose of maintaining the adequacy of existing school facilities owned by school districts that are required to meet the minimum adequacy standards for student capacity and that fall below the minimum school facility guidelines. Districts are prohibited from using monies from the Fund awarded pursuant to these Terms and Conditions on any project that is in a building, or part of a building, that is being leased to another entity. All monies used must be in compliance with the statutory requirements found in A.R.S. §15-2032 and the Building Renewal Grant Policy adopted on October 2, 2008 and as subsequently amended, as well as any applicable session law.

2. TERM OF TERMS AND CONDITIONS

The term of these Terms and Conditions shall begin on the date of the District’s signature and shall continue until the Completion Report, pursuant to Paragraph 4.2, is received by the Board and the Project is closed.

2.1 ABANDONMENT OF THE PROJECT

A Project is considered to be abandoned if construction has not begun within four months of Board approval of construction funding. In such an instance, any unspent monies advanced by the Board to the District must be returned to the Board within thirty (30) days.

3. FINANCIAL CONDITIONS

The District will accept a grant from the Fund in accordance with all applicable state statutes and rules, and will expend the funds in compliance with all provisions of such statutes and rules, including but not limited to, the following:

- a. Use of fiscal control and fund accounting procedures as prescribed in the Uniform System of Financial Records, which will ensure proper disbursement of, and accounting for, monies paid to the District from the Fund;
- b. Compliance with the School District Procurement Rules adopted by the Arizona State Board of Education, the USFR purchasing guidelines, and the School Facilities Board's policies for procurement, as applicable;
- c. Compliance with all applicable state, federal, and local codes and laws related to buildings and building access, including permitting requirements of the Department of Environmental Quality for any construction project;
- d. Compliance with any applicable federal, state and local health or safety requirements;
- e. Any award based on an estimate is subject to School Facilities Board staff approval of the procurement process and award of the bid or quote as applicable prior to distribution of funds to the district;
- f. The School Facilities Board will require a pre-award meeting with the selected contractor before any funding is made available. School district non-compliance with these Terms and Conditions and/or non-performance through Closeout of the project may result in the delay of payments until the issue is corrected.

3.1 UNIFORM SYSTEM OF FINANCIAL RECORDS

The District will maintain records as required by the Uniform System of Financial Records and provide access to those records to the Board as necessary to perform its duties. The District will cooperate with the Board or the Auditor General or any of their authorized representatives when audits are conducted as authorized by law. This cooperation includes access without unreasonable restrictions to the District's records and personnel for the purpose of obtaining relevant information.

3.2 SURPLUS FUNDS

If the final cost of the Project is less than the amount awarded by the Board, the District shall return the unspent monies to the Board.

3.3 UNFORESEEN CONDITIONS

The District shall notify SFB staff if any unforeseen conditions arise during project

implementation. SFB staff will direct the District on how to proceed. The District must submit an executable Change Order which includes the signature of the District Representative, Architect, and contractor prior to receiving written approval from SFB staff to proceed. The Change Order is not considered executed until signed by SFB staff. The Change Order will also indicate any changes to the contract value, contract schedule, and contract scope. No work shall proceed without a fully executed Change Order. Any work the school district approves prior to the executed change order is the financial responsibility of the school district.

Pursuant to A.R.S. 15-2001.J.2., if a school district approves (If the District issues a purchase order or authorizes start the work) work referenced in a change order before the Board ('The Board' for the purposes of this Change Order is interchangeable with 'SFB Staff') approves the Change Order, the school district is responsible for the cost and construction of the project ('The Project' is defined for the purposes of the Change Order as the work defined in the Change Order).

3.4 LOCAL FUNDS

If the District intends to supplement the Project with additional funds, the District shall provide to the Board an itemized purchase order signed by a District representative authorized to make the expenditure. The District's purchase order shall clearly indicate the amount being committed in each project.

3.5 SCOPE OF WORK

Any change in the scope of work shall be implemented by a Change Order. The District must submit an executable Change Order which includes the signature of the District Representative, Architect, and contractor prior to receiving written approval from SFB staff to proceed. The Change Order is not considered executed until signed by SFB staff. No work shall proceed without a fully executed Change Order. If changes in the scope of work are made without SFB staff approval, the SFB will not release any funding for the changes in the scope of work, and further may consider the Project abandoned. Any work the school district approves prior to the executed change order is the financial responsibility of the school district. The District shall return any unspent monies to the Board, and reimburse the Fund for monies spent without proper authorization from the Board within thirty (30) days of being notified by the Board.

3.6 FUTURE REPAIRS – THIS SECTION SURVIVES THE TERMINATION OF THIS AGREEMENT

To the extent allowed by law, if the District has contributed local funds to pay for an upgrade of the Project beyond that required by the minimum school facilities guidelines; any increase in the cost of a future repair or replacement shall be paid for proportional to the original cost sharing.

4. REPORTING REQUIREMENTS

The District will make reports to the Board as requested, and will cooperate with any evaluation of the grant and/or project as required by the Board. All expenditures and projects are subject to

audit. All construction and related contracts entered into by the District shall contain a clause that will permit the Board and/or the District to audit the contract.

4.1 PUBLIC RECORD

Any application, report or plan, including school designs or architectural drawings relating to the funded Project in the possession of the District or its agents or designees is deemed a public record as defined by Arizona law.

4.2 COMPLETION REPORT

The District shall provide a completion report in a format prescribed by the Board, and shall maintain records for five years following the completion of the project, which show:

- a. The amounts received from the Fund;
- b. How the District spent the monies received from the Fund;
- c. The total cost of the project;
- d. The share of the total cost provided from other sources;
- e. A list of all change orders that were approved and denied for a construction project.

5. INSURANCE REQUIREMENTS

For all construction projects, the District agrees to secure insurance coverage for purposes of general liability, property damage and workers' compensation and secure performance and payment bonds.

6. AUDIT OF RECORDS

Pursuant to A.R.S. §§ 35-214 and 35-215, the District shall retain and shall contractually require each subcontractor to retain all data, books and other records ("records") relating to these Terms and Conditions for a period of five years after completion of these Terms and Conditions. All records shall be subject to inspection and audit by the State for five years after the termination of these Terms and Conditions.

7. AVAILABILITY OF FUNDS

Every payment obligation of the State under these Terms and Conditions is conditioned upon the availability of funds allocated for the payment of such obligations. If funds are not allocated and available for the continuance of the Project, these Terms and Conditions may be terminated by the State at the end of the period for which funds are available. No liability shall accrue to the

State in the event this provision is exercised, and the State shall not be obligated or liable for any future payments or for any damages as a result of termination under this paragraph.

8. RESOLUTION OF DISPUTES

The Parties to these Terms and Conditions agree to resolve all disputes arising out of or relating to these Terms and Conditions through arbitration, after exhausting applicable administrative review (pursuant to Title 41, Chapter 6, Article 10), to the extent required by A.R.S. § 12-1518, except as may be required by other applicable statutes.

9. NON-DISCRIMINATION

The Parties shall comply with Executive Order 2009-09, which mandates that all persons, regardless of race, color, religion, sex, age, national origin or political affiliation, shall have equal access to employment opportunities and all other applicable State and Federal employment laws, rules, and regulations, including the Americans with Disabilities Act. The Parties shall take affirmative action to ensure that Districts for employment and employees are not discriminated against due to race, creed, color, religion, sex, national origin or disability. However, Indian tribes are exempt from the definition of employer for both Federal and State Civil Rights Act.

10. TERMINATION

Each party shall have the right to terminate this Agreement by notifying the other party in writing of the termination at least thirty (30) days prior to the effective date of said termination. If the Agreement is terminated by the Board, the District shall be paid for all the allowable costs incurred prior to the date of termination, and only cost determined appropriate by SFB staff to de-mobilize the contractor from the work site, if applicable.

The payment of costs may be subject to audit verification by the Board or its duly authorized representative.

11. ASSIGNMENT AND DELEGATION

Neither party may assign any rights hereunder without the express, prior written consent of both parties.

12. CANCELLATION FOR CONFLICT OF INTEREST

The parties acknowledge that these Terms and Conditions are subject to the cancellation provisions set forth in A.R.S. §38-511.

13. ENTIRE AGREEMENT

These Terms and Conditions contain the entire understanding of the parties hereto. There are no representations or provisions other than those contained herein. Any amendment or modification of these Terms and Conditions shall be consistent with Section 1 of these Terms and Conditions.

14. APPLICABLE LAW

These Terms and Conditions shall be governed and interpreted by the laws of the State of Arizona.

15. THIRD PARTY ANTITRUST VIOLATIONS

The District assigns to the State any claim for overcharges resulting from antitrust violations to the extent that such violations concern materials or services supplied by third parties to the District toward fulfillment of these Terms and Conditions.

16. PROGRAM REVIEW AND SITE VISITS

The Board has the right to make site visits at reasonable intervals for purposes of review of Project accomplishments and management control systems and to provide technical assistance, if required. The District will provide reasonable access to facilities, office space, resources, and assistance for the safety and convenience to the Board's representatives in the performance of their duties. All site visits and evaluations must be performed in a manner that does not unduly interfere with or delay the work.

17. RIGHT TO USE, DUPLICATE AND DISCLOSE

The Board may duplicate, use, and disclose in any manner and for any purpose whatsoever, within the limits established by Federal and State laws and regulations, all information relating to these Terms and Conditions.

The District agrees that any negotiations, agreements, and/or contracts between the District and Architect(s) for the design of the Project shall provide that the Board retains the right to use design documents limited to Site Plan, Exterior Elevations, Floor Plans, models, photographs, and renderings for the following, restricted purposes:

- a) To acknowledge Architects and their school designs successfully funded by the Board;
- b) To create a resource collection of promotional architectural designs for elementary, middle and high schools that will be available to other school districts to use as a school design resource.

It is understood that other school districts cannot use the District's design plans as their own as mandated by Code and Rules under the Arizona State Board of Technical Registration. Artistic representations shall not contain confidential nor proprietary information, but shall include professional credit for the architect and engineers of the successful project.

18. FEDERAL IMMIGRATION AND NATIONALITY ACT

By entering into the Contract, the District warrants compliance with the Federal Immigration and Nationality Act (FINA) and all other Federal immigration laws and regulations related to the immigration status of its employees. The District shall obtain statements from its contractors and its subcontractors certifying compliance and shall furnish the statements to the Board upon request. These warranties shall remain in effect through the term of the Terms and Conditions. The District and its contractor and its subcontractors shall also maintain Employment Eligibility Verification forms (I-9) as required by the U.S. Department of Labor's Immigration and Control Act, for all employees performing work under the Contract. I-9 forms are available for download at USCIS.GOV.

The State may request verification of compliance for any of the District's contractors or subcontractors performing work under these Terms and Conditions. Should the State suspect or find that the District or its contractor or any of its subcontractors are not in compliance, the State may pursue any and all remedies allowed by law, including, but not limited to: suspension of work, termination of the Terms and Conditions for default, and suspension and/or debarment of the contractor. All costs necessary to verify compliance are the responsibility of the contractor.

19. E-VERIFY REQUIREMENTS PURSUANT TO A.R.S. § 41-4401

19.1 WARRANT COMPLIANCE

The District's contractors must warrant compliance with all Federal immigration laws and regulations relating to employees and warrant its compliance with A.R.S. § 23-214(A). (That subsection reads: After December 31, 2007, each employer, after hiring an employee, shall verify the employment eligibility of the employee through the E-verify program.)

19.2 BREACH OF WARRANTY

A breach of warranty regarding compliance with immigration laws and regulations shall be deemed a material breach of contract and the contractor may be subject to penalties up to and including termination of the contract.

19.3 FAILURE TO COMPLY

Failure to comply with a Board audit process to randomly verify the employment of contractors and subcontractors shall be deemed a material breach of contract and the contractor may be subject to penalties up to and including termination of the contract.

19.4 INSPECTION

The Board retains the legal right to inspect the papers of any employee who works on the Project to ensure that the contractor or subcontractor is complying with the warranty under Paragraph 19.1.

20. REIMBURSEMENTS FOR INVESTIGATIONS, ASSESSMENTS, REPAIRS AND REPLACEMENTS.

The Board may enter into additional agreements with the District that authorize the District to utilize Board funded investigations, assessments, repairs or replacements for construction defect litigation. This agreement may require the District to reimburse the Board an agreed upon amount for the expenses incurred in obtaining those investigations, repairs or replacements if, upon the completion of the legal action, the District receives damages.

21. PROHIBITED BEHAVIOR-BOYCOTT OF ISRAEL

The District warrants that its contractors are not engaged in a boycott of Israel as defined by A.R.S. §35-393.01.

22. FLOW-DOWN REQUIREMENTS

The District shall comply with requirements of applicable Federal, State and local laws, regulations, policy and guidance, and shall flow down the requirements of applicable Federal, State, and local laws, regulations, policy and guidance to contractors and subcontractors at any tier to the extent necessary to ensure compliance with the requirements.

The District shall comply with all laws, statutes, ordinances, rules, codes, and regulations applicable to any school district.

23. CERTIFICATION / AUTHORIZATION

These Terms and Conditions must be signed by the President of the Governing Board, Superintendent, and CFO/Business Manager of the District and certifies that he or she has read these Terms and Conditions and represents and warrants that he or she is duly authorized to agree and accept and therefore sign these Terms and Conditions on behalf of the District.

See Page 9 for signature blocks.

Governing Board President (signature)

Date

Name (printed/typed)

School District

Superintendent (signature)

Date

Name (printed/typed)

CFO/Business Manager (signature)

Date

Name (printed/typed)

eCivis Project Number:
(This number must match the eCivis Project Number on Page 1 of 9)



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

DATE OF MEETING: July 27, 2021

TITLE: Approval of School Facilities Board (SFB) Grant for Mesa Verde Elementary School Roof Replacement Construction

BACKGROUND:

On February 19, 2021 the District submitted a School Facilities Board (SFB) Grant request for the Roof Replacement Construction at Mesa Verde Elementary School. The SFB has approved this grant request during the regularly scheduled SFB meeting of May 19, 2021 in the amount of \$1,158,779.60.

The Governing Board is required to approve the grant's attached terms and conditions to accept this award.

Grant Number: BRG-CONST-00365

Grant Amount: \$1,158,779.60

RECOMMENDATION:

It is the recommendation of the Administration that the Governing Board accepts the SFB grant number BRG-CONST-00365 in the amount of \$1,158,779.60 for the Roof Replacement Construction at Mesa Verde Elementary School and authorize the Governing Board President to sign the attached Terms and Conditions.

INITIATED BY:

Richard C. La Nasa, Executive Manager, Operational Support

Date: July 22, 2021

Todd A. Jaeger, J.D., Superintendent

SCHOOL FACILITIES BOARD

Adopted: December 4, 2008

Modified: November 4, 2009, June 23, 2010, July 11, 2012, October 9, 2013, April 6, 2016, December 8, 2016, October 4, 2017, July 11, 2018, January 8, 2020, May 6, 2020

TERMS AND CONDITIONS FOR ACCEPTANCE OF MONIES FROM BUILDING RENEWAL GRANT FUND

School District:

School:

eCivis Project Number:

(This number must match the eCivis Project
Number on Page 9 of 9)

eCivis Project Title:

1. PURPOSE OF TERMS AND CONDITIONS

These Terms and Conditions apply to the distribution of monies by the Arizona School Facilities Board ("Board") from the Building Renewal Grant Fund ("Fund") pursuant to Arizona Revised Statutes, ("A.R.S.") §15-2032, §15-2001, and §15-2002.

These monies are being awarded to the District for the purpose of maintaining the adequacy of existing school facilities owned by school districts that are required to meet the minimum adequacy standards for student capacity and that fall below the minimum school facility guidelines. Districts are prohibited from using monies from the Fund awarded pursuant to these Terms and Conditions on any project that is in a building, or part of a building, that is being leased to another entity. All monies used must be in compliance with the statutory requirements found in A.R.S. §15-2032 and the Building Renewal Grant Policy adopted on October 2, 2008 and as subsequently amended, as well as any applicable session law.

2. TERM OF TERMS AND CONDITIONS

The term of these Terms and Conditions shall begin on the date of the District's signature and shall continue until the Completion Report, pursuant to Paragraph 4.2, is received by the Board and the Project is closed.

2.1 ABANDONMENT OF THE PROJECT

A Project is considered to be abandoned if construction has not begun within four months of Board approval of construction funding. In such an instance, any unspent monies advanced by the Board to the District must be returned to the Board within thirty (30) days.

3. FINANCIAL CONDITIONS

The District will accept a grant from the Fund in accordance with all applicable state statutes and rules, and will expend the funds in compliance with all provisions of such statutes and rules, including but not limited to, the following:

- a. Use of fiscal control and fund accounting procedures as prescribed in the Uniform System of Financial Records, which will ensure proper disbursement of, and accounting for, monies paid to the District from the Fund;
- b. Compliance with the School District Procurement Rules adopted by the Arizona State Board of Education, the USFR purchasing guidelines, and the School Facilities Board's policies for procurement, as applicable;
- c. Compliance with all applicable state, federal, and local codes and laws related to buildings and building access, including permitting requirements of the Department of Environmental Quality for any construction project;
- d. Compliance with any applicable federal, state and local health or safety requirements;
- e. Any award based on an estimate is subject to School Facilities Board staff approval of the procurement process and award of the bid or quote as applicable prior to distribution of funds to the district;
- f. The School Facilities Board will require a pre-award meeting with the selected contractor before any funding is made available. School district non-compliance with these Terms and Conditions and/or non-performance through Closeout of the project may result in the delay of payments until the issue is corrected.

3.1 UNIFORM SYSTEM OF FINANCIAL RECORDS

The District will maintain records as required by the Uniform System of Financial Records and provide access to those records to the Board as necessary to perform its duties. The District will cooperate with the Board or the Auditor General or any of their authorized representatives when audits are conducted as authorized by law. This cooperation includes access without unreasonable restrictions to the District's records and personnel for the purpose of obtaining relevant information.

3.2 SURPLUS FUNDS

If the final cost of the Project is less than the amount awarded by the Board, the District shall return the unspent monies to the Board.

3.3 UNFORESEEN CONDITIONS

The District shall notify SFB staff if any unforeseen conditions arise during project

implementation. SFB staff will direct the District on how to proceed. The District must submit an executable Change Order which includes the signature of the District Representative, Architect, and contractor prior to receiving written approval from SFB staff to proceed. The Change Order is not considered executed until signed by SFB staff. The Change Order will also indicate any changes to the contract value, contract schedule, and contract scope. No work shall proceed without a fully executed Change Order. Any work the school district approves prior to the executed change order is the financial responsibility of the school district.

Pursuant to A.R.S. 15-2001.J.2., if a school district approves (If the District issues a purchase order or authorizes start the work) work referenced in a change order before the Board ('The Board' for the purposes of this Change Order is interchangeable with 'SFB Staff') approves the Change Order, the school district is responsible for the cost and construction of the project ('The Project' is defined for the purposes of the Change Order as the work defined in the Change Order).

3.4 LOCAL FUNDS

If the District intends to supplement the Project with additional funds, the District shall provide to the Board an itemized purchase order signed by a District representative authorized to make the expenditure. The District's purchase order shall clearly indicate the amount being committed in each project.

3.5 SCOPE OF WORK

Any change in the scope of work shall be implemented by a Change Order. The District must submit an executable Change Order which includes the signature of the District Representative, Architect, and contractor prior to receiving written approval from SFB staff to proceed. The Change Order is not considered executed until signed by SFB staff. No work shall proceed without a fully executed Change Order. If changes in the scope of work are made without SFB staff approval, the SFB will not release any funding for the changes in the scope of work, and further may consider the Project abandoned. Any work the school district approves prior to the executed change order is the financial responsibility of the school district. The District shall return any unspent monies to the Board, and reimburse the Fund for monies spent without proper authorization from the Board within thirty (30) days of being notified by the Board.

3.6 FUTURE REPAIRS – THIS SECTION SURVIVES THE TERMINATION OF THIS AGREEMENT

To the extent allowed by law, if the District has contributed local funds to pay for an upgrade of the Project beyond that required by the minimum school facilities guidelines; any increase in the cost of a future repair or replacement shall be paid for proportional to the original cost sharing.

4. REPORTING REQUIREMENTS

The District will make reports to the Board as requested, and will cooperate with any evaluation of the grant and/or project as required by the Board. All expenditures and projects are subject to

audit. All construction and related contracts entered into by the District shall contain a clause that will permit the Board and/or the District to audit the contract.

4.1 PUBLIC RECORD

Any application, report or plan, including school designs or architectural drawings relating to the funded Project in the possession of the District or its agents or designees is deemed a public record as defined by Arizona law.

4.2 COMPLETION REPORT

The District shall provide a completion report in a format prescribed by the Board, and shall maintain records for five years following the completion of the project, which show:

- a. The amounts received from the Fund;
- b. How the District spent the monies received from the Fund;
- c. The total cost of the project;
- d. The share of the total cost provided from other sources;
- e. A list of all change orders that were approved and denied for a construction project.

5. INSURANCE REQUIREMENTS

For all construction projects, the District agrees to secure insurance coverage for purposes of general liability, property damage and workers' compensation and secure performance and payment bonds.

6. AUDIT OF RECORDS

Pursuant to A.R.S. §§ 35-214 and 35-215, the District shall retain and shall contractually require each subcontractor to retain all data, books and other records ("records") relating to these Terms and Conditions for a period of five years after completion of these Terms and Conditions. All records shall be subject to inspection and audit by the State for five years after the termination of these Terms and Conditions.

7. AVAILABILITY OF FUNDS

Every payment obligation of the State under these Terms and Conditions is conditioned upon the availability of funds allocated for the payment of such obligations. If funds are not allocated and available for the continuance of the Project, these Terms and Conditions may be terminated by the State at the end of the period for which funds are available. No liability shall accrue to the

State in the event this provision is exercised, and the State shall not be obligated or liable for any future payments or for any damages as a result of termination under this paragraph.

8. RESOLUTION OF DISPUTES

The Parties to these Terms and Conditions agree to resolve all disputes arising out of or relating to these Terms and Conditions through arbitration, after exhausting applicable administrative review (pursuant to Title 41, Chapter 6, Article 10), to the extent required by A.R.S. § 12-1518, except as may be required by other applicable statutes.

9. NON-DISCRIMINATION

The Parties shall comply with Executive Order 2009-09, which mandates that all persons, regardless of race, color, religion, sex, age, national origin or political affiliation, shall have equal access to employment opportunities and all other applicable State and Federal employment laws, rules, and regulations, including the Americans with Disabilities Act. The Parties shall take affirmative action to ensure that Districts for employment and employees are not discriminated against due to race, creed, color, religion, sex, national origin or disability. However, Indian tribes are exempt from the definition of employer for both Federal and State Civil Rights Act.

10. TERMINATION

Each party shall have the right to terminate this Agreement by notifying the other party in writing of the termination at least thirty (30) days prior to the effective date of said termination. If the Agreement is terminated by the Board, the District shall be paid for all the allowable costs incurred prior to the date of termination, and only cost determined appropriate by SFB staff to de-mobilize the contractor from the work site, if applicable.

The payment of costs may be subject to audit verification by the Board or its duly authorized representative.

11. ASSIGNMENT AND DELEGATION

Neither party may assign any rights hereunder without the express, prior written consent of both parties.

12. CANCELLATION FOR CONFLICT OF INTEREST

The parties acknowledge that these Terms and Conditions are subject to the cancellation provisions set forth in A.R.S. §38-511.

13. ENTIRE AGREEMENT

These Terms and Conditions contain the entire understanding of the parties hereto. There are no representations or provisions other than those contained herein. Any amendment or modification of these Terms and Conditions shall be consistent with Section 1 of these Terms and Conditions.

14. APPLICABLE LAW

These Terms and Conditions shall be governed and interpreted by the laws of the State of Arizona.

15. THIRD PARTY ANTITRUST VIOLATIONS

The District assigns to the State any claim for overcharges resulting from antitrust violations to the extent that such violations concern materials or services supplied by third parties to the District toward fulfillment of these Terms and Conditions.

16. PROGRAM REVIEW AND SITE VISITS

The Board has the right to make site visits at reasonable intervals for purposes of review of Project accomplishments and management control systems and to provide technical assistance, if required. The District will provide reasonable access to facilities, office space, resources, and assistance for the safety and convenience to the Board's representatives in the performance of their duties. All site visits and evaluations must be performed in a manner that does not unduly interfere with or delay the work.

17. RIGHT TO USE, DUPLICATE AND DISCLOSE

The Board may duplicate, use, and disclose in any manner and for any purpose whatsoever, within the limits established by Federal and State laws and regulations, all information relating to these Terms and Conditions.

The District agrees that any negotiations, agreements, and/or contracts between the District and Architect(s) for the design of the Project shall provide that the Board retains the right to use design documents limited to Site Plan, Exterior Elevations, Floor Plans, models, photographs, and renderings for the following, restricted purposes:

- a) To acknowledge Architects and their school designs successfully funded by the Board;
- b) To create a resource collection of promotional architectural designs for elementary, middle and high schools that will be available to other school districts to use as a school design resource.

It is understood that other school districts cannot use the District's design plans as their own as mandated by Code and Rules under the Arizona State Board of Technical Registration. Artistic representations shall not contain confidential nor proprietary information, but shall include professional credit for the architect and engineers of the successful project.

18. FEDERAL IMMIGRATION AND NATIONALITY ACT

By entering into the Contract, the District warrants compliance with the Federal Immigration and Nationality Act (FINA) and all other Federal immigration laws and regulations related to the immigration status of its employees. The District shall obtain statements from its contractors and its subcontractors certifying compliance and shall furnish the statements to the Board upon request. These warranties shall remain in effect through the term of the Terms and Conditions. The District and its contractor and its subcontractors shall also maintain Employment Eligibility Verification forms (I-9) as required by the U.S. Department of Labor's Immigration and Control Act, for all employees performing work under the Contract. I-9 forms are available for download at USCIS.GOV.

The State may request verification of compliance for any of the District's contractors or subcontractors performing work under these Terms and Conditions. Should the State suspect or find that the District or its contractor or any of its subcontractors are not in compliance, the State may pursue any and all remedies allowed by law, including, but not limited to: suspension of work, termination of the Terms and Conditions for default, and suspension and/or debarment of the contractor. All costs necessary to verify compliance are the responsibility of the contractor.

19. E-VERIFY REQUIREMENTS PURSUANT TO A.R.S. § 41-4401

19.1 WARRANT COMPLIANCE

The District's contractors must warrant compliance with all Federal immigration laws and regulations relating to employees and warrant its compliance with A.R.S. § 23-214(A). (That subsection reads: After December 31, 2007, each employer, after hiring an employee, shall verify the employment eligibility of the employee through the E-verify program.)

19.2 BREACH OF WARRANTY

A breach of warranty regarding compliance with immigration laws and regulations shall be deemed a material breach of contract and the contractor may be subject to penalties up to and including termination of the contract.

19.3 FAILURE TO COMPLY

Failure to comply with a Board audit process to randomly verify the employment of contractors and subcontractors shall be deemed a material breach of contract and the contractor may be subject to penalties up to and including termination of the contract.

19.4 INSPECTION

The Board retains the legal right to inspect the papers of any employee who works on the Project to ensure that the contractor or subcontractor is complying with the warranty under Paragraph 19.1.

20. REIMBURSEMENTS FOR INVESTIGATIONS, ASSESSMENTS, REPAIRS AND REPLACEMENTS.

The Board may enter into additional agreements with the District that authorize the District to utilize Board funded investigations, assessments, repairs or replacements for construction defect litigation. This agreement may require the District to reimburse the Board an agreed upon amount for the expenses incurred in obtaining those investigations, repairs or replacements if, upon the completion of the legal action, the District receives damages.

21. PROHIBITED BEHAVIOR-BOYCOTT OF ISRAEL

The District warrants that its contractors are not engaged in a boycott of Israel as defined by A.R.S. §35-393.01.

22. FLOW-DOWN REQUIREMENTS

The District shall comply with requirements of applicable Federal, State and local laws, regulations, policy and guidance, and shall flow down the requirements of applicable Federal, State, and local laws, regulations, policy and guidance to contractors and subcontractors at any tier to the extent necessary to ensure compliance with the requirements.

The District shall comply with all laws, statutes, ordinances, rules, codes, and regulations applicable to any school district.

23. CERTIFICATION / AUTHORIZATION

These Terms and Conditions must be signed by the President of the Governing Board, Superintendent, and CFO/Business Manager of the District and certifies that he or she has read these Terms and Conditions and represents and warrants that he or she is duly authorized to agree and accept and therefore sign these Terms and Conditions on behalf of the District.

See Page 9 for signature blocks.

Governing Board President (signature)

Date

Name (printed/typed)

School District

Superintendent (signature)

Date

Name (printed/typed)

CFO/Business Manager (signature)

Date

Name (printed/typed)

eCivis Project Number:
(This number must match the eCivis Project Number on Page 1 of 9)



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

DATE OF MEETING: July 27, 2021

TITLE: Approval of School Facilities Board (SFB) Grant for Rillito Center Weatherization Design

BACKGROUND:

On March 10, 2021 the District submitted a School Facilities Board (SFB) Grant request for the Weatherization Design at the Rillito Center. The SFB has approved this grant request during the regularly scheduled SFB meeting of May 19, 2021 in the amount of \$10,390.00.

The Governing Board is required to approve the grant's attached terms and conditions to accept this award.

Grant Number: BRG-DSGN-00357

Grant Amount: \$10,390.00

RECOMMENDATION:

It is the recommendation of the Administration that the Governing Board accepts the SFB grant number BRG-DSGN-00357 in the amount of \$10,390.00 for the Weatherization Design at the Rillito Center and authorize the Governing Board President to sign the attached Terms and Conditions.

INITIATED BY:

Richard C. La Nasa, Executive Manager, Operational Support

Date: July 22, 2021

Todd A. Jaeger, J.D., Superintendent

SCHOOL FACILITIES BOARD

Adopted: December 4, 2008

Modified: November 4, 2009, June 23, 2010, July 11, 2012, October 9, 2013, April 6, 2016, December 8, 2016, October 4, 2017, July 11, 2018, January 8, 2020, May 6, 2020

**TERMS AND CONDITIONS FOR ACCEPTANCE OF MONIES FROM
BUILDING RENEWAL GRANT FUND**

School District:

School:

eCivis Project Number:

(This number must match the eCivis Project
Number on Page 9 of 9)

eCivis Project Title:

1. PURPOSE OF TERMS AND CONDITIONS

These Terms and Conditions apply to the distribution of monies by the Arizona School Facilities Board (“Board”) from the Building Renewal Grant Fund (“Fund”) pursuant to Arizona Revised Statutes, (“A.R.S.”) §15-2032, §15-2001, and §15-2002.

These monies are being awarded to the District for the purpose of maintaining the adequacy of existing school facilities owned by school districts that are required to meet the minimum adequacy standards for student capacity and that fall below the minimum school facility guidelines. Districts are prohibited from using monies from the Fund awarded pursuant to these Terms and Conditions on any project that is in a building, or part of a building, that is being leased to another entity. All monies used must be in compliance with the statutory requirements found in A.R.S. §15-2032 and the Building Renewal Grant Policy adopted on October 2, 2008 and as subsequently amended, as well as any applicable session law.

2. TERM OF TERMS AND CONDITIONS

The term of these Terms and Conditions shall begin on the date of the District’s signature and shall continue until the Completion Report, pursuant to Paragraph 4.2, is received by the Board and the Project is closed.

2.1 ABANDONMENT OF THE PROJECT

A Project is considered to be abandoned if construction has not begun within four months of Board approval of construction funding. In such an instance, any unspent monies advanced by the Board to the District must be returned to the Board within thirty (30) days.

3. FINANCIAL CONDITIONS

The District will accept a grant from the Fund in accordance with all applicable state statutes and rules, and will expend the funds in compliance with all provisions of such statutes and rules, including but not limited to, the following:

- a. Use of fiscal control and fund accounting procedures as prescribed in the Uniform System of Financial Records, which will ensure proper disbursement of, and accounting for, monies paid to the District from the Fund;
- b. Compliance with the School District Procurement Rules adopted by the Arizona State Board of Education, the USFR purchasing guidelines, and the School Facilities Board's policies for procurement, as applicable;
- c. Compliance with all applicable state, federal, and local codes and laws related to buildings and building access, including permitting requirements of the Department of Environmental Quality for any construction project;
- d. Compliance with any applicable federal, state and local health or safety requirements;
- e. Any award based on an estimate is subject to School Facilities Board staff approval of the procurement process and award of the bid or quote as applicable prior to distribution of funds to the district;
- f. The School Facilities Board will require a pre-award meeting with the selected contractor before any funding is made available. School district non-compliance with these Terms and Conditions and/or non-performance through Closeout of the project may result in the delay of payments until the issue is corrected.

3.1 UNIFORM SYSTEM OF FINANCIAL RECORDS

The District will maintain records as required by the Uniform System of Financial Records and provide access to those records to the Board as necessary to perform its duties. The District will cooperate with the Board or the Auditor General or any of their authorized representatives when audits are conducted as authorized by law. This cooperation includes access without unreasonable restrictions to the District's records and personnel for the purpose of obtaining relevant information.

3.2 SURPLUS FUNDS

If the final cost of the Project is less than the amount awarded by the Board, the District shall return the unspent monies to the Board.

3.3 UNFORESEEN CONDITIONS

The District shall notify SFB staff if any unforeseen conditions arise during project

implementation. SFB staff will direct the District on how to proceed. The District must submit an executable Change Order which includes the signature of the District Representative, Architect, and contractor prior to receiving written approval from SFB staff to proceed. The Change Order is not considered executed until signed by SFB staff. The Change Order will also indicate any changes to the contract value, contract schedule, and contract scope. No work shall proceed without a fully executed Change Order. Any work the school district approves prior to the executed change order is the financial responsibility of the school district.

Pursuant to A.R.S. 15-2001.J.2., if a school district approves (If the District issues a purchase order or authorizes start the work) work referenced in a change order before the Board ('The Board' for the purposes of this Change Order is interchangeable with 'SFB Staff') approves the Change Order, the school district is responsible for the cost and construction of the project ('The Project' is defined for the purposes of the Change Order as the work defined in the Change Order).

3.4 LOCAL FUNDS

If the District intends to supplement the Project with additional funds, the District shall provide to the Board an itemized purchase order signed by a District representative authorized to make the expenditure. The District's purchase order shall clearly indicate the amount being committed in each project.

3.5 SCOPE OF WORK

Any change in the scope of work shall be implemented by a Change Order. The District must submit an executable Change Order which includes the signature of the District Representative, Architect, and contractor prior to receiving written approval from SFB staff to proceed. The Change Order is not considered executed until signed by SFB staff. No work shall proceed without a fully executed Change Order. If changes in the scope of work are made without SFB staff approval, the SFB will not release any funding for the changes in the scope of work, and further may consider the Project abandoned. Any work the school district approves prior to the executed change order is the financial responsibility of the school district. The District shall return any unspent monies to the Board, and reimburse the Fund for monies spent without proper authorization from the Board within thirty (30) days of being notified by the Board.

3.6 FUTURE REPAIRS – THIS SECTION SURVIVES THE TERMINATION OF THIS AGREEMENT

To the extent allowed by law, if the District has contributed local funds to pay for an upgrade of the Project beyond that required by the minimum school facilities guidelines; any increase in the cost of a future repair or replacement shall be paid for proportional to the original cost sharing.

4. REPORTING REQUIREMENTS

The District will make reports to the Board as requested, and will cooperate with any evaluation of the grant and/or project as required by the Board. All expenditures and projects are subject to

audit. All construction and related contracts entered into by the District shall contain a clause that will permit the Board and/or the District to audit the contract.

4.1 PUBLIC RECORD

Any application, report or plan, including school designs or architectural drawings relating to the funded Project in the possession of the District or its agents or designees is deemed a public record as defined by Arizona law.

4.2 COMPLETION REPORT

The District shall provide a completion report in a format prescribed by the Board, and shall maintain records for five years following the completion of the project, which show:

- a. The amounts received from the Fund;
- b. How the District spent the monies received from the Fund;
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Pursuant to A.R.S. §§ 35-214 and 35-215, the District shall retain and shall contractually require each subcontractor to retain all data, books and other records ("records") relating to these Terms and Conditions for a period of five years after completion of these Terms and Conditions. All records shall be subject to inspection and audit by the State for five years after the termination of these Terms and Conditions.

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The Parties to these Terms and Conditions agree to resolve all disputes arising out of or relating to these Terms and Conditions through arbitration, after exhausting applicable administrative review (pursuant to Title 41, Chapter 6, Article 10), to the extent required by A.R.S. § 12-1518, except as may be required by other applicable statutes.

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The State may request verification of compliance for any of the District's contractors or subcontractors performing work under these Terms and Conditions. Should the State suspect or find that the District or its contractor or any of its subcontractors are not in compliance, the State may pursue any and all remedies allowed by law, including, but not limited to: suspension of work, termination of the Terms and Conditions for default, and suspension and/or debarment of the contractor. All costs necessary to verify compliance are the responsibility of the contractor.

19. E-VERIFY REQUIREMENTS PURSUANT TO A.R.S. § 41-4401

19.1 WARRANT COMPLIANCE

The District's contractors must warrant compliance with all Federal immigration laws and regulations relating to employees and warrant its compliance with A.R.S. § 23-214(A). (That subsection reads: After December 31, 2007, each employer, after hiring an employee, shall verify the employment eligibility of the employee through the E-verify program.)

19.2 BREACH OF WARRANTY

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Failure to comply with a Board audit process to randomly verify the employment of contractors and subcontractors shall be deemed a material breach of contract and the contractor may be subject to penalties up to and including termination of the contract.

19.4 INSPECTION

The Board retains the legal right to inspect the papers of any employee who works on the Project to ensure that the contractor or subcontractor is complying with the warranty under Paragraph 19.1.

20. REIMBURSEMENTS FOR INVESTIGATIONS, ASSESSMENTS, REPAIRS AND REPLACEMENTS.

The Board may enter into additional agreements with the District that authorize the District to utilize Board funded investigations, assessments, repairs or replacements for construction defect litigation. This agreement may require the District to reimburse the Board an agreed upon amount for the expenses incurred in obtaining those investigations, repairs or replacements if, upon the completion of the legal action, the District receives damages.

21. PROHIBITED BEHAVIOR-BOYCOTT OF ISRAEL

The District warrants that its contractors are not engaged in a boycott of Israel as defined by A.R.S. §35-393.01.

22. FLOW-DOWN REQUIREMENTS

The District shall comply with requirements of applicable Federal, State and local laws, regulations, policy and guidance, and shall flow down the requirements of applicable Federal, State, and local laws, regulations, policy and guidance to contractors and subcontractors at any tier to the extent necessary to ensure compliance with the requirements.

The District shall comply with all laws, statutes, ordinances, rules, codes, and regulations applicable to any school district.

23. CERTIFICATION / AUTHORIZATION

These Terms and Conditions must be signed by the President of the Governing Board, Superintendent, and CFO/Business Manager of the District and certifies that he or she has read these Terms and Conditions and represents and warrants that he or she is duly authorized to agree and accept and therefore sign these Terms and Conditions on behalf of the District.

See Page 9 for signature blocks.

Governing Board President (signature)

Date

Name (printed/typed)

School District

Superintendent (signature)

Date

Name (printed/typed)

CFO/Business Manager (signature)

Date

Name (printed/typed)

eCivis Project Number:
(This number must match the eCivis Project Number on Page 1 of 9)



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

DATE OF MEETING: July 27, 2021

TITLE: Executive Session

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

- 1. Consideration and Decision Upon Request for Readmission Pursuant to A.R.S. § 15-843(F)(2), Regarding:
 - a. Student #30051655****
- 2. Discussion or Consultation with the Attorneys of the Public Body, Pursuant to A.R.S. § 38-431.03(A)(3), Concerning HB 2898 (K-12 Education; Budget Reconciliation; 2021-2022) and Other Education Laws Approved During the 2021 Arizona Legislative Session;**
- 3. Discussion or Consultation with the Attorneys of the Public Body, Pursuant to A.R.S. § 38-431.03(A)(3) and/or (4), Concerning the Meet and Confer Process; and**
- 4. Discussions or Consultations with Designated Representatives of the Public Body in Order to Consider Its Position and Instruct Its Representatives Regarding Negotiations with Employee Organizations Regarding the Salaries, Salary Schedules or Compensation Paid in the Form of Fringe Benefits of Employees of the Public Body Pursuant to A.R.S. § 38-431.03(A)(5).**

BACKGROUND:

The Board may wish to convene an executive session to discuss the items listed above and pursuant to the legal authorities cited in each above item.

RECOMMENDATION:

Administration recommends the Board take action to convene an Executive Session to discuss the items listed above and pursuant to A.R.S. § 15-843(F)(2) and/or A.R.S. § 38-431.03(A)(3) – (5).

INITIATED BY:

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

Date: July 26, 2021

Todd A. Jaeger, J.D., Superintendent