

**AMPHITHEATER PUBLIC SCHOOLS
Tucson, Arizona**

MINUTES OF THE REGULAR PUBLIC MEETING OF THE GOVERNING BOARD

Place, Date and Time of Meeting

Wetmore Center, 701 West Wetmore Road, September 10, 2013, 5:45 PM

Board Members Present

Susan Zibrat, President
Dr. Kent Paul Barrabee, Vice President
Julie Cozad, Member [arrived at 5:56 PM]
Deanna M. Day, Member
Jo Grant, Member

Central Administrators Present

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

OPENING OF MEETING at 5:45 PM

1. RECEPTION FOR NEWLY APPOINTED ADMINISTRATORS – 15 Minute Recess

Mr. Nelson introduced the newly-appointed administrators for the 2013-2014 school year:

Paul DeWeerd, Principal, Canyon del Oro High School
Andrew Heinemann, Interim Principal, Cross Middle School
John Howe, Principal, Prince Elementary School
Dawn Tinsley, Principal, Donaldson Elementary School
Glenda Arffa, Assistant Principal, Coronado K-8 School
Albert Malis, Assistant Principal, Ironwood Ridge High School
Laurie Sheber, Assistant Principal, Amphitheater High School
Carol Tracy, Interim Assistant Principal, Harelson Elementary School
Jennifer Letts, Instructional Support Assistant, Amphitheater High School
Julie Valenzuela, Instructional Support Assistant, La Cima Middle School

Mrs. Zibrat welcomed the new administrators and called a recess at 5:45 PM. She congratulated and welcomed the honorees and extended an invitation to everyone in attendance to partake in the reception in their honor.

Mrs. Zibrat reconvened the meeting at 6:03 PM.

Call to Order and Signing of the Visitors' Register

Mrs. Zibrat called the meeting to order at 6:03 PM and asked members of the audience to sign the visitors' register.

Pledge of Allegiance

Mr. Nelson invited Tassi Call, Principal, Amphitheater Middle School, to introduce the following staff and students that participate in the AVID (Advancement Via Individual Determination) Program at their school:

Tanya Wall, Assistant Principal, who is also the school's AVID Coordinator, Jennifer Krueger, AVID Teacher, and Sofia Gutierrez, Geena Goldshteyn, and Emily Terriquez, students.

They led the Pledge of Allegiance and then each student was presented with a Certificate of Commendation.

Dr. Barrabee acknowledged the Art Display in the Board Room. He commended the Amphitheater Middle School students and Kathryn Fox, Art teacher.

Announcement of Date and Place of Next Special Governing Board Meeting

Mrs. Zibrat announced the next Special meeting of the Governing Board: Tuesday, September 24, 2013, at 5:00 PM, Wetmore Center, 701 W. Wetmore Road.

PUBLIC COMMENT

Mrs. Zibrat described procedures for addressing the Board. The following people addressed the Board: April Kozubal and Allyson Vasilopulos, regarding school board policy that governs the use of tax credits and more specifically to fund international travel by students. Ms. Kozubal also passed out handouts to Board members regarding educational tours.

Mr. Nelson recommended that Ms. Kozubal and Ms. Vasilopulos contact Mr. Jaeger to schedule a meeting with him for further discussion.

2. INFORMATION² AND RECOGNITION(S)

A. Status of Bond Projects

Mr. Christopher Louth, Bonds Project Manager, was introduced to present this month's (PowerPoint) status update on the current Bond-funded Projects (as provided with Board book materials). Photos were displayed of these projects. He noted that the reporting format is listed within the five categories as identified as areas of need by the Blue Ribbon Committee. *[A Bond-election initiative to fund capital improvement projects was voter-passed on November 6, 2007; this is the monthly update, which began at the 12/11/07 Governing Board meeting].*

I. Instructional Space / Portable Replacement

A. Amphitheater High School Renovations: Construction is 86% complete. Stadium Renovations: Finishing touches are being addressed for the opening game of the season on 9/12/13. Café Restrooms: Fixtures are being set and final site work is under way. MP&E demo and cleanup of the 500 wing is in process. The Amphi High Project is approx 4 weeks behind schedule (at the new PE building only) and over budget due to the unknown conditions in that area.

B. Holaway Elementary Classroom Addition: Construction is 80% complete. New Classroom Building exterior finishes are in process. Interior finishes like ceiling grid and mechanical and electrical finishes are in-process. Holaway is on schedule and on budget.

C. Rio Vista Elementary Classroom and Administration Addition: Construction is 60% complete. New Classroom Building exterior masonry is being completed and interior framing is in-process. The Rio Vista project is on schedule and on budget.

D. Cross Addition / Remodel: Construction documents are complete and permitted. A GMP (Guaranteed Maximum Price) is being prepared for Governing Board Review at the 9/24/13 Board Meeting.

E. Harelson Addition / Remodel: Construction documents are complete and permitted. A GMP (guaranteed maximum price) is being prepared for Governing Board Review at the 9/24/13 Board Meeting.

F. Wetmore Professional Development Building: General Contractor procurement is in-process.

B. Presentation of Distinguished Service Awards

Board book information: *The Distinguished Service Award was established to recognize employees' initiative, collaboration, loyalty, and contribution to the Amphitheater Public School District. Employees will be recognized on a monthly basis during the school year. All Amphitheater employees are eligible to be nominated by their colleagues for this recognition. We would like to recognize the following individuals for the month of September: Marian Johnson, Resource Math Teacher, Amphitheater High School and Mr. Ray Robles, Lead Electrician, Facilities Support Services.*

Mr. Bejarano, Executive Director of Secondary Education, introduced each of the recipients and provided a review of the accomplishments and comments made about each of the honorees as submitted by the person nominating them for recognition.

On behalf of the Board, Mrs. Zibrat expressed gratitude to Ms. Johnson and Mr. Robles for exemplifying the Distinguished Service Award principles of: initiative, collaboration, loyalty, and contributions to the District. Each was presented with a Certificate of Commendation.

C. Recognition of the GAP Ministries

Board Book information: *Greg and Pam Ayers came to Tucson in 1999 with no friends and no clear life direction, but they felt a calling to help children. In 2000 the Ayers started group homes for children who were in the Child Protective Services system. Those homes were in the Wilson K-8 and Walker Elementary School attendance areas.*

Greg, Pam and their wonderful staff members serve 120 children, some of whom had never even been to school before starting their new lives in a GAP Ministries home. The Ayers wanted to show their appreciation for teachers who Pam said "dedicate their lives to helping kids." GAP Ministries held its first Backpacks 2 School event at Walker School to provide much need school supplies to teachers and students. That event expanded over the years to include all Title I schools in Amphi and now has grown to serve ten thousand children in three school districts!

GAP Ministries also has a food program for families in need. It provides food, diapers and household items to those who cannot afford to buy the things we all need. Many of those families have children who attend Amphi Schools.

Ms. Mindy Blake, Director of Community Relations, introduced Mr. and Mrs. Ayers and described their history with the District. Mr. Ayers addressed the Board and provided additional program information and expressed appreciation to the District for this successful partnership.

On behalf of the Board and the District, Dr. Barrabee expressed appreciation to Mr. and Mrs. Ayers for their many years of dedicated service to the District and its children. He presented each with a Certificate of Commendation.

D. Recognition of St. Mark's United Methodist Church

Board Book information: *St. Mark's United Methodist Church has a strong tradition of community service. When the church adopted Nash Elementary School in 2002, we knew we had something special. The people at St. Mark's had a goal to get involved and help in any way possible. Their classroom volunteer and school supply program became what's known as "Nash Neighbors."*

A committee of church volunteers, and Bob Hehli, the principal at Nash Elementary School, currently administer the "Nash Neighbors" program. What began as a partnership to provide in-class volunteers and school supplies, has grown into a multifaceted program including teacher appreciation events, book and

school supply drives, maintenance assistance, and a weekly Snack Pack Program; this program ensures that Nash Elementary students who are in need do not go hungry over the weekend. The program has expanded from 60 to 120 students. St. Mark's volunteers pack the food during the week, deliver it on Thursday. Friday afternoon, the students take the packed food home for the weekend.

Ms. Mindy Blake, Director of Community Relations, described their history with the District and introduced Ms. Cris Mayerle and Ms. Nora Fritz from St. Mark's.

On behalf of the Board and the District, Mrs. Cozad expressed appreciation to Ms. Mayerle and Ms. Fritz for their many years of dedicated service to Nash Elementary School and its students and community. She presented each with a Certificate of Commendation. Mr. Bob Hehli, Principal at Nash Elementary School, also expressed his personal thankfulness to the St. Mark's community for their support.

Note: Mrs. Zibrat called a brief recess at 6:47 PM and called the meeting back into order at 6:56 PM.

E. Update on Amphitheater Foundation

Mr. Aaron Franco, President of the Amphi Foundation, thanked the Board for the opportunity to provide an overview about The Foundation, its goals, and the focus on programs such as 21st Century Classroom Initiative, Athletic fee waivers, and other scholarship opportunities. Since its inception in 1972, The Foundation has supported the District's students, their families, and staff; now serving twenty-one (21) District schools. The Mission is to promote academic excellence through the expansion of resources that enrich the education, development, and well-being of the Amphi Public School District students. The Vision is to fulfill the current needs of the students while preparing them to meet the personal and future challenges. They have successfully coordinated personal and corporate donation collections and fundraising events throughout the year. He noted fundraising efforts also include: grant writing, partnerships with other organizations, such as The Tucson El Conquistadors in funding the athletic fee waiver programs at the middle and high schools. Financial assistance is given to classrooms and to programs in support of at-risk students. The volunteer Board is comprised of business owners, community members, and District administrators – all who are committed to the District and to the needs of its children. The Clothing Bank has been instrumental in providing fundamental clothing and supplies to students and their families at no charge. The focus this year will be on the following: the expansion of the 21st Century Classroom Initiative; to increase the number of Board members and committees; and, to create a greater awareness of The Foundation and expand fundraising efforts.

F. Review of the Energy and Efficiency Program

Mr. Anthony Young, Energy Resource Coordinator, was invited to provide an overview of the Energy and Efficiency Program efforts. He reviewed the PowerPoint presentation displaying charts and detail identifying various rebate opportunities from Tucson Electric Power (TEP) and Southwest Gas companies totaling more than \$137,000. Other cost-saving measures and additional rebate opportunities are available to the District due to the many recently-completed lighting, HVAC, and other modernization projects; some Bond-funded projects. The District is implementing various water-saving programs that will offer rebates and reduced costs from the City of Tucson and Tucson Water. Mr. Young provided an update on the Energy Patrols that continue at the schools; these patrols are manned by students and staff interested in monitoring energy practices and encouraging student and staff participation in energy reduction practices. He shared testimonials from school staff about their improved classroom lighting experiences. With support from TEP, solar arrays have been installed at some of the schools. The four (4) day work-week schedule during summer months (June and July) was again a lucrative option for the District realizing a savings of more than \$15,000. per week and totaling more than \$136,000. In years 2010, 2011, and 2012, the savings had been greater than \$391,000. Continued opportunities for savings will be investigated. Mr. Young provides pertinent information and data to principals and site managers about energy efficiency practices that promote cost reduction. He cited variables that affect usage and costs. He continues to perform site audits during daytime and nighttime hours. He is optimistic that on-going improvements and cost-saving measures are attainable.

Mr. Young is a participant on the Oro Valley Energy Policy Committee, which is involved in the development of an effective energy policy that will hopefully be incorporated into The Town of Oro Valley's general plan. He is also involved with the Arizona Town Hall focusing on global energy consumption. He also noted the considerable difficulty in funding cost-savings opportunities and upgrades considering the continued lack of funding from the state, e.g. School Facilities Board, etc. It is difficult to carve out funding necessary to take advantage of the many, much-needed energy programs that are currently available.

G. Update on Override Expenditures

Board Book information: *We are now in the fourth (4th) school year of the Maintenance & Operation (M & O) override that was renewed by the voters on November 3, 2009. This has allowed Amphi to advance those issues identified in the original ballot measure originally passed by the voters on May 17th 2005.*

The categories of the Override include: maintaining and lowering class size; enhancing art, music, and physical education at the elementary level; expanding electives at the middle and high schools; expansion of Advanced Placement programs in our high schools; introduction of the rigorous International Baccalaureate (IB) Program at Canyon del Oro; expanding academic assistance and intervention programs for students (through before-and-after school and Saturday school programs); maintaining support of school facilities and equipment; and, continuing efforts to attract and retain staff.

Mr. Nelson stated that according to Arizona statute, the District must provide the Board with an annual report about Override expenditures. He invited Mrs. Nelson to provide this year's report.

Mrs. Nelson stated that this is the fourth (4th) year of the override, renewed in 2009 that was originally voter approved in 2005. She provided a PowerPoint presentation that reviewed the status of the seven (7) targeted categories (listed above) as identified during the original Override measure. She highlighted some of the benefits, as, as well as, continued obstacles as a result of the funding shortfalls by the state. She reported funding amounts, as follows: 2010-2011 - \$7,537,044; 2012-2013 - \$7,089,690; 2012-2013 - \$7,050,000.; and, for FY 2013-2014 – an anticipated \$6,866,924. – which includes anticipated losses of \$200,000. for full-day kindergarten funding.

Mrs. Nelson stated that in response to the needs identified at individual campuses, on-going modifications continue to be made to course offerings. This is the second year of the IB program at Canyon del Oro High School. Mrs. Nelson stated that this year, the District implemented an intensive summer school program that targeted 1st and 2nd graders as part of the intervention program and that a complete Summer School report will be presented at an upcoming Board meeting (October 8, 2013); the report will describe each of the intervention programs.

H. Review of Enrollment Projections and Actual Enrollment for Current (2013-2014) School Year (REVISED 9-9-13)

Board Book information: *Each year, the District projects enrollment for the subsequent fiscal year as a key component for budget planning resource allocations. Previously, the District relied upon a 2007 growth study which the Board commissioned to predict enrollment expectations, and that study was initially a fairly accurate predictor of school population trends immediately following its completion. Within a relatively short period of time, however, the unanticipated economic and demographic changes in our community dramatically affected the reliability of that growth study.*

As a consequence, in more recent years, our projections have been based upon student cohort information, combined with other demographic information, such as expected property development in neighborhoods served by individual schools, anecdotal data from schools on population trends, etc. The District's initial model driven estimates are then shared with principals, who provide feedback on the District estimate. This

feedback is essential in determining the final projections. It is the final projection upon which staffing and non-staffing allocations are made.

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

Since the time this agenda item was prepared, work has continued to make adjustments to actual enrollment data. This consists of deletion of students (drops) who may have preregistered but who never arrived to attend school in the District or perhaps arrived to attend a different school than originally planned.

Occasionally, students will also withdraw early in the first few weeks of the school year to change schools or perhaps move. The same factors work in reverse as well, with new students enrolling in our schools through the first few weeks of school (adds).

After taking such factors into account and including their effects into our actual enrollment counts, it presently appears that, overall, enrollment is approximately 170 students (FTE) shy of what our enrollment projections for the year were. There are some areas of significant discrepancy – at the middle and high school levels. Other disparities which are noted at the elementary level are quite common and can vary throughout the year.

The attached table provides detail for each school site. The table compares the projections made for the current school year with the current actual enrollment. In the attached table, it is evident that enrollment is lower than anticipated, though it is also notable that this decrease is largely attributable to a few schools and their open enrollment students. It should also be noted, however, that our enrollment is considerably down at some schools. As we have just passed the Labor Day mark, we may expect an additional but small spike in enrollment, as some families do not return to school until after that holiday.

The numbers presented count each Kindergarten student as a 0.5 FTE student, in accordance with the state's funding formulas.

Mr. Jaeger was invited to present a review of enrollment projections for FY 2013-2014. He provided a PowerPoint presentation that reviewed board book materials. The priority is to study enrollment and consider projections for the following year as part of the budget-building process – staffing and non-staffing. Enrollment drives both state (centralized) funding and that of the District, in its efforts to provide equity among all schools. Comparisons were reviewed between the projections for FY 2013-2014 with those of actual enrollment figures as of September 6, 2013. He highlighted the disparities shown noting that these are projections developed through: established processes, previous years' experiences, and input from site administration. Teachers are hired to those projections so that schools are prepared to receive incoming students; however, adjustments are sometimes necessary to funding and/or staffing to accommodate actual enrollment. He noted that enrollment is inconsistent again this year and these variables can be found in both district-wide, as well as, within certain pockets of the District. There may be some evidence of a reversal of the recent trend of enrollment reductions as seen in the exceeded projected enrollment at CDO.

I. Review of Property Tax Rates

Board Book information: *The Pima County Board of Supervisors set the Fiscal Year 2014 Property Tax rates on August 19th. A comparison of school district property tax rates will be presented.*

Mr. Little was invited to present a review of property tax rates. He provided a PowerPoint presentation that displayed charts giving detailed tax rate information for neighboring school districts and the respective increased/decreased tax rates/percentages. Mr. Little stated that tax rates for Amphi are expected to remain stable for this year.

3. CONSENT AGENDA

Mrs. Zibrat asked if there were Board member requests to have items addressed separately; there were none. A motion was made by Ms. Day to approve the Consent Agenda items A-N, as presented. The motion was seconded by Mrs. Cozad, and it passed unanimously, 5-0. Appointment of personnel is effective, provided all district, state, and federal requirements are met.

A. Approval of Minutes

The Minutes of the August 13, 2013, Regular Governing Board meeting were approved, as submitted.

B. Approval of Appointment(s) of Personnel

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

C. Approval of Personnel Changes

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

D. Approval of Leave(s) of Absence

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

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

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

F. Approval of Vouchers Totaling and Not Exceeding Approximately \$ 3,150,558.96 (Final Total)

The Governing Board approved the following vouchers for goods and services as presented and payments authorized:

Vo. 719	\$ 331,751.26	Vo. 723	\$ 75,104.77
Vo. 720	\$ 1,560,226.04	Vo. 724	\$ 74,675.94
Vo. 721	\$ 227,521.49	Vo. 725	\$ 62,625.50
Vo. 722	\$ 110,975.64	Vo. 726	\$ 707,678.32

G. Acceptance of Gifts

Donations were accepted by the Governing Board, as listed in Exhibit 5.

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

The Governing Board approved the following Parent Support Organization(s) pursuant to District Policy KBE-R: *Cross Middle School PTO, CDO Spiritline Booster Club, Amphi Baseball Boosters, IRHS Boys Soccer Booster Club, Walker PTO, and Harelson Parent Teacher Organization.*

I. Approval of Out of State Travel

Out of state travel was approved for students and staff (source of funding indicated) from: Ironwood Ridge High School to take 20 students from the Varsity Wrestling Team to Las Cruces, New Mexico, December 13-14, 2013 (tax credits, gifts and donations, and student activity funds); Ironwood Ridge High School to take 16 students from the Varsity Wrestling Team to Las Vegas, Nevada, December 19-22, 2013 (tax credits and student activity funds). Travel was previously approved at the June 18, 2013 Board meeting from Ironwood Ridge High School to take 40 students from the IRHS Cross Country Team to the Mt. Carmel Cross Country Meet in San Diego, California, September 20-22, 2013; increased travel costs and a change in chaperones was approved, as submitted.

Out of state travel was approved for staff (source of funding indicated): from Canyon del Oro High School to attend the National Council of Teachers of Mathematics (NCTM) Regional Meeting in Las Vegas, Nevada, October 23- 25, 2013 (site gifts and donations funds designated for staff development).

J. Approval of Grant(s)

The Governing Board approved the *Caring Through Giving Christina-Taylor Green Memorial Foundation* grant in the amount of \$18,360.00 on behalf of Amphitheater Middle School; the funding will be used towards the purchase of a mobile computer lab. Also approved was the *ACA Honorarium* grant from the Arizona Commission on the Arts in the amount of \$2,000.00 on behalf of Prince Elementary School; the funding will be used towards the purchase of supplies and guest artist's residency fees.

K. Approval of Qualified Amphitheater Teacher Performance Evaluation System (ATPES) Evaluators

The Governing Board approved the list of staff members that successfully completed evaluator training for the 2013-2014 school year, as listed in Exhibit 6.

L. Award of Contract for Copy Paper Based Upon Responses to Request for Bid (RFB) 13-0007

Board Book information: *Request for Bid (RFB) 13-0007 was e-mailed to twenty-five vendors and published to the District's web \site. This bid requested pricing for copy paper to be purchased by the truckload. The bid pricing will be held for the remainder of fiscal year 2013-2014 ending June 30, 2014. Five vendors responded with priced bids for the required product. [Vendor comparisons were provided in Board Book materials.]*

The Governing Board approved the award of contract for copy paper to *Contract Paper Group* based upon responses to RFB 13-0007.

M. Approval of Amendment to Affiliation Agreement between the District and the Arizona Board of Regents on Behalf of the University of Arizona Department of Speech, Language, and Hearing

Board Book information: *On September 4, 2012, the Governing Board approved an Affiliation Agreement with the University of Arizona Department of Speech, Language, and Hearing to participate with the District in providing coordinated clinical, education, research and public service programs for the education and training of University student externs, in the fields of speech, language and hearing. This cooperative relationship has been beneficial to both parties, in that it provides an opportunity for the University externs to gain meaningful, practical working experience and also provides the District with opportunities for recruitment of personnel into positions which can be difficult to fill.*

The University externs receive fingerprint clearance prior to working with District students, and the administration of clinical services or patient care at District schools will be under the professional supervision of District staff.

The initial term of this Agreement was until July 31, 2013 with renewal and extension each year. The attached Amendment requests an extension until August 1, 2014.

A copy of the original Agreement is attached for the Board's convenience. Approval of the attached Agreement Amendment will permit the University of Arizona to continue providing speech, language and hearing services to District students, while at the same time providing education and training to their own students.

The Governing Board approved the amendment to the IGA between the District and the Arizona Board of Regents on behalf of the University of Arizona Department of Speech, Language, and Hearing (Exhibit 7, pp. 1-6).

N. Approval of Developer Agreement and Easement Pertaining to Proposed Neighborhood Development (Rancho de Plata; Parcel No. 224-11-037H) and Authorization to Execute Necessary Documentation [9-9-2013]

Board Book information: *Terramar Properties and Meritage Homes are currently in the process of developing the parcel of land (PN 224-11-037H) which lies immediately to the east of Wilson K-8 School. The proposed residential project will consist of 50 single family homes.*

The developers have approached the District and requested a small utility easement that would provide the homebuilder with access to the sewer line on District property which runs along and below the “parent drop off loop” at the school, along the eastern boundary of the school site. Without this access, the developer would have to go a considerably longer distance, at great expense, to obtain access to the sewer at the next closest location.

In consideration for a granted easement providing the requested access to the sewer through the District’s property, the homebuilder, Meritage Homes, agrees to pay compensation to the District of \$1500.00 per lot, to be paid at each closing and remitted to the District.

Construction of the easement will, if all goes well, be timed to coincide with fall break, to minimize campus disruption as much as possible. If this is not possible, construction will likely occur over a weekend, again to minimize disruption, which will be minimal in any event.

A copy of the sewer plan for the residential is attached. It demonstrates how close to the district property boundary (and thus, the proposed site) the existing sewer is.

This proposal is a fair one for both the District and the developers. The District has confirmed that the sewer line on District property does have capacity to serve the school and the proposed development.

A form of agreement that would include the \$1500.00 “per rooftop fee” in consideration of the easement and disruption is being prepared, resulting in total fees – at completion of the project – of \$75,000.00. This agenda item is offered at this time to authorize execution of the agreement and easement documents by general counsel when they are finalized.

The Governing Board approved the developer agreement and related easement pertaining to the proposed neighborhood development (Rancho de Plata; parcel # 224-11-037H) as described above, and authorized General Counsel to execute necessary documents accordingly (Exhibit 8, pp. 1-6).

4. ACTION

A. Approval of Teacher Evaluation Designations

Board Book information: *The State of Arizona (ARS 15-203) requires that each teacher receive a designation, or label, of Highly Effective, Effective, Developing or Ineffective. During the 2012/2013 school year, aggregated data from the teacher evaluation process were studied and thoughtful conversations were held by the Amphitheater Teacher Performance Evaluation System (ATPES) Design Team regarding how the criteria for each designation should be established. At the Governing Board meeting on August 13, 2013, Dr. Lopez provided the Governing Board an overview and reflection on the criteria that is presented this evening for approval.*

The 2013-2014 ATPES has been developed to be in compliance with Arizona State Law on teacher evaluation. Teachers who have three years of valid and reliable student progress data are “Group A” teachers. Teachers who do not have three years of valid and reliable student progress data are considered “Group B”. The teacher evaluation instrument is weighted per state law. Teachers in “Group A” have 33% of their evaluation attributed to student progress data, 17% attributed to school progress data, and 50% on all other indicators of quality teaching. Teachers in “Group B” have 50% of their evaluation attributed to school progress data and 50% on all other indicators of quality teaching. To develop a “weighted” system, each indicator on the ATPES was given a numerical value with extra weight placed on student progress data indicators. The numerical values for each indicator result in a total score for each evaluation. The scores would be used to set teacher labels/designations.

After studying the actual aggregated data from 2012-2013 teacher evaluations, the ATPES committee discussed many aspects of teacher designation and how to approach setting criteria which would determine a label for a teacher. After numerous meetings, the committee recommends the following criteria for teacher designations be established for the 2013-2014 school year as required by Arizona State Law:

Group “A” Teacher Designation Criteria

Highly Effective: Final evaluation score greater than or equal to 119

Effective: Final evaluation score between 113 and 118

Developing: Final evaluation score between 100 and 112

Ineffective: Final evaluation score below 100

Group “B” Teacher Designation Criteria

Highly Effective: Final evaluation score greater than or equal to 106

Effective: Final evaluation score between 94 and 105

Developing: Final evaluation score between 78 and 93

Ineffective: Final evaluation score below 78

The ATPES Manual for 2013-2014 was revised to include State Law requirements of timing of evaluations and inclusion of the criteria for the teacher designation labels. The manual is included with this item for review.

Mr. Nelson reiterated that the State of Arizona now requires that teachers receive a designation or label of: Highly Effective, Effective, Developing, or Ineffective. Significant time and considerable effort on behalf of staff has been dedicated in this process to quantify a qualitative profession in an effort to meet the law. Mr. Nelson reminded the Board that a comprehensive overview of this endeavor was provided to the Board at its meeting of August 13, 2013 and that the Board is now being asked to approve the designations, as described.

Dr. Barrabee stated that he felt that this was a remarkable achievement in meeting this difficult challenge.

Dr. Roseanne Lopez, Chief Academic Officer, Elementary Education K-5, was invited to respond to questions and comments from Board Members. She provided clarification and cited examples of indicators. The evaluator training process was reviewed. The committee charged with this endeavor was comprised of principals, teachers, and administrators, and Mr. John Fife, President, AmphiEA and Dr. Jay Midyett, Program Assessment and Evaluation Analyst. Diligence will be given to effectively communicate these designations to parents and staff. Ms. Day expressed confidence in this process, and in the high-quality teachers who use this type of rubric system as standard practice and have experience with other currently used models such as the Six Traits of Writing that require extrapolation to a grade point system. She understands the complexities but is confident in the teachers' abilities and their appreciation for implementation of this evaluation system.

A motion was made by Dr. Barrabee to approve the Teacher Evaluation Designations, as presented. The motion was seconded by Mrs. Cozad, there was no further discussion and it passed unanimously, 5-0 (Exhibit 9, pp. 1-55).

B. Approval of Revisions to Governing Board Policies and District Regulations Developed through the FY 2014 Meet and Confer Process and Pertaining to Section G of the District Policy System, Regarding Personnel

Board Book information: *On August 13, 2013, the Governing Board reviewed revisions to employment-related policies and regulations developed through the Meet and Confer process*

Mr. John Fife, President, AmphiEA, addressed the Board and provided an update on the ratification. He described the ratification process. An electronic ballot process was used; the membership voted with a 93% approval of the policy modifications being presented for approval at tonight's meeting.

A motion was made by Ms. Day for approval of the policy modifications, as submitted. The motion was seconded by Mrs. Grant. Dr. Barrabee requested a Friday report, which provides funding formulas and actual costs within the special education funding category (page 2 of 8) for comparison purposes. There was no further discussion and the motion passed unanimously, 5-0.

4. STUDY/ACTION

A. Adoption of the FY 2013-2014 Expenditure Budget Revision 1

Board Book information: *The 51st Legislature, 1st Regular Session, had not yet concluded when the 2013-2014 Proposed Budget document was prepared. Arizona Revised Statutes allows school districts to make revisions for legislative changes prior to September 15th.*

The most significant changes to the budget are the elimination of the Soft Capital and Building Renewal funds. The Building Renewal fund had not received any legislative appropriations since fiscal year 2008. The Soft Capital funds had received annual legislative reductions since fiscal year 2009. Final enrollments are not available from the Arizona Department of Education (ADE). This budget revision is based upon the current enrollment report provided and will be subject to revision prior to May 15, 2014.

Mr. Little stated that it is unusual to request a 1st Revision to the Budget at this time of year, however, the legislature hadn't provided all of the information needed in a timely basis in time for when the proposed budget (timeline) was required. These changes are necessary at this time to accommodate the legislative changes expected by September 15th.

It is important to note: the further decline of Career Ladder reductions; the legislature removed the kindergarten weight from the Override calculation/numbers; and, declining enrollment all contribute to this higher number of variances in this budget. The legislature consolidated the Soft Capital Fund with the Unrestricted Capital Fund. He cautioned about the anticipated realities related to continued Legislative funding cuts. Mr. Little stated that the District is currently spending approximately \$5.8 million on Capital-related expenditures. Factoring losses from the recent total elimination of the Building Renewal Fund from the state's School Facilities Board (SFB), after years of funding shortfalls along with the other changes – including the recently consolidated Soft Capital/Unrestricted Fund – the updated label of “District Assistance Fund”). He added that the legislature just short-funded the District another \$1.7 million. Mr. Little expressed concern that the District will have difficulty in maintaining buildings and facilities.

Dr. Barrabee expressed concerns about the serious ramifications related to the capital funding reductions by the legislature. This dire situation must be effectively communicated to the community. He wonders what it will take to garner the attention necessary for appropriate legislative funding.

A motion was made by Mrs. Cozad to approve the 1st revision of the 2013-2014 Expenditure Budget, as submitted. The motion was seconded by Mrs. Grant; there was no discussion and it passed unanimously, 5-0.

Note: Mrs. Zibrat called a brief recess at 8:32 PM and called the meeting back into order at 8:37 PM.

5. INFORMATION

A. Report on Arizona School Boards Association (ASBA) Delegate Assembly

Mrs. Susan Zibrat and Ms. Deanna Day, Governing Board Delegate and Alternate Delegate, attended the ASBA Legislative Conference, which was held in Phoenix on September 7, 2013.

Mrs. Zibrat provided a summary of the Delegate Assembly. She said that overall the meeting was very well organized and went smoothly. There were a total of 118 delegates in attendance. She added that the committee provided the rationale with each proposal, which was very helpful. The first section addressed the Long Term Focus; two amendments were presented. Mrs. Zibrat did address the assembly about Item 1C, however, it was

voted down as was Item D. Each item was voted upon and then the Long Term Focus was passed as a whole, as originally submitted. The Short Term Focus was the next section and had significant discussion. Ultimately, one item garnered enough support so that it was moved from the short term focus to the 2014 Legislative Specific item category; it was #2 known as “Fund the implementation costs of Arizona’s new standards assessments and technology.” Including this modification, the Short Term Focus was passed as originally submitted.

Under the 2014 specific, Mrs. Zibrat did address the Omnibus concern and after a 2nd to her motion, the item was voted down. It was explained that omnibus in legislative terms is defined as a comprehensive bill. There was some discussion about changing the item concerning the Override language but ultimately, it remained unchanged. Some concern was expressed that districts would resort to soliciting local funding rather than holding the state accountable for its obligation in properly funding programs. Item #4, “Advocate for school safety funds to create a safe learning environment,” by far had the most discussion; some concerns were expressed about the clarification necessary allowing the arming of school staff. The amended item was voted down and ultimately passed as originally submitted. No changes on numbers 5 and 6. Regarding Number 7, the grammatical errors presented by Mrs. Zibrat were corrected as submitted. Number 8, the Committee reworded the item to read, “allow districts the option to operate individual schools for 200-day school years and increase funding from 5% to 8% to improve student achievement.” No changes on numbers 9 and 10 and the 11th one was struck. The 2014 specific group was approved as amended.

Ms. Day stated that the meeting was well-run and that Mrs. Zibrat represented Amphi very well.

BOARD MEMBER REQUESTS FOR FUTURE AGENDA ITEMS

There were no Board Member requests.

PUBLIC COMMENT¹

There were no public comments.

ADJOURNMENT

Ms. Day moved to adjourn the meeting. Mrs. Cozad seconded the motion and it passed unanimously, 5-0. Mrs. Zibrat declared the meeting adjourned at 8:50 PM.

Respectfully submitted,
Margaret Harris

Mrs. Susan Zibrat, President

Date

Approved: 10.22.13