

**Minutes of the Regular Governing Board Meeting  
Amphitheater Public Schools  
Tuesday, August 9, 2022**

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A Regular public meeting of the Governing Board of Amphitheater Public Schools was held on Tuesday, August 9, 2022, beginning at 5:30 p.m. at the Wetmore Center, 701 W. Wetmore Road, Tucson, AZ 85705 in the Leadership and Professional Development Center.

**Governing Board Members Present**

Ms. Vicki Cox Golder, President  
Ms. Deanna M. Day, M.Ed., Vice President  
Dr. Scott K. Baker, Member  
Mr. Matthew A. Kopec, Member  
Ms. Susan Zibrat, Member

**Superintendent's Cabinet Members Present**

Mr. Todd A. Jaeger, J.D., Superintendent  
Ms. Tassi Call, Associate Superintendent for Elementary Education  
Mr. Matthew Munger, Associate Superintendent for Secondary Education  
Ms. Michelle H. Tong, J. D., Associate to the Superintendent and Legal Counsel  
Ms. Elizabeth Jacome, Director of Curriculum and Assessment  
Ms. Kristin McGraw, Director of Student Services  
Mr. Richard C. La Nasa, Executive Manager of Operational Support  
Ms. Michelle Valenzuela, Director of Communications  
Ms. Julie Valenzuela, Director of 21st Century Education

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

President Cox Golder called the meeting to order at 5:30 p.m. and invited members of the audience to sign the guest register.

**2. EXECUTIVE SESSION**

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

**A. Consideration and Decision Upon Long-term Suspension/Expulsion Hearing Officer's Recommendations, Pursuant to A.R.S. § 15-843(F)(2) Regarding:**

- a. Student # 30043457**
- b. Student # 30037853**
- c. Student # 30044854**

*President Cox Golder asked for a motion to hold Executive Session. Vice President Day moved that the Board go into an Executive Session to address the matters identified in item 2. of the Board's agenda and pursuant to the legal authorities listed on the agenda under item 2. Mr. Kopec seconded the motion. Voice vote in favor – 5: President Cox Golder, Vice President Day, Dr. Baker, Mr. Kopec, and Ms. Zibrat. Opposed–0.*

*President Cox Golder proclaimed they were in Executive Session at 5:30 p.m.*

**3. RECONVENE PUBLIC MEETING**

President Cox Golder reconvened the public meeting at 6:00 p.m.

**4. PLEDGE OF ALLEGIANCE**

President Cox Golder asked Mr. Kopec to lead the Pledge of Allegiance.

**5. ANNOUNCEMENT OF DATE AND TIME OF THE NEXT SPECIAL GOVERNING BOARD MEETING**

President Cox Golder announced that the next Special Governing Board Meeting would be held on

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

### **A. Superintendent's Report**

*For the Superintendent's Report PowerPoint Presentation see Exhibit 1.*

President Cox Golder asked Superintendent Jaeger to present his report.

Superintendent Jaeger began his report by sharing some photos of activities from the first days of school. He said Ms. Zibrat and he visited all 22 schools in two days, and they saw happy students and staff at all locations.

He said during the summer many staff members participated in some of the most diverse, comprehensive and targeted professional development the District has ever offered, and he briefly reviewed some of the sessions provided, noting that a presentation on the Effective Teaching Conference would follow later in the meeting.

He reported that enrollment is at approximately 12,500 students. Several schools are experiencing significant enrollment increases and far fewer families are choosing Amphi Academy Online (AAO).

Superintendent Jaeger talked about the expansion of Imagine Preschools in the Amphi community. He said the District's preschool team did an amazing job opening 8 brand new sites in just 90 days. He thanked Pima County for the initial funding, and the Town of Oro Valley for additional funding for the Oro Valley schools. He expressed his appreciation to Tiffany Fay, Early Childhood Education Director, her team and District staff for going above and beyond to get the doors open on time. Due to the collaborative effort, 300 students in the community are now receiving low-cost or free preschool instruction from highly qualified teachers. He reported with the opening of the preschools, there are now increasing opportunities for inclusion and special needs services. Superintendent Jaeger thanked the Governing Board for their support of the new program.

Superintendent Jaeger spoke about Southwest Foodservice Excellence (SFE) which is the new food service management firm. Cafeteria options now include cooked-from-scratch items, salad and fruit bars, and expanded menu choices. He noted students are excited, and enjoying the new options and improved food quality.

He then talked about the District's dramatic expansion in technology resources. There is better than a 1:1 computer to student ratio, with more than 12,000 laptops and Chromebooks having been acquired. Additionally, new desktop computers, and nearly 400 new Smartboard devices will be installed over next few months.

Superintendent Jaeger reported the District has expanded many programs for students. These offerings include: Gifted Education (REACH), Career and Technical Education (CTE), AVID, dual enrollment for college credit, acceleration, and personalized learning.

He talked about the improvements to facilities throughout the District. He explained the funding has come from District bonds, Arizona School Facilities Oversight Board (SFOB) and Elementary and Secondary School Emergency Relief (ESSER). Superintendent Jaeger said improvements have been completed to parking lots, roofs, and Heating, Ventilation, Air Conditioning (HVAC) systems.

Superintendent Jaeger was pleased to see great student and staff engagement as this new year is beginning. He said there was excitement and relief to return to a true sense of normalcy.

He spoke about the increased retention of our "master" teachers by normalized pay levels for

return-to-work staff. Superintendent Jaeger said the increased pay level will help the District to fill ongoing staffing shortages.

Superintendent Jaeger announced as a reward for employees' loyalty and longevity, the previously approved retention stipend for returning staff will be paid in September. Additionally, eligible employees will also receive the 301 payouts in September.

Superintendent Jaeger spoke about some ongoing challenges. He said teacher vacancies are lower in Amphi than in other local districts, but there are some staffing shortages in certain areas. These include physical education, gifted education, and American Sign Language (ASL). He reported core course coverage is very good, and thanked administrators and the Human Resources department for their efforts. Superintendent Jaeger stated staffing shortages will be a challenge for the years to come. The job market has become highly competitive and lagging teacher pay in Arizona will make it difficult to attract teachers to the state. He reported the national teacher shortage is reaching extraordinary levels. He said according to the National Education Association (NEA), the average teacher salary in Arizona and Florida is similar, while there are over 3,000 vacancies in Arizona and 9,500 current vacancies in Florida.

He said the support staff market also remains highly competitive, in part due to the state minimum wage increase and the overall demand for employees. The District is seeing the impact of shortages in certain areas, including student services, nursing, custodial, and grounds staff. Additionally, staff turnover is affecting efficiency in certain areas. He shared information about educational staffing shortages in Arizona.

Superintendent Jaeger reported that supply chain issues have affected basic supplies including, paper, books, and food. He said an unanticipated impact is that some items ordered for the prior fiscal year have not been received and have created budget carryforward. Vendor installations and contracted services have also been affected by their own staffing shortages.

Superintendent Jaeger addressed the topic of "Critical Race Theory". He explained that:

- It is not in the state's academic standards, and the District follows the state standards.
- It is not in the District curricula, which the District has made available for public review for decades.
- Curriculum has always been available to be reviewed by the public for 60 days, before it is purchased.
- It is not in the District culture, which reflects that of the community through the guidance of the Governing Board.

Superintendent Jaeger said compared to the start of prior school years, the pandemic conditions have been remediated, mitigated and resolved. A new state law mandates there will be no mask requirements, and public health orders and guidance directing school actions are gone. The District is striving for normalcy this year, and is asking people to follow common sense guidance and stay home if you are ill.

Superintendent Jaeger spoke about school safety. He said it has always been a top priority, and following a two-year review and revision process, new emergency response plans are in place for every school. Additionally, safety audits of every campus have been completed by an independent safety expert with a law enforcement background. He stated over the last several years, the District has implemented safety recommendations and will continue to as needed. Superintendent Jaeger noted the auditors reported the physical structures and controls were some of the best they had seen in the state. He will be giving a more comprehensive safety

report at a meeting in the future.

Superintendent Jaeger explained there has been an ongoing increase in communication with local law enforcement agencies, and a committee is being formed with local law enforcement and school districts representatives.

He stated the reinforcement of existing protocols will continue, including staff training and the state mandated safety drills. Superintendent Jaeger said the District is fortunate to have the presence of School Resource Officers (SROs) at most schools. He thanked the Pima County Sheriff's office, and the Town of Oro Valley leaders and police department for their support. He said the Tucson police department has experienced a reduction in their officers and they are working to put SRO's at every school.

Superintendent Jaeger concluded his report by showing a video of the first few days of school.

## **B. Status of Construction Projects**

*For the Status of Construction Projects report see Exhibit 2.*

President Cox Golder asked Superintendent Jaeger to introduce this item.

Superintendent Jaeger invited Mr. LaNasa give an update on the current construction projects in the District. Mr. Lasa said they have had a busy and productive construction schedule this summer and ongoing supply chain issues are still problematic. They have experienced delays on many projects expected to have been completed before school started, and have had to pivot and schedule some projects during, after school and on weekends. He was pleased to report there has been a substantial increase in the Arizona School Facilities Oversight Board (SFOB) funding. He said funding for nine projects has been released totaling over a million dollars.

**Amphitheater High School** (AHS) Bond projects include building DN Heating, Ventilation, Air Conditioning (HVAC) improvements, building 700 HVAC replacement, and classrooms G1 and 109 carpet replacement. The nurses office plumbing replacement has been completed. Elementary and Secondary School Emergency Relief (ESSER) projects include HVAC improvements to the student center/bookstore, and classroom fan coil replacements in the 100 and 200 wing. Arizona School Facilities Oversight Board (SFOB) projects include the central plant (CP) #3 hot water line replacement, building DN evaporative cooler replacements, Phase I east campus, and Phase II west campus roof assessments and structural repairs of the 300 wing.

**Canyon del Oro High School** (CDO) Bond projects include the north gym HVAC improvements, building BN HVAC controls improvements, central plant CP chilled water valve replacement, and the main central plant renovation. The reconstruction of the east parking lot and, building E HVAC controls upgrades have been completed. Adjacent Ways projects include the completion of the reconstruction of the east parking lot fire lane. ESSER projects include building BN HVAC improvements. SFOB projects include Phase I west campus and Phase II east campus weatherization assessment.

**Ironwood Ridge High School** (IRHS) Bond projects include the irrigation well design, and library lecture hall improvements. ESSER projects include the CP chiller replacement. SFOB projects include the fine arts and gym weatherization. The academic buildings assessment has been completed.

**Amphitheater Middle School** (AMS) Bond projects include the completion of the roof coating and ongoing soffit repairs for the 300 building. ESSER projects include building 300 HVAC improvements and campus HVAC controls upgrades.

**Copper Creek Elementary School** Bond projects include HVAC fan coil, exterior lighting and multi-purpose room (MPR) electrical improvements. ESSER projects include campus HVAC controls upgrades. SFOB projects include the MPR roof replacement.

**Coronado K-8 School** Bond projects include building A, E, H and J roof coatings, and the electrical infrastructure for the new marquee. ESSER projects include HVAC improvements to the boys and girls locker rooms.

**Cross Middle School** Bond projects include the completion of the cafeteria HVAC RTU replacement. ESSER projects include building 600 HVAC improvements. SFOB projects include the roof replacement to the 100, 200, 300, 400, 500, 600, 700, MPR and administration buildings.

**Donaldson Elementary School** ESSER projects include the completion of improvements to building D HVAC.

**Harelson Elementary School** ESSER projects include building A HVAC improvements and the completion of the speech room condenser replacement. SFOB projects include the Funhouse weatherization.

**Holaway Elementary School** Bond projects include a single point of entry at the front office.

**Keeling Elementary School** Bond projects include buildings A and D HVAC replacement. ESSER projects include buildings D, E and F HVAC improvements.

**La Cima Middle School** Bond projects include the replacement of the MPR kitchen HVAC. ESSER projects include the replacement of the MPR HVAC, and central plant chiller. SFOB projects include the campus weatherization assessment.

**Mesa Verde Elementary School** Bond projects include exterior classroom door replacements. ESSER projects include buildings C and F HVAC improvements. SFOB projects include the campus roof replacement.

**Nash Elementary School** Bond projects include the cafeteria HVAC replacement. ESSER projects include building I HVAC improvements.

**Painted Sky Elementary School** ESSER projects include HVAC replacement for classrooms 114, 115 and 116. SFOB projects include the completion of the fire alarm replacement assessment.

**Prince Elementary School** ESSER projects include building C HVAC improvements. SFOB projects include the HVAC replacement of the west wing and classroom 19.

**Rillito Center** Bond projects include the completion of the Americans with Disabilities Act (ADA) ramp, courtyard improvements and pool re-plaster. SFOB projects include buildings A and D weatherization.

**Rio Vista Elementary School** Bond projects include the activity gym HVAC replacement. ESSER projects include building C multizone AC replacement.

**Walker Elementary School** ESSER projects include buildings B, C, D and E HVAC improvements.

**Wilson K-8 School** Bond projects include the central plant expansion tank R and R, central plant hot water pump improvements and a Fall 2022 campus painting project. ESSER projects include the CP cooling tower replacements, and upgrades to the campus HVAC controls. SFOB projects include the MPR stage HVAC replacement, the MPR building's roof and central plant underground hot/chilled water line assessment.

He offered to answer any questions. There were none.

President Cox Golder thanked him for his report.

### **C. Presentation on the Effective Teaching Conference 2022**

President Cox Golder asked Superintendent Jaeger to introduce this item.

Superintendent Jaeger stated there were many opportunities over the summer for staff development. He said the District annually hosts the Effective Teaching Conference (ETC) for

all teachers new to the District. This year 124 teachers have joined the Amphi family. He invited Ms. Call to present the report.

Ms. Call shared statistics covering the last three years of new staff members and Effective Teaching Conference participants. This year showed the most attendees. She reported the conference was held in Panther Hall at Amphi High School, which allowed for more opportunities to interact with each other, versus the auditorium that was used in the past. She gave an overview of the opening sessions, which included the Superintendent's Message from Superintendent Jaeger, and Amphi's "Infinite Game" (Portrait of a Graduate) from herself and Mr. Munger. Ms. Tong spoke about policies and rules to make sure that teachers know the law and their rights. Her presentation was titled "Rules an Effective Teacher Should Know."

Ms. Call stated Ms. Jacome was strategic about sharing the curriculum the District utilizes. The presentation was called the "Amphi Way", and included the Curriculum and Instructional Support Specialists (CISS), Coordinators, and other District staff.

Ms. Call thanked A. J. Malis, Principal at Amphi High School and his staff for hosting the event, and John Hastings, Human Resources manager and staff for welcoming the new teachers. She acknowledged Ms. Jacome, the CISS Team, and Coordinators for their support. She also thanked the Amphi Food Service department, ASBAIT/Meritain Health, the Amphi Foundation and Amphi Education Association for providing meals.

Ms. Call talked about the Amphitheater mentoring program which provides support to new teachers. She said the District partnered with the Arizona K-12 Center and restructured the program. All teachers in their first, second and third year of teaching are assigned a mentor from the Amphi Curriculum and Instruction Support Specialists (CISS) team, who work with new teachers on a regular basis. Additional support is also being provided to new to the position teachers. The new teachers will receive four full coaching cycles per year to help them understand the Danielson evaluation model.

Ms. Call reported on the Building Outstanding Organized Successful Teachers (BOOST) training for new to the profession teachers. She said it was four full days and the training focused on relationship building, classroom management, planning, and engagement strategies.

Ms. Call offered to answer any questions. There were none.

## **7. PUBLIC COMMENT**

*President Cox Golder read the Call to the Audience Procedures.*

Mona Gibson said she had prepared a statement about school safety concerns. She was pleased to hear the update from Superintendent Jaeger and felt that the report was positive. Ms. Gibson stated that Marana Unified School District has released a summary of their security and safety updates, and encouraged the District to do the same.

Leslie Ferre, is a former Amphi parent, volunteer and teacher. She spoke about teachers signing their contracts early this year, and voiced her concerns about the timeline and the policy in place if a teacher resigns. She felt it was unfair and disrespectful and urged that the policy be changed or eliminated.

## **8. CONSENT AGENDA**

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

[Amphitheater Public Schools Public View - BoardBook Premier](#)

*President Cox Golder asked if any items needed to be removed for further discussion. Mr. Kopec requested Item N. Approval of Additional Sole Source Vendor - Literacy Connects be removed.*

*President Cox Golder asked for a motion to approve Consent Agenda Items A.-M. and O.-R. Vice President Day moved for Consent Agenda Items A.-M. and O.-R. be approved as presented. Ms. Zibrat seconded the motion. Voice vote in favor – 5. President Cox Golder, Vice President Day, Dr. Baker, Mr. Kopec and Ms. Zibrat. Opposed – 0. Consent Agenda Items A.-M. and O.-R. passed.*

*Mr. Kopec said he serves on the Board of Literacy Connects and needs to recuse himself from the vote.*

*Vice President Day moved for Consent Agenda Item N. to be approved as presented. Ms. Zibrat seconded the motion.*

*Voice vote in favor – 4. President Cox Golder, Vice President Day, Dr. Baker, and Ms. Zibrat. Opposed – 0. Mr. Kopec-abstain.*

**A. Approval of Appointment of Non-Administrative Personnel**

*Non-administrative personnel appointments were approved as listed in Exhibit 3.*

**B. Approval of Personnel Changes**

*Certified and classified personnel changes were approved as listed in Exhibit 4.*

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

*Leave(s) of absence were approved as listed in Exhibit 5.*

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

*Separations and terminations were approved as listed in Exhibit 6.*

**E. Approval of Stipend for Coaching Volunteers**

*Stipend for Coaching Volunteers were approved as listed in Exhibit 7.*

**F. Approval of Imagine Preschool Certified Substitute Pay**

*The Governing Board approved Imagine Preschool Certified Substitute Pay.*

**G. Approval of Minutes of Previous Meeting(s)**

*The Governing Board approved minutes for the meetings held on July 12, 2022 and July 26, 2022 as submitted in Exhibit 8-9.*

**H. Approval of Vouchers Totaling and Not Exceeding Approximately \$4,327,490.14**

*A copy of vouchers for goods and services received by the Amphitheater Public Schools and recommended for payment has been provided to the Governing Board. The following vouchers were approved as presented and payment authorized as submitted in Exhibit 10.*

Voucher #	Amount	Voucher #	Amount	Voucher #	Amount
1009	\$70,863.26	1010	\$465,899.91	1013	\$208,963.47
1014	\$666,228.84	1016	\$376.61	1366	\$720,011.45
1367	\$130,782.93	1368	\$265,460.19	1369	\$206,561.73
1370	\$146.92	1371	\$131,997.57	1372	\$13,533.18
1373	\$90,924.05	1374	\$41,393.77	1375	\$177.31
1017	\$185,222.55	1018	\$63,064.72	1019	\$380,019.24
1020	\$685,409.25	1021	\$453.19		

**I. Acceptance of Gifts**

*The Governing Board approved Gifts as submitted in Exhibit 11.*

**J. Receipt of June 2022 Report on School Auxiliary and Club Balances**

*The Governing Board approved June 2022 Report on School Auxiliary and Club Balances as listed in Exhibit 12.*

**K. Approval of Parent Support Organization(s) - 2022-2023**

*The Governing Board approved CDO Baseball Booster Club and Wilson K-8 PTO for the 2022-2023 school year as submitted in Exhibit 13.*

**L. Award of Contract for McKinney Vento & Special Needs Transportation Service Based Upon Responses to Request for Proposal (RFP) 7262022**

*The Governing Board approved Award of Contract for McKinney Vento & Special Needs Transportation Service Based Upon Responses to Request for Proposal (RFP) 7262022.*

**M. Award of Contract for Diesel Fuel & Unleaded Gasoline Based Upon Responses to Request for Bids (RFB) 832022**

*The Governing Board approved Award of Contract for Diesel Fuel & Unleaded Gasoline Based Upon Responses to Request for Bids (RFB) 832022 as submitted in Exhibit 14.*

**N. Approval of Additional Sole Source Vendor - Literacy Connects**

*The Governing Board approved Additional Sole Source Vendor - Literacy Connects.*

**O. Approval of School Facilities Oversight Board (SFOB) Grant for Amphitheater High School Roof Assessment Phase II West Campus**

*The Governing Board approved School Facilities Oversight Board (SFOB) Grant for Amphitheater High School Roof Assessment Phase II West Campus as submitted in Exhibit 15.*

**P. Approval of School Facilities Oversight Board (SFOB) Grant for Canyon del Oro High School Weatherization Assessment Phase I East Campus**

*The Governing Board approved School Facilities Oversight Board (SFOB) Grant for Canyon del Oro High School Weatherization Assessment Phase I East Campus as submitted in Exhibit 16.*

**Q. Approval of School Facilities Oversight Board (SFOB) Grant for Wilson K-8 School Underground Hydronic Pipe Repair**

*The Governing Board approved School Facilities Oversight Board (SFOB) Grant for Wilson K-8 School Underground Hydronic Pipe Repair as submitted in Exhibit 17.*

**R. Approval of Out of State Travel**

*The Governing Board approved requests for Out of State Travel as listed in Exhibit 18.*

**9. PUBLIC COMMENT**

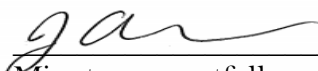
There were none.

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

There were none.

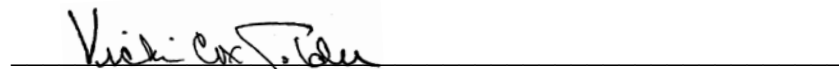
**11. ADJOURNMENT**

*Vice President Day moved to adjourn. Ms. Zibrat seconded the motion. There was no discussion. Voice vote in favor – 5. President Cox Golder, Vice President Day, Dr. Baker, Mr. Kopec and Ms. Zibrat. Opposed – 0. The meeting adjourned at 6:56 p.m.*



Minutes respectfully submitted for Governing Board Approval  
Jennifer Anderson, Executive Assistant to the Superintendent & Governing Board  
Gretchen Hahn, Secretary III, Governing Board Office

September 26, 2022  
Date



Vicki Cox Golder, Governing Board President

September 27, 2022  
Date