

**Minutes of the Regular Governing Board Meeting
Amphitheater Public Schools
Tuesday, March 11, 2025**

A Regular public meeting of the Governing Board of Amphitheater Public Schools was held on Tuesday, March 11, 2025 beginning at 6:00 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. Susan Zibrat, President
Ms. Deanna M. Day, M. Ed., Vice President
Ms. Vicki Cox Golder, Member
Ms. Patricia Harris, Member
Mr. Matthew A. Kopec, Member

Superintendent's Cabinet Members

Mr. Todd A. Jaeger, J.D., Superintendent
Ms. Tassi Call, Associate Superintendent for Elementary Education
Mr. Matthew Munger, Associate Superintendent for Secondary Education
Mr. Scott Little, Chief Financial Officer
Mr. John Hastings, Director of Human Resources
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. Julie Valenzuela, Director of 21st Century Education
Ms. Michelle Valenzuela, Director of Communications

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

President Zibrat called the meeting to order at 6:00 p.m. and invited members of the audience to sign the guest register.

2. PLEDGE OF ALLEGIANCE

Superintendent Jaeger asked Ms. Annette Orelup, Principal of Keeling Elementary, to come forward. Ms. Orelup stated she was pleased to have her students lead the Pledge this evening and asked Keeling teachers and student council facilitators, Ms. Brianna Mounts and Ms. Nicole Aldworth to come forward and introduce the students.

Ms. Aldworth shared that the students leading the Pledge were 5th graders who are all strong school leaders that serve on Keeling's student council. She noted that they are each mature, responsible, and eager to learn. Ms. Aldworth stated that part of the 5th grade curriculum is a study of civics, and these students understand the importance of being civically minded, which is why they volunteered to lead the Pledge. She went on to introduce Abel, Iris, Samantha, Zoe'Mia, Evolett, and Levi and shared things that each student's peers had said about them. Each of the students introduced their loved ones in the audience. The students lead the Pledge of Allegiance.

Ms. Cox Golder thanked the students for attending and distributed certificates of recognition. A picture was taken with the Governing Board, Superintendent Jaeger, Ms. Orelup, Ms. Aldworth, Ms. Mounts, and the students to mark the occasion.

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

President Zibrat announced that the next Special Governing Board meeting will be held on Tuesday, March 25, 2025 at 5:30 p.m. at the Wetmore Center, 701 W. Wetmore Road, Tucson AZ, 85705, in the Leadership and Professional Development Center.

4. RECOGNITIONS

A. Recognition of the Canyon del Oro High School Superintendent's Student Advisory Council

Superintendent Jaeger explained that he has a student advisory at each of the three high school campuses. He noted that the councils bring concerns, ideas, and solutions to problems to their meetings, and he very much appreciates their input. Superintendent Jaeger asked Canyon del Oro Principal, Ms. Tara Bulleigh to come forward to introduce the students who were able to attend this evenings' meeting.

Ms. Bulleigh introduced seniors Leeah, Parker, and Gracen, Juniors Keelynn and Lucio, Sophomores Kennedy and Kiera, and Freshmen Kaycee and Talan. Ms. Bulleigh shared a short bio for each student which included their academic and extracurricular activities, favorite classes, and aspirations after high school.

Mr. Kopec acknowledged the parents of the students who were in the audience and presented the students with certificates of recognition. A picture was taken with the Governing Board, Superintendent Jaeger, Ms. Bulleigh, and the students.

B. Recognition of University of Arizona Young Woman of Impact

Superintendent Jaeger asked Ms. Bulleigh to introduce Syl Russell. Ms. Bulleigh asked Syl to come forward. She stated that each year the University of Arizona's Office of Research and Innovation and Impact leads the Women of Impact to honor strong women leaders in the community and have expanded their recognitions to include high school students across Southern Arizona. Ms. Bulleigh stated that the recipients of this award have demonstrated the core values of the initiative including integrity, compassion, inspiration, adaptability, inclusivity, and determination.

Ms. Bulleigh shared that Syl balances her academics with marching band, varsity soccer, a job as well as her work with the Star Lab Mentorship Program.

President Zibrat asked if Syl would like to introduce anyone. Syl introduced her parents and thanked CDO Science teacher, Ms. Jill Christman for being an inspiration. President Zibrat presented Syl with a certificate of recognition and a picture was taken with the Governing Board, Superintendent Jaeger, Ms. Bulleigh, and Syl to mark the occasion.

C. Recognition of Wrestling State Runners Up

Superintendent Jaeger asked Mr. Armando Soto, Director of Interscholastic to come forward. Mr. Soto shared that this year two female wrestlers were runners up at the state wrestling competition. He asked Coach Joiner from Amphitheater High School to come forward. Coach Joiner introduced Jessica Hidalgo who placed as the Division 2 State Runner Up. He noted that he and Jessica met four years ago when she first started wrestling and he has witnessed her continuous drive and hard work. Coach Joiner also noted that Jessica has maintained excellent grades, is currently looking at colleges for next year, and hopes to become a psychiatrist.

Mr. Soto explained that Canyon del Oro High School athlete, Sophia Smith was unable to attend the meeting but noted her Division 1 Second Place performance at the state wrestling championships.

Ms. Cox Golder congratulated Jessica on her performance and presented her with a certificate of recognition. A picture was taken with the Governing Board, Coach Joiner, and Jessica to mark the occasion.

D. Presentation of Distinguished Service Awards

Superintendent Jaeger stated that each month during the school year, a certificated and a support staff member are recognized with a Distinguished Service Award.

Ms. Tiffany Bucciarelli-Fay, Director of Early Childhood Education, was asked to come forward to present Ms. Rosalia Castro, Secretary for the Parents as Teachers program and the support staff Distinguished Service Award Recipient for the month of March. Ms. Fay spoke about Ms. Castro's unparalleled dedication, collaboration, and compassion in her role, which recently culminated in the distribution of over a million dollars of funds to families in need in Amphitheater. Ms. Fay praised Ms. Castro's sharp eye for detail and her ability to navigate complex systems while still staying connected to the population her department serves. A video presentation was shown honoring Ms. Castro for the work she has done in the District.

Ms. Harris asked Ms. Castro if she would like to introduce anyone. She introduced her husband and daughter-in-law and recognized her many coworkers who were in attendance at the meeting. Ms. Harris presented her with a certificate of recognition, a Distinguished Service Award, and a gift card donated by the Amphi Foundation.

Superintendent Jaeger asked Dr. Oranté Jenkins to introduce Doug Kautz, Math teacher from Ironwood Ridge High School and certificated recipient of the Distinguished Service Award for the month of March. Dr. Jenkins spoke about Mr. Kautz's dedication to the students of Ironwood Ridge for over 20 years by helping them reach their maximum potential through an unwavering commitment to excellence. He went on to praise Mr. Kautz's innovative teaching methods, ability to assess individual students' needs, and leadership skills among students and his colleagues alike. A video presentation was shown honoring Mr. Kautz for the work he has done in the District.

Ms. Harris asked Mr. Kautz if he would like to speak. He thanked his wife, co-workers, and administration for their support. Ms. Harris presented him with a certificate of recognition, a Distinguished Service Award, and a gift card donated by the Amphi Foundation.

A picture was taken of the Governing Board, Superintendent Jaeger, Ms. Castro, Mr. Kautz, Ms. Fay, and Dr. Jenkins to mark the occasion.

E. Recognition of Recipient of the Presidential Award for Excellence in Mathematics and Science Teaching

Superintendent Jaeger noted that this is an incredibly prestigious award and how pleased he is that one of Canyon del Oro's teachers is a recipient of only 50 teachers in the nation. He also stated that Ms. Christman will receive this award at a ceremony and banquet at the White House later this year. He asked Canyon del Oro High School Principal, Ms. Bulleigh to come forward.

Ms. Bulleigh introduced Ms. Jill Christman, science teacher from CDO. Ms. Bulleigh explained that she first nominated Ms. Christman for this award back in 2021 and it is the highest award a math or science teacher can receive from the United States Government. The presentation was delayed for several years due to the pandemic, however, in late-2024, Ms. Christman finally received notification of her being selected to receive the honor.

Ms. Bulleigh went on to read some of the highlights from her nomination letter. She spoke about Ms. Christman's role as the Science Department Chair and an integral part of the leadership team inside and outside of the classroom. Ms. Bulleigh went on to speak about Ms. Christman's collaboration skills, her work to strengthen her department, the mentoring of new teachers, and acting as an advisor to several campus clubs. She stated she demonstrates a true passion for teaching and learning and collaboration within the school and science community. Ms. Bulleigh explained Ms. Christman's implementation of a blended learning model and describes her as an

innovator and risk-taker who is always willing to try new things to best serve her students.

Mr. Kopec thanked Ms. Christman for her dedication. Ms. Christman introduced her husband and thanked him for his support. Mr. Kopec presented her with a certificate of recognition. A picture was taken with the Governing Board, Superintendent Jaeger, Ms. Christman, and Ms. Bulleigh.

F. Recognition of National Board Certified Teacher Recipients and Renewals

Superintendent Jaeger stated the District is very fortunate to have so many teachers who pursue this certification as it is an incredible benefit to students. He introduced Karyn Vick-Frantziskonis, Curriculum, Instruction, and Intervention Support Specialist who coaches the NBCT cohorts through the certification process.

Ms. Vick-Frantziskonis spoke about the rigorous certification process which contains four components: content knowledge, differentiation in instruction, teaching practice and learning environment, and effective and reflective practitioner. She noted that while only 4% of teachers obtain this certification, it works to improve teaching effectiveness and to contribute to positive student outcomes. Ms. Vick-Frantziskonis also spoke about the renewal process which occurs every five years after initial certification and focuses on professional growth. She introduced the newly certified and renewed teachers as well as Ms. Holly Reynolds who also coaches the cohort classes.

Vice President Day noted this was a favorite recognition. She presented certificates of recognition. A picture was taken with the Governing Board, Superintendent Jaeger, Ms. Vick-Frantziskonis, Ms. Reynolds, and the recipient teachers to mark the occasion.

President Zibrat called for a five minute break at 7:04 p.m. The meeting resumed at 7:11 p.m.

5. INFORMATION

A. Superintendent's Report

For the Superintendent's Report PowerPoint see Exhibit 1.

Superintendent Jaeger shared photos highlighting recent District events:

- 3 District schools, Innovation Academy, Cross Middle School, and Canyon del Oro High School were named AEF A+ Schools of Excellence
- The District Elementary Track Meet took place on Monday, March 10th at Canyon del Oro High School. Thank you to the students and staff who participated
- CDO Auto Club held their Diamonds in the Desert Car Show and AHS Welding and CDO Construction programs sold their student made projects at the Foothills Community Market Craft Fair
- Students from around the District participated in the SARSEF Regional Science Fair resulting in more than 100 winning projects as well as Copper Creek being named Top Elementary School and Imagine Preschool as Top Preschool
- The District held a ribbon cutting ceremony for the new ECHO Resource Center at Keeling Elementary. Amphitheater thanks its staff and many community partners for their support
- Fifth Graders from Oro Valley attended Drug Awareness Day at Naranja Park hosted by the Oro Valley Police Department to raise awareness of the dangers of drugs and foster positive relationships with students
- Middle schoolers from across the district participated in cooking lessons, a visit from the Mighty Mentors, and a program showcase for feeder schools
- Mesa Verde received a visit from KVOA Meteorologist Matt Brode and participated in his Weather IQ Challenge
- Love of Reading and Dr. Seuss' birthday were celebrated at schools across the District.

Many schools welcomed guest readers into classrooms

- Innovation Academy held its annual Valentine's Day Q and U wedding and fourth graders painted baseballs for the World Baseball Classic and also got to field trip to a game
- Educators from Montana visited Innovation Academy, La Cima Middle School, Prince Elementary and Keeling Elementary schools to observe personalized learning in action

Superintendent Jaeger offered to answer any questions. There were none.

B. Status of Construction Projects

For the Status of Construction Project attachments see Exhibit 2.

Superintendent Jaeger asked Mr. LaNasa to provide an update on District-wide construction projects since last month's report.

Mr. LaNasa showed photos which highlighted completed projects and some currently under construction:

- Amphitheater High School CP #'s 2 & 3 Hot Water Line Replacement using Building Renewal Grant Funds
- Canyon del Oro High School Central Plant Water Line Replacement using Bond funds
- Ironwood Ridge High School Fine Arts Theater Seating Replacement using Bond funds
- Coronado K-8 School Parent Drop Off/Pick Up Lanes Speed Bumps and Pavement Markings using Bond Funds
- Cross Middle School Sidewalk Replacement using Bond Funds
- Mesa Verde Elementary School Security Fencing using Bond Funds

Mr. LaNasa reported that the District has received \$6,163,156 in new grant funding in the 2024-2025 School Year and the Grant Project Funding Requests Pending Award is \$15.4 million.

He offered to answer any questions. There were none.

President Zibrat thanked him for his report.

6. PUBLIC COMMENT

There was no public comment.

7. 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 Zibrat asked if any items needed to be removed for further discussion or comment. There were none.

Ms. Cox Golder moved for Consent Agenda Items 7. A.-L. be approved as presented. Mr. Kopec seconded the motion. Voice vote in favor – 5. President Zibrat, Vice President Day, Ms. Cox Golder, Ms. Harris, and Mr. Kopec. Opposed – 0. Consent Agenda Items 8. A.-L. passed.

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 Absences 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 Minutes of Previous Meeting(s)

The Governing Board approved minutes from the February 25, 2025 meeting as submitted in Exhibit 8.

G. Approval of Vouchers Totaling and Not Exceeding Approximately \$7,932,594.76

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 9.

Voucher #	Amount	Voucher #	Amount	Voucher #	Amount
1234	\$1,058,833.41	1235	\$136,580.51	1236	\$4,187.42
1237	\$94,515.51	1238	\$633,111.31	1239	\$143,009.13
1240	\$180,188.77	1241	\$57,176.51	1242	\$327,726.28
1243	\$66,413.75	1244	\$164,803.22	1245	\$5,066,048.94

H. Acceptance of Gifts

Gifts were accepted by the Governing Board as submitted in Exhibit 10.

I. Approval of Arizona Department of Administration School Facilities Division Building Renewal Grants

The Governing Board approved Arizona Department of Administration School Facilities Division Building Renewal Grants as submitted on Exhibit 11.

J. Approval of the District Calendar for School Year 2026-2027

The Governing Board approved the District Calendar for School Year 2026-2027 as submitted in Exhibit 12.

K. Approval of Intergovernmental Agreement with the Oro Valley Police Department

The Governing Board approved the Intergovernmental Agreement with the Oro Valley Police Department as submitted in Exhibit 13.

L. Approval of Out of State Travel

The Governing Board approved requests for Out of State Travel as listed in Exhibit 14.

8. STUDY

A. Auditor General's School District Spending Analysis-Fiscal Year 2024

Superintendent Jaeger stated that each year the Auditor General conducts an analysis of school districts' spending across the state looking at each individual district and comparing them to their peers in various respects. He asked Mr. Scott Little, Chief Financial Officer, to review this year's analysis and noted that this year's report is of particular significance given last month's report on

the financial effects of enrollment decline on the budget.

Mr. Little explained that this report is the last year that ESSER expenditures are figured into the calculations and that it contributes to the differences between districts. The report is available on the Auditor General's website and he encouraged people to view it there, but for the purposes of the meeting, he created a summarization of what is contained in the full report.

Mr. Little explained each of the expenditure categories which include Administration, Plant, Food Services, Transportation, Student Support, and Instructional Support costs. He then went on to present a table with the basic demographics of Pima County Districts including the number of schools, students attending, SPED and ELL populations, etc. He noted there are school districts, specifically Marana Unified which serves more students on fewer campuses than Amphitheater. Mr. Little went on to look at Teacher Data across districts including average salaries, average years of experience, percentage of teachers in their first three years, and the average number of students per teacher. He noted the salary calculations are skewed for Amphitheater because they include the non-recurring retention stipend that was received last year.

Mr. Little offered a breakdown of District spending per student in each of the expenditure categories but again noted that these numbers are skewed due to the use of ESSER dollars which are not present under normal circumstances and vary greatly between districts.

Ms. Cox Golder asked if the spending reflected under Tucson Unified School District reflected de-seg funds. Mr. Little clarified the dollars reflected were per student.

Mr. Little stated the most important things to note were the two areas Amphitheater deviates away from the average spending the most which is Plant Operations and Transportation costs. He noted that the square footage per student in Amphitheater is 231 with the state average being 172 and the Peer Average being 158 square feet. He shared that if the square footage was reduced to the state average of 172 square feet per student, that would result in savings of \$6 million that could be spent in other categories.

Ms. Cox Golder asked who decides district peers.

Mr. Little stated peer groups are determined by district sizes and whether they are primarily urban or suburban.

Mr. Little shared a slide showing the instructional percentage of Operational Peers. He stated there are other districts in a similar situation where instructional expenditures are down because so many resources are funneled to Plant Operations without the support of enrollment revenue. He went on to explain the data of Transportation Spending Per Mile where Amphitheater is the highest amongst its peers at \$11.02 per mile. He noted an increase of distance traveling for Interscholastic activities has made an impact on these expenditures. Mr. Little shared that Food Service Operation costs in Amphitheater fall well below the state and peer averages.

Mr. Little concluded by encouraging people to read the Auditor General's report online and offered to answer any questions. There were none. President Zibrat thanked him for his report.

B. Presentation on Early Childhood Education

Superintendent asked Ms. Call and Ms. Fay to present on Early Childhood Education. Ms. Call shared that Amphitheater is one of two districts in Southern Arizona that supports children from birth through 12th grade.

Ms. Call stated that in 2021 there were three preschools in the District and there are now 23 classrooms located at 17 campuses including 8 Early Childhood Special Education classrooms serving 512 students. She noted that the preschools are staffed by 127 employees and 55 student interns and their \$5 million budget is funded completely from sources outside of the District.

Ms. Fay spoke about the high-quality standards upheld by Imagine Preschools and thanked all of

the site directors and staff. She explained the various options available for special needs students which include a continuum of services and programming that suits individuals' needs.

Ms. Fay spoke about the gains made by the Parents as Teachers Program including receiving Blue Ribbon Affiliate Status in the Fall of 2024, the expansion of play groups from 1 site to 11 sites, sensory screenings, Kinder Kits, and the distribution of the \$1.2 million Helping Grant which has served 814 families in need.

Ms. Fay gave information about the Educational Community Home Outreach (ECHO) Program currently serving the Nash community with no-cost after-school care which includes tutoring, snack, dinner, sports, and other activities. She shared the data that reports better outcomes in test scores, lower absenteeism, and a decrease in behavioral issues due to the support of this program which 75% of Nash students attend. Ms. Fay also stated that parents report being able to either obtain a better job or work more hours because of the after-school care provided by ECHO.

Ms. Fay spoke about the ECHO Resource Center which recently celebrated its grand opening. The Resource Center provides food boxes and other personal and household items, classes for adult learners, workshops, a technology lab, and support to help families navigate other community resources. She expressed gratitude to the many community partners who have supported the Resource Center and have enabled it to serve upwards of 200 families each week.

Lastly, Ms. Fay spoke about the use of Early Childhood Education Student interns, recent program accolades, and a list of community partners. She thanked Ms. Call for allowing her to lead this program and the staff for supporting the District's youngest learners and families.

Vice President Day commented the Resource Center is impressive and thanked Ms. Fay for her passion.

President Zibrat stated she could feel Ms. Fay's passion and thanked her and her staff for all they do.

Mr. Kopec shared he was proud of all of the work that has been done and the impact is immense for children. He stated it was a joy to be associated with this District.

9. PUBLIC COMMENT

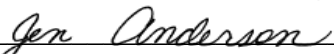
There was no public comment.

10. BOARD MEMBER REQUESTS FOR FUTURE AGENDA ITEMS

Vice President Day asked for an update on REACH English classes in the high schools. Mr. Kopec asked for a brief legislative update.

11. ADJOURNMENT

Vice President Day moved to adjourn. Ms. Cox Golder seconded. There was no discussion. Voice vote in favor- 5. President Zibrat, Vice President Day, Ms. Cox Golder, Ms. Harris and Mr. Kopec. Opposed – 0. The meeting adjourned at 8:05 p.m.


Minutes respectfully submitted for Governing Board Approval
Jen Anderson, Executive Assistant to the Superintendent & Governing Board

March 18, 2025
Date


Susan Zibrat, Governing Board President

March 25, 2025
Date