

**Minutes of the Regular Governing Board Meeting  
Amphitheater Public Schools  
Tuesday, July 9, 2024**

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A Regular public meeting of the Governing Board of Amphitheater Public Schools was held on Tuesday, July 9, 2024 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**

Dr. Scott K. Baker, President  
Ms. Susan Zibrat, Vice President  
Ms. Vicki Cox Golder, Member  
Ms. Deanna M. Day, M. Ed., 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 Baker 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**

President Baker led the Pledge of Allegiance.

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

President Baker announced that the next Special Governing Board meeting will be held on Tuesday, July 23, 2024 at 5:30 p.m., at the Wetmore Center, 701 W. Wetmore Road, Tucson AZ 85705 in the Leadership and Professional Development Center.

**4. INFORMATION**

**A. Oro Valley Town Update**

Superintendent Jaeger welcomed Joyce Jones-Ivey, Town of Oro Valley Councilmember to give an update on news and events in Oro Valley.

Ms. Jones-Ivy took the opportunity to recognize President Baker and the Governing Board members. She thanked them for the collaborative relationship and said it has been a rewarding year for Oro Valley. Ms. Jones-Ivey gave some highlights of the partnership between the town and the District, including:

- School resource officers in each school to ensure student and staff safety
- July 4th events that used Canyon del Oro High School
- Use of Ironwood Ridge High School parking lot for staging the Town of Oro Valley 50th Anniversary Parade, and the District participation in the parade

She spoke about ongoing summer family oriented events:

- “Sunday at the Park” and “Dive-In Movies” at the Oro Valley Aquatic Center
- “Parent Night Out” at Steampump Ranch
- “Movies on the Lawn”

Ms. Jones-Ivey reported that recently the grand opening of Naranja Park was held. She talked about some current construction projects, including the community center, and the modernization and expansion of the court buildings. She explained they are collaborating with Pima County Flood Control District to enhance flood protection in the Canyon del Oro wash.

Ms. Jones-Ivey said they recently approved the 2024-2025 budget, which includes funding for improvements at Steampump Ranch and they are gathering input from the community for the 2026-2036 Oro Valley Path Forward/General Plan.

President Baker thanked her for the update. She said it was a pleasure to be invited to share about the events.

Superintendent Jaeger noted that in addition to the annual update provided by Oro Valley Town council, he meets regularly with the Chief of Police and the Town Manager.

## **B. Superintendent’s Report**

*For the Superintendent’s Report PowerPoint see Exhibit 1.*

Superintendent Jaeger said that as the District prepares for a new school year, he wanted to share information he received regarding progress being made in Arizona in the educational arena. He commented that before the pandemic, the majority of the data was trending positively. He then presented graphs that showed the following:

- In 2022, approximately 27% of 3 and 4 year old children were in quality learning settings. This is an increase from 17% in 2020.
- In 2023, about 41% of third grade students scored proficient or highly proficient on the AzM2 3rd grade English language arts assessment – an increase from 35% in 2021.
- In 2018 and 2019, assessments showed that roughly 41% of eighth grade students were prepared to be successful in high school math. Data for 2021, 2022 and 2023 reflects a decrease to about 27% of students being prepared. He said there is a great deal of work to be done in the state to improve the math scores.
- In 2021, 75.5 % of high school students graduated in 4 years. 2022 showed an increase to over 76.5%, but this still represents a marked decrease from the high point of 80% in 2016. He said as a District we have always exceeded the state graduation average and currently do so again.
- In 2015, 15% of 16-24 year olds were neither going to school or working. He explained a downward trend is desirable on this data point, and data for 2022 shows a decrease to 11.5%.
- The percentage of high school graduates enrolled in postsecondary education the year after graduating high school has continued to trend upward.
- The percentage of Arizona residents 25-64 years of age who have completed a two or four year degree or who have an active professional certificate or license is also continuing on an upward trend.

Superintendent Jaeger shared that teacher pay in Arizona is still at the bottom of the rankings. Elementary school teacher pay is ranked 50th and secondary school teacher pay is ranked 41st. He explained that more data is expected to be released in the fall, and he will share that information at future meetings. In conclusion, he gave a shout out to Arizona Education Forward for providing the information.

### **C. 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 shared highlights of completed projects and those currently under construction.

- The completion of Canyon Del Oro High School south gym floor resurfacing, including painting of the logo on the floor using Bond Funds
- The completion of Ironwood Ridge High School kitchen flooring replacement (upgraded to an epoxy coating, which is safer and more durable)-using Bond Funds
- Ironwood Ridge High School classroom carpet replacement with square tiles using Bond Funds
- Ongoing renovations to Cross Middle School library, including new carpet using Bond Funds
- Donaldson Elementary School Pods B and C HVAC replacement using ESSER Funds
- Harelson Elementary School exterior building and overhang painting using Bond Funds
- Holaway Elementary School bathroom renovations and drainage improvements using Bond Funds
- La Cima Middle School courtyard improvements, including removing damaged pavers, regrading and replacing with stone using Bond Funds
- Painted Sky Elementary School east fire lane replace and repave project using Adjacent Ways Funds
- Rillito Center playground surface improvements using Bond Funds
- Wilson K-8 School multi-phase building hot water line replacement using BRG Funds

Mr. La Nasa reported that the state legislature appropriated over \$200,000,000 in funding for the 2024-2025 fiscal year to the Building Renewal Grant (BRG) fund. He said as of today, no funds have been released to the school districts, but they are accepting phase grant requests.

He offered to answer any questions. There were none.

President Baker thanked him for the report.

### **5. PUBLIC COMMENT**

There were no comments.

### **6. 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 Baker asked if any items needed to be removed for further discussion or comment. There were none.*

*Ms. Cox Golder moved for Consent Agenda Items 6. A.-M. be approved as presented. Mr. Kopec seconded the motion. Voice vote in favor – 5. President Baker, Vice President Zibrat, Ms. Cox Golder, Ms. Day, and Mr. Kopec. Opposed – 0. Consent Agenda Items 6. A.-M. 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 Vouchers Totaling and Not Exceeding Approximately \$3,534,534.81**

*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 8.*

Voucher #	Amount	Voucher #	Amount	Voucher #	Amount
1351	\$315,176.74	1352	\$957,314.90	1353	\$98,249.96
1354	\$25,958.10	1356	\$484,401.51	1357	\$590,793.24
1358	\$438,645.37	1359	\$365,347.37	1362	\$19,169.78
1363	\$142,117.99	1365	\$2,176.48	1366	\$95,183.37

**G. Acceptance of Gifts**

*Gifts were accepted by the Governing Board as submitted in Exhibit 9.*

**H. Approval of Parent Support Organization(s) - 2024-2025**

*The Governing Board approved CDO Spiritline Booster for the 2024-2025 school year as submitted in Exhibit 10.*

**I. Approval of Verification of Desegregation Funding Matters and Submission of Desegregation Funding Report for Compliance with A.R.S. § 15-910**

*The Governing Board approved Verification of Desegregation Funding Matters and Submission of Desegregation Funding Report for Compliance with A.R.S. § 15-910 as submitted in Exhibit 11.*

**J. Approval of Food Service Meal Pricing SY 2024-2025**

*The Governing Board approved Food Service Meal Pricing SY 2024-2025.*

**K. Approval of Proposed Varsity Letter Policy**

*The Governing Board approved the Proposed Varsity Letter Policy as submitted in Exhibit 12.*

**L. Approval of Student Fee Rates Charged Pursuant to Governing Board Policy JQ, A.R.S. §15-342 (24), and A.R.S. § 15-1142**

*The Governing Board approved Student Fee Rates Charged Pursuant to Governing Board Policy JQ, A.R.S. §15-342 (24), and A.R.S. § 15-1142 as submitted in Exhibit 13.*

**M. Approval of Out of State Travel**

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

**7. STUDY/ACTION**

**A. Study/Action of Proposed Addenda Recommendations**

*For the Proposed Addenda Recommendations attachments see Exhibit 15.*

Superintendent Jaeger explained that employees that take on additional work are paid with addenda. These include coaches, club advisors, fine arts and extra duty responsibilities. He said unfortunately for many years the amount paid has not been increased, because any “extra” money has been utilized for increases to base pay amounts for all employees. He reported that through the meet and confer process, \$100,000 was set aside for addenda (for school year 2024-2025). Superintendent Jaeger stated that an addenda committee was formed and led by Mr.

Munger. He invited Mr. Munger to talk more about it.

Mr. Munger said the in Fall of 2023, a District committee was formed to study the current addenda schedule. Committee members included District and site leaders, teachers, club sponsors, coaches (academic and athletic), fine arts directors, and representatives from the Amphi Education Association (AEA). He thanked the committee members, and John Hastings and Jason Weaver, District program Evaluation and Data Analyst for providing valuable reports from the surrounding area.

He highlighted the committee work which included:

- A review of the current addenda schedule
- Identifying areas of potential changes
- Developing recommendations for possible changes to current addenda
- Outlining expectations associated with addenda
- Identifying needs for new addenda
- Review of neighboring District addenda

Mr. Munger said the review process identified the need to increase addenda, particularly those that had not seen an increase in up to 16 years and the need to ensure there was parity and equity in how sites used addenda. He gave the example of a site that used an addenda for a competitive activity. He noted that it was reasonable to expect the coaches/advisors to schedule regular practices and participate in scheduled/published competitive events. The committee also identified the need to create “flex” addenda that schools could utilize to support site-specific programs.

Mr. Munger stated that in the process of studying the addenda schedule, it was determined that the District needed to create a “block” addenda category for academic competitions (primarily in middle school and high school). This would allow sites to create, via addenda, more than one team. Additionally, the committee also identified addenda that would not be eligible for an increase, either due to it being recently created, or that it needed further examination.

Mr. Munger explained that based on the monies allocated through the meet and confer process, the committee recommended an increase of 7.96%. He said that the committee has agreed to continue to meet in the 2024-2025 school year to continue to study all addenda, particularly those where no increase was recommended. He noted that addenda for 504 coordinators will also be elevated.

He offered to answer any questions.

Ms. Day commented that she specifically requested that addenda be reevaluated and thanked Mr. Munger and the committee for their work. She expressed her concern that the report did not address the equity considerations which she asked for. Ms. Day also indicated that she felt that the recommendations were lacking more detailed guidelines needed for accountability, and she indicated her belief that the assurance of accountability could not be appropriately addressed through evaluation structures alone. She referred to past experiences as a District employee and a Governing Board member and spoke about the necessity for the committee to develop basic guidelines for accountability.

Ms. Day said that she received questions today from employees concerning how the addenda payout is determined. She requested that the structure be a little more “fleshed out”.

Ms. Day also asked what is the difference between an addenda and a stipend? Ms. Cox Golder added that she was going to ask that same question, because it was not clear in the presentation. Superintendent Jaeger said the terms are sometimes used interchangeably and therefore can be confusing. He clarified that an addenda or addendum is extra pay for extra work. A stipend is

the way (or means) that people are paid. A stipend is also paid as an additional form of compensation (outside of their contract). He gave the example of a stipend being given for “hard to fill” positions.

Superintendent Jaeger said that all the addenda are listed in the attachments, and everything else is considered a stipend. He elaborated that the “volunteer coaches” are being paid a stipend, because they are assuming duties outside their contract.

Ms. Cox Golder asked if the payments generate a 1099? Superintendent Jaeger responded that they are not considered independent contractors and they are paid after all required withholdings are made.

Ms. Day asked if there are specific expectations and/or job descriptions of what the coaches/advisors are supposed to do?

Mr. Munger responded that there are no job descriptions for academic coaches. He said that Administration has discussed the need to have some type of “evaluation” method, perhaps a rubric, to assess the coaches/advisors after the season.

Ms. Day referred to some instances in the past where coaches/advisors did not fulfill their duties — including not going to the competitions, for example — and yet were still paid. She felt there should be some specific guidelines in place so people know in advance what is expected of them.

Mr. Munger said that there are plans to develop general job descriptions for academic coaches, similar to what AIA provides for athletic coaches, including reference to a schedule of events and/or responsibilities.

Ms. Day commented that she is aware that many other districts do not pay the staff to coach some academic competitions and was glad that Amphi realized the importance of paying them.

Mr. Munger agreed that when they gathered the data from surrounding districts, he noticed the absence of payment to coaches/advisors in some districts.

Vice President Zibrat asked for clarification of the rationale behind the amounts and also wondered if the proposed new addenda schedule (with some increases) was driven by funding derived by the meet and confer process, or whether it was driven by the requests of the Board in previous discussions. She noted a concern regarding variance and consistency of the specified amounts, also noting that some addenda are paid per season and others for the year. Vice President Zibrat commented that Ms. Day has been asking for a review of addenda for years, but she felt the report still did not address some of Ms. Day’s concerns.

Mr. Munger explained that some of the addenda amounts have been in place for decades. He said some addenda (e.g., football) are determined based on the degree of expertise needed, the level of safety inherent in the sport, the length of the season, and the amount of travel required. He used band/orchestra as another example and commented that some fine arts require adjudication (expertise) and do not have competitions, but performances are required.

Vice President Zibrat said she understood those differences, but wanted to know how the expectations are presented to the employees and how is their comparability is assessed?

Superintendent Jaeger responded that the recently formed committee did not create the entirety of the presented addenda schedule. He said the schedule of addenda is based on a variety of factors like those that Mr. Munger mentioned, including safety, required skill set, and market competition. The proposed addenda amounts were additionally based on historical data, the current job market, the meet and confer process, and input from a variety of individuals over the years.

Ms. Day said she appreciated the effort to create the proposed addenda, but still wanted to have more structure and expectations in place so people are not paid when they do not do their job.

Superintendent Jaeger stated that the District does not have individual coach/advisor job descriptions yet and noted the infeasibility of creating separate and distinct descriptions for each particular position. He indicated that there will be an effort to create basic job expectations for positions which are grouped by type that are not too specific, because there are so many variables. He said also in process is a tool for evaluative review. He further explained that the addenda is paid over time, but an evaluation would typically not happen until the end of the addenda period or season. Therefore, if a coach/advisor does not meet expectations as the season unfolds, the available response may be after the fact, such as non-renewal of the addenda the following period/season.

Vice President Zibrat referenced the block structure mentioned in the presentation and asked for the background on how it functioned in the past and clarification on the new proposal. Mr. Munger responded that some addenda are simply was not used. Previously, there was no flexibility to shift an unused addenda to another activity or purpose. The committee wanted to ensure that each site could use addenda where they are perhaps needed.

Ms. Day asked if the \$1,600 addenda for Odyssey of the Mind was for each coach?

Ms. Call clarified that if there are schools that have multiple teams and require multiple coaches the addenda of \$1,600 is divided and shared by each coach. She gave the example of a school with four Odyssey of the Mind teams and four coaches; each coach receives \$400.00. The committee wanted to have flexibility at each site. In the past, there were enough students interested to have additional teams, but there was no advantage to having multiple teams and coaches, because there was no more addenda available.

Superintendent Jaeger explained that with the previous system, there was only a limited amount of funds available and a coach/advisor would have multiple teams, but only receive one addenda. The new “block” proposal could potentially fund additional opportunities.

Ms. Day said a lot of information was presented, and asked that the item be brought back at another meeting with scaffolding/rubrics.

Superintendent Jaeger stated that there is no action required at this meeting, and it can be reviewed in the future. He noted that it is important to have the addenda in place before the start of the school year, but there is time to accomplish that.

Vice President Zibrat commented that the additional information to specific questions has been helpful and was more comfortable now understanding the work that was done by the committee. She felt the background information in the written board item was lacking and created confusion for her. She said she felt much better about increasing the amounts and always looks for an opportunity to support District staff.

Ms. Day stated that she would appreciate that items be submitted to the Board on a timely basis.

## **B. Study and Approval of the Proposed Adopted Expenditure Budget for Fiscal Year 2024-2025**

Superintendent Jaeger recapped that the proposed expenditure budget was presented to the Governing Board at the last meeting and now was the time to adopt the budget. He said by statute they also must declare a public hearing and he asked Mr. Little to explain in greater detail.

Mr. Little said years ago the legislature made modifications for certain items that Governing Boards had discretionary ability to levy taxes that did not require voter approval. Additionally, they created the “Truth in Taxation” process. He explained that the Adjacent Ways funding is money levied for improvements to District property adjacent to public property, such as, sidewalks, ingress for buses and fire lanes. Mr. Little stated the tax implication is quite small

and noted for a \$300,000 house the tax amount would be about \$6.00. He explained the District is mandated to advertise the public hearing in the paper inviting comments on the levy and the budget approval requires a roll call vote.

Superintendent Jaeger stated that there have been questions in the past concerning the reason for an additional levy, when accrued Adjacent Ways funds are already set aside. He explained that this avoids overburdening the taxpayers and helps in planning for future projects.

President Baker declared the public hearing to be open. There were no comments at that time, and the hearing was closed.

*President Baker moved to approve the Proposed Adopted Expenditure Budget for Fiscal Year 2024-2025. Ms. Cox Golder seconded the motion. Roll call vote in favor – 5. President Baker, Vice President Zibrat, Ms. Cox Golder, Ms. Day and Mr. Kopec. Opposed – 0. Study/Action Item 7. B. passed.*

## **8. ACTION**

### **A. Approval of Purpose Statement for the November 5, 2024 Bond Election**

Superintendent Jaeger referenced the proposed bonds for the upcoming election and explained this item was a formality required for the Voter Information Pamphlet to be published by the District. He commented that the Governing Board has gone through this same procedure in the past for other bonds that were called. He said the statement outlines the intended use of the funds. Superintendent Jaeger then asked Mr. Little to talk about the bond election purpose statement and other required actions.

Mr. Little explained at this meeting the purpose statement will be approved and at the next meeting the pro statement for the override will be approved. He said the pro statement window will also be advertised to allow public comments for or against the proposal. Mr. Little compared this statement to the purpose statement for the bonds called in 2018 and noted an important difference. He said this statement clarifies that the funds will be used for safety and security.

Superintendent Jaeger recommended the Governing Board approve the Purpose Statement as presented.

*Ms. Day moved to approve the Purpose Statement for the November 5, 2024 Bond Election. Ms. Cox Golder seconded the motion. Voice vote in favor – 5. President Baker, Vice President Zibrat, Ms. Cox Golder, Ms. Day and Mr. Kopec. Opposed – 0. Action Item 8. A. passed.*

## **9. PUBLIC COMMENT**

There were no comments.

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

There were no requests.

## **11. ADJOURNMENT**

*Ms. Day moved to adjourn. Ms. Cox Golder seconded the motion. There was no discussion. Voice vote in favor-5. President Baker, Vice President Zibrat, Ms. Cox Golder, Ms. Day, and Mr. Kopec. Opposed – 0. The meeting adjourned at 7:38 p.m.*



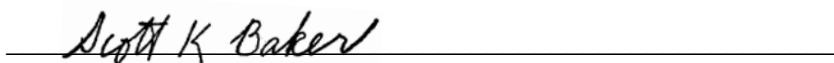
Minutes respectfully submitted for Governing Board Approval

Jennifer Anderson, Executive Assistant to the Superintendent & Governing Board

Gretchen Hahn, Governing Board Office Secretary

August 21, 2024

Date



Scott K. Baker, Ph. D., Governing Board President

August 27, 2024

Date