

**Minutes of the Regular Governing Board Meeting
Amphitheater Public Schools
Tuesday, March 5, 2024**

A Regular public meeting of the Governing Board of Amphitheater Public Schools was held on Tuesday, March 5, 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. Deanna M. Day, M. Ed., Member
Mr. Matthew A. Kopec, Member

Governing Board Member Absent

Ms. Vicki Cox Golder, 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
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

Superintendent Jaeger invited Angela Wichers, Principal of Amphitheater Middle School to present her students to lead the pledge of allegiance. Ms. Wichers explained Shayla, Belise and Zyanya are members of the journalism club, which is sponsored by English Language Arts teacher Jennifer Keller. She said the students meet during lunch and after school to create quarterly publications. The students then led the pledge of allegiance.

On behalf of the Governing Board, Dr. Baker gave the students certificates of recognition. The students had the opportunity to introduce their family members present.

3. RECOGNITION OF STUDENT ART

Ms. Wichers introduced John Bennett, Amphitheater Middle School art teacher. Mr. Bennett noted the art on display was a reflection of the students' ingenuity, creativity and individuality. He thanked the Governing Board for the opportunity to showcase Amphitheater Middle Schools' art, and for their continued support of the art programs in the District.

On behalf of the Governing Board, Dr. Baker gave Mr. Bennett a certificate of recognition.

To mark the occasion, a picture was taken with the students, Ms. Wichers, Mr. Bennett, Ms. Keller, the Governing Board and Superintendent Jaeger.

4. 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, March 26, 2024 at 5:30 p.m. at the Wetmore Center, 701 W. Wetmore Road, Tucson AZ, 85705, in the Leadership and Professional Development Center.

5. RECOGNITIONS

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

Superintendent Jaeger explained that he meets with the advisory students regularly throughout the year. He appreciates their input about their school and the District on behalf of themselves and their peers. Superintendent Jaeger noted they are a very involved, aware and outspoken group of students and they are earnest about representing their community.

He asked Canyon del Oro High School Principal, Ms. Tara Bulleigh, to introduce the students. Ms. Bulleigh thanked the Governing Board and stated that some students were unable to attend because of their commitments to other activities.

Ms. Bulleigh introduced each of the students in attendance and spoke about their time on the advisory council, involvement in extracurricular activities, favorite class at Canyon del Oro High School and their future plans. The students present were Senior Kylee Hernandez Juniors Gabriel Lujan, Parker Hollings and Leeah Payne, Sophomore Lucio Castellini, Freshmen Hassan Lopez, Kiera Gueths, and Kennedy George. A PowerPoint presentation was shown with the names and pictures of each of the advisory members.

Mr. Kopec presented the students with a certificate of recognition. A picture was taken with the Governing Board, Superintendent Jaeger, Ms. Bulleigh, and the Canyon del Oro High School Student Advisory Council members.

B. Recognition of Canyon del Oro Wrestling State Champion and State Runner Ups

Superintendent Jaeger asked Mr. Armando Soto, Director of Interscholastic Activities, to introduce the sports recognitions. Mr. Soto shared that Canyon del Oro High School had many wrestlers who earned first or second place at the state tournament. He introduced Boys Head Coach David Sholes and Girls Head Coach Cody Comer.

Coach Sholes thanked the Governing Board for the recognition and Tara Bulleigh and Marco Dominguez for their support. He said they had more finalists this year than in recent years. Coach Sholes was proud of the team and commented that they are a very busy and disciplined group of students. He introduced Seniors Dominic Calvillo, 113 lbs. AIA State Runner Up, Jaden Oliver Ochsenfeld, 165 lbs. AIA State Runner Up and Kayden Luke 215 lbs. AIA State Champion. He stated this is the second year in a row that Kayden has won the Division II State Championship in the 215 lb. weight class and had an undefeated season at 51-0.

Coach Comer said Canyon del Oro High School has had a girl's wrestling team for four years and there were 12 girls on the team this year. He introduced Junior Sophia Smith the 126 lbs. AIA State Runner Up.

The students had the opportunity to share their plans for the future.

Mr. Kopec presented the Canyon del Oro High School wrestlers and coaches with certificates of recognition. A picture was taken with the wrestlers, the coaches, the Governing Board and Superintendent Jaeger to mark the occasion.

C. Presentation of Distinguished Service Awards

President Baker asked Superintendent Jaeger to introduce the 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.

Superintendent Jaeger asked Cliff Wadhams, Finance Manager and Classified Distinguished

Service Award recipient, Sandra Keefe, Banking and Student Funds Bookkeeper to come forward.

Mr. Wadhams shared Ms. Keefe's many attributes that make her a wonderful employee and leader. He said she is hardworking, flexible, a great problem solver and always ready to answer any questions.

A video presentation was shown honoring Ms. Keefe for the work she has done.

Ms. Zibrat asked Ms. Keefe if she would like to share anything. She was appreciative of receiving the award and thanked her fiancé and her co-workers for their support.

Ms. Zibrat presented Ms. Keefe with a certificate of recognition from the Governing Board, a Distinguished Service Award and a gift card donated by the Amphi Foundation.

Superintendent Jaeger invited Tim Ripp, Principal of Mesa Verde Elementary School, and Certified Distinguished Service Award recipient, Marisa McConnell, Interventionist to come forward. Mr. Ripp said he and Carly Bissonnette, Mesa Verde Elementary School Social Worker, both nominated Ms. McConnell for the award. Ms. Bissonnette spoke about Ms. McConnell's dedication, contributions, and service to the school community. Mr. Ripp talked about Ms. McConnell's leadership at Mesa Verde Elementary School and said she builds meaningful relationships and makes everyone she encounters feel good about themselves.

A video presentation was shown honoring Ms. McConnell for the work she has done in the District.

Ms. Zibrat asked Ms. McConnell if she would like to share anything. She thanked the Governing Board for the recognition, her family and her colleagues from Mesa Verde for their support.

Ms. Zibrat presented Ms. McConnell with a certificate of recognition from the Governing Board, a Distinguished Service Award and a gift card donated by the Amphi Foundation.

A picture was taken with Ms. Keefe, Ms. McConnell, Mr. Wadhams, Ms. Bissonnette, Mr. Ripp, the Governing Board, and Superintendent Jaeger to mark the occasion.

D. Recognition of STEM Schools of Excellence

Superintendent Jaeger asked Ms. Call to speak about this recognition.

Ms. Call asked Michael McConnell, Principal at Innovation Academy and Annette Orelup, Principal of Keeling Elementary School to come forward. She spoke about the process of becoming an International Technology and Engineering Educators Association (ITEEA) STEM School of Excellence. To be considered for the award schools must be committed to providing a robust Integrative STEM education program. Ms. Call said that Mr. McConnell and Ms. Orelup have collaborated for several years to make STEM a focus at Keeling Elementary School. She noted that the students at both schools have benefited so much from the partnership. Mr. McConnell said it was a true honor to receive the award and spoke about the rigorous application process. He commented that the process is an opportunity for self-evaluation, as they must analyze the successfulness of the goals of the school.

Ms. Orelup stated that the award validates the hard work of the staff. She thanked Ms. Call for the opportunity to work toward Keeling Elementary School becoming a STEM school. She also expressed her appreciation to Pam Vandivort, Mr. McConnell and Innovation Academy for their support.

Ms. Orelup introduced Brianna Mounts, winner of the Goodheart-Wilcox Teacher Excellence Award. She said Ms. Mounts is always willing to go above and beyond to help her students and peers, is a model of excellence and is truly deserving of this award.

Ms. Mounts thanked the District and Governing Board for the recognition and said she has always felt supported to grow as an educator.

Dr. Baker presented Ms. Mounts, Mr. McConnell, and Ms. Orelup with certificates of recognition. To mark the occasion a picture was taken of Ms. Mounts, Mr. McConnell, Ms. Orelup, the Governing Board and Superintendent Jaeger.

6. INFORMATION

A. Superintendent's Report

For the Superintendent's Report PowerPoint see Exhibit 1.

Superintendent Jaeger began his report by sharing photo highlights of recent events around the District.

He said that "AVID Night" was held at Amphi Middle School. At the event, students had the chance to put a spotlight on their work. A photo showed their AVID projects displayed in the school library.

Superintendent Jaeger reported that "Life Beyond the Books", a program that brings in volunteers to teach children real-world skills and help them explore career opportunities, returned to La Cima Middle School last week.

He noted that students from Canyon del Oro High School participated in the 2024 SheTech Explorers Day last week at Pima Community College. He said this is a one-day STEM event, where students learn about coding and have the opportunity to meet women in industry.

Superintendent Jaeger talked about the sold-out "Diamonds in the Desert" car show hosted by Canyon del Oro and Amphi High Schools at the Oro Valley Marketplace. He said the car show is organized and operated by the schools' CTE students and their auto clubs as a fundraiser. The show featured a record number of cars and provided a tremendous opportunity for students to learn business skills and all aspects of fundraising and event-planning.

He spoke about the Odyssey of the Mind Regional Competition held at Canyon del Oro High School on Saturday. He congratulated all the students that competed and said that seven District teams took home first place awards, and six teams came in second place. He said the next stop is the state competition on March 30th, hosted again by Canyon del Oro High School!

Superintendent Jaeger was pleased to announce that the La Cima Middle School Wrestling Team competed in the Flowing Wells Invitational over the weekend. They brought home the first-place trophy for the second straight year! He congratulated each member of the team, and gave a special shoutout to Peter Visconti, who placed first in his match.

Superintendent Jaeger stated that this week is "School Social Work Week" across the nation. He said that the District wanted to show special appreciation to the school social workers, who are extremely dedicated to serving the needs of the Amphitheater students.

He thanked the Amphi Foundation and their volunteers for helping Donaldson Elementary School and Ironwood Ridge High School students pick out a new pair of shoes and socks through the "Shoes for Smiles" program. He said it was a heartwarming event and appreciated the continued support of the Foundation.

Referring to the District's Portrait of a Graduate initiative, he noted that February was "Problem Solving" month. A photo showed Donaldson Elementary School students using problem-solving skills to design a device to communicate using light or sound. Another photo showed first-graders at Holaway Elementary School using their Sanford Harmony curriculum to plan a party and solve a problem. For March, the highlight is "Citizenship".

Superintendent Jaeger then spoke about the Aggregate Expenditure Limit (AEL). He reported that the state has released the school district preliminary AEL for next school year. The AEL calculation uses the estimated student count for this school year and an inflation adjustment. Unfortunately, with a decline in the statewide enrollment this school year, the preliminary AEL is \$6,960,000,616, which is an increase of only \$62.5 million. Superintendent Jaeger said that Arizona exceeded the AEL by more than \$1.3 billion this school year. He explained that even without any increase in school district budgets for next school year, the AEL limit would be exceeded by over \$1.3 billion again. Additionally, the expected budget increases for fiscal year 2025 will make the amount over the AEL limit even higher, so the legislature will again need to approve exceeding the AEL or huge budget reductions will be required.

He reported that Kris Mayes, Arizona Attorney General held a press conference this week to break shocking news: five people were indicted on charges of defrauding Arizona's ESA private school voucher program of at least \$600,000. Superintendent Jaeger explained the fraudsters allegedly created ghost students with forged birth certificates (children that didn't exist) and gave them fake disability diagnoses that would make them eligible for larger funding amounts (as much as \$38,000/year). State Superintendent Horne, who has promoted the vouchers through paid TV ads, did not discover the frauds that occurred under his watch. It was instead a local credit union that saw unusual account activity and alerted the AG's office. AG Mayes stated: "From what our investigators found, there are very few controls and very little accountability in terms of analyzing birth certificates at the (Arizona) Department of Education, and analyzing determinations of disability."

Superintendent Jaeger shared information about the Annual District Spending Report. He said the Arizona Auditor General recently released its annual report on school district spending which tracks spending in broad categories and terms. It showed that statewide school district classroom spending is decreasing. Amphitheater has increased its total classroom spending per student by nearly 15%. The District has also increased its average teacher pay by approximately \$15,000/year, or more than 34%, over the last 6 years. The Auditor General also compares core academic performance measures between individual school districts and their peer district and state averages. He reported that Amphitheater students again outperformed peer district and statewide students on all those measures. Superintendent Jaeger stated that the administration will be providing an in-depth analysis of the entirety of the Auditor General report at a future Governing Board meeting.

Dr. Baker thanked him for the report.

B. Status of Construction Projects

For the Status of Construction Project attachments see Exhibit 2.

Superintendent Jaeger invited Mr. La Nasa to give an update on the construction projects in the District.

Mr. LaNasa spoke about the projects currently under construction with School Facility Division Building Renewal Grant (BRG), Bond and ESSER funding.

Amphitheater High School (AHS) Bond projects include backup generators for MDF rooms and bottle filler installations. Improvements are being made to the Campus to Clothing Bank, performing arts center access controls and storm water drainage. Upgrades to central plant 1 and 2 controls will be made. Building H hallway improvements have been completed. Building Renewal Grant (BRG) projects include the central plant (CP) #2 and #3 hot water lines and CP #2 cooling tower replacements. Additional projects include phase I east campus and phase II west campus roof replacements. Buildings 800 and south gym Heating, Ventilation, and Air Conditioning (HVAC) conversion, and

replacement of the 200 wing electric feeder and 800 building water line. The CP #3 cooling tower replacement and building DN evaporative cooler to A/C conversion has been completed.

Canyon del Oro High School (CDO) Bond projects include the installation of bottle fillers, central plant triple duty valve and campus access controls. BRG projects include phase I west campus and phase II east campus weatherization and the north gym evaporative cooler to air conditioning conversion (summer project).

Ironwood Ridge High School (IRHS) Bond projects include building D access control installation. BRG projects include the weatherization of the academic buildings. Classroom A133 carpet replacement has been completed.

Amphitheater Middle School (AMS) BRG projects include the library roof replacement.

Copper Creek Elementary School Bond projects include upgrades to the central plant cooling tower and pump.

Coronado K-8 School Bond projects include the installation of bottle fillers.

Cross Middle School Bond projects include the installation of bottle fillers. BRG projects include the campus weatherization.

Donaldson Elementary School Bond projects include pods B and C HVAC replacement. BRG projects include building A and MPR roof leak repairs.

Harelson Elementary School Bond projects include the installation of bottle fillers. BRG projects include the campus roof assessment.

Innovation Academy Bond projects include the central plant chiller replacement.

La Cima Middle School Bond projects include central plant controls upgrade. ESSER projects include the central plant chiller replacement (summer 2024). BRG projects include the campus roof and weatherization.

Land Lab Bond projects include building D restroom HVAC improvements. BRG projects include the fire alarm replacement assessment.

Nash Elementary School Bond projects include the replacement of the playground equipment. BRG projects include the campus roof assessment and administrative, kitchen and MPR roof leak repair construction.

Painted Sky Elementary School BRG projects include a campus weatherization assessment and replacement of the fire alarm and boiler # 2.

Prince Elementary School Bond projects include building C ductwork, flooring and lighting. BRG projects include the campus roof replacement, weatherization and the CP cooling tower construction (spring break project).

Rio Vista Elementary School Bond projects include playground improvements. BRG projects include fire alarm cable replacement.

Wilson K-8 School Bond projects include speed bump replacements. BRG projects include the MPR stage HVAC and roof replacement, hot water line replacement and campus weatherization.

Wetmore District Office ESSER project includes the HVAC replacement.

Purchasing Warehouse ESSER projects include the HVAC replacement.

Mr. La Nasa explained that since his last report, the School Facilities Division (SFD) Building Renewal Grant (BRG) award received by the District totaled \$150,392.00, which included funding for some emergency repairs to school roofs. The year to date total received for SY 2023-2024 is \$3,958,18.00.

He offered to answer any questions. There were none.

President Baker thanked him for the report.

7. PUBLIC COMMENT

There were no comments.

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 Baker asked if any items needed to be removed for further discussion or comment. There were no items.

Superintendent Jaeger recommended the Consent Agenda Items be approved as presented.

Mr. Kopec moved for Consent Agenda Items 8. A.-V. be approved as presented. Vice President Zibrat seconded the motion. Voice vote in favor – 4. President Baker, Vice President Zibrat, Ms. Day, and Mr. Kopec. Opposed – 0. Consent Agenda Items 8. A.-V. 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

Approval of 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 Renewing Employee Contract Forms for 2024-2025 Fiscal Year; Direction to Administration to Issue Appropriate Contract to Renewing Contracted Staff; and Approval of Retention Stipend Amounts for Returning Employees to be at least 3% in FY 2024-2025

The Governing Board approved Renewing Employee Contract Forms for 2024-2025 Fiscal Year; Direction to Administration to Issue Appropriate Contract to Renewing Contracted Staff; and Approval of Retention Stipend Amounts for Returning Employees to be at least 3% in FY 2024-2025 as submitted in Exhibit 8.

G. Approval of Minutes of Previous Meeting(s)

The Governing Board approved minutes from the February 13, 2024 meeting as submitted in Exhibit 9.

H. Approval of Vouchers Totaling and Not Exceeding Approximately \$4,019,502.49

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
1206	\$746,921.16	1207	\$27,527.14	1208	\$393,086.19
1209	\$216,407.10	1210	\$102,739.88	1211	\$53,227.29
1212	\$5,660.99	1213	\$21,706.58	1214	\$38,102.80
1215	\$30,954.80	1216	\$42,005.00	1217	\$26,834.51
1218	\$615,380.15	1220	\$9,583.36	1221	\$315,229.90
1222	\$352,972.02	1223	\$4,756.59	1224	\$449,276.44
1225	\$241,667.02	1226	\$274.31	1227	\$35,429.66
1228	\$15,371.19	1229	\$274,388.41		

I. Acceptance of Gifts

Gifts were accepted by the Governing Board as submitted in Exhibit 11.

J. Approval of Parent Support Organization(s) - 2023-2024

The Governing Board approved CDO Baseball Booster Club for the 2023-2024 school year as submitted in Exhibit 12.

K. Receipt of January 2024 Report on School Auxiliary and Club Balances

The Governing Board approved Receipt of January 2024 Report on School Auxiliary and Club Balances as submitted in Exhibit 13.

L. Award of Contract for E-Rate Category 2 Network Switches with Components, Wireless Access Points, Licensing & Power Supply (RFP) 2324013

The Governing Board awarded Contract for E-Rate Category 2 Network Switches with Components, Wireless Access Points, Licensing & Power Supply (RFP) 2324013 to Hye Tech Networks & Security Solutions, LLC.

M. Award of Contract for Amphitheater High School 800 Wing CTE Renovation - Based Upon Responses to Invitation for Bids (IFB) 2324012

The Governing Board awarded Contract for Amphitheater High School 800 Wing CTE Renovation - Based Upon Responses to Invitation for Bids (IFB) 2324012 to Marsh Development.

N. Approval of Disposal of Surplus Property via PublicSurplus.com

The Governing Board approved Disposal of Surplus Property via PublicSurplus.com

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

The Governing Board approved the Arizona Department of Administration School Facilities Division Building Renewal Grants as submitted in Exhibit 14.

P. Approval of Spanish Textbooks for Display

The Governing Board approved Spanish Textbooks for Display.

Q. Approval of Social Studies Textbooks for Display

The Governing Board approved Social Studies Textbooks for Display.

R. Approval of Supplemental Texts and Materials

The Governing Board approved Supplemental Texts and Materials as submitted in Exhibit 15.

S. Approval of New Courses for the 2024-2025 School Year

The Governing Board approved New Courses for the 2024-2025 School Year as submitted in Exhibit 16.

T. Approval of the District Calendar for School Year 2025-2026

The Governing Board approved the District Calendar for School Year 2025-2026 as submitted in Exhibit 17.

U. Approval of Out of State Travel

The Governing Board approved requests for out of state travel as listed in Exhibit 18.

9. STUDY/ACTION

A. Approval of Joint Recommendation from Meet and Confer Committee for an Employee Compensation and Fringe Benefits Package for Fiscal Year 2024-2025

For the Joint Recommendation from Meet and Confer Committee for an Employee Compensation and Fringe Benefits Package for Fiscal Year 2024-2025 PowerPoint presentation see Exhibit 19.

Superintendent Jaeger stated that this is the time of year to approve the Compensation and Fringe Benefits package for fiscal year 2024-2025. He explained the process began when the meet and confer committee came together to create the compensation package. Superintendent Jaeger reported that in spite of the limited funding provided by the state, the committee did an excellent job. He asked Ms. Call to talk more about it.

Ms. Call said she has been a part of meet and confer for many years, and she was proud and honored to facilitate this group. She expressed her appreciation for the hard work and time the team spent, and felt the committee really worked for the betterment of the students.

She spoke about the process. In December a survey went out to all employees regarding workplace and policy issues. She gave an overview of the employee comments. Ms. Call said in January, the team leaders met with facilitators to review the staff survey and developed committee work. The compensation and benefits work began in early February and the team concluded compensation and benefits on February 26.

Ms. Call and presented the joint recommendation which includes:

1. Increase base pay by 2% for eligible employees
2. Market adjustment for all certified, professional non-teaching, and classified employees which varies according to current salary placement
3. Retention stipend for the 2024-2025 school year of at least 3%
4. Monies be set aside for increases to addendums. Specific recommendations will be made by the addendum committee
5. Provision that if the District receives new and undesignated funding in the current year that can be used for salaries, the Meet and Confer committee will reconvene

Ms. Call reviewed the employee survey results of the joint recommendation, including some employee comments that shared a common theme:

1. Concerns that a 2% increase is insufficient to combat current cost of living increases
2. Employees worried about increasing health care costs
3. Many comments thanking the teams for working hard for all employee groups, not just teachers
4. Low employee pay at all levels

5. Concern that our veteran employees are not receiving fair compensation

Ms. Call showed a chart that gave an overview of salary increases over the last 20 years. She highlighted the consistent fact that whenever the District has received increased funding from the state, it has always been passed on to the employees.

Ms. Call spoke about a recent compensation increase for brand new teachers. She explained there were some concerns from veteran teachers that they did not receive the same increase. She shared market adjustment increase examples for brand new teachers, as well as those with five, fifteen and twenty-five years of experience with the District. Ms. Call noted the limited funding increase for this coming year was insufficient to provide the same base level increase for all teachers. This required the graduated approach developed through the meet and confer process. .

She offered to answer any questions. There were none.

Public Comments to Agenda Item 9.

Darlene Rowe, an Amphi teacher stated she was not speaking on behalf of the Amphi Education Association (AEA) or other teachers. She thanked the meet and confer teams and said she trusted the process. She appreciated being able to provide her thoughts through the survey, and that there was money available for increases, but she was disappointed in receiving only a \$2,000.00 increase. Ms. Rowe offered two suggestions for next year. 1.) Give veteran teachers a onetime bonus and 2.) Make increases a priority for veteran teachers.

Rebecca Green, an Amphi teacher, Amphi Education Association (AEA) vice president and meet and confer committee member, spoke as a veteran teacher that supports the benefits package. She stated the package included increases for everyone and avoids staffing cuts. She explained that every teacher makes more money than teachers with less experience and the new salary scale keeps the District competitive. Ms. Green noted the increase was the largest she has received. She acknowledged that while the increase wasn't as much as she hoped for, the bigger problem is the lack of funding from the state for teachers. She felt that collaboration from all employees at the state level was important to create change. She thanked the District for prioritizing compensation this year.

Superintendent Jaeger stated that while the Governing Board is not allowed to respond to Public Comment, they may address any misleading comments. Referring to the comments made by Ms. Rowe, he acknowledged her understanding that many factors had to be considered for the compensation package, but that she still felt that veteran teachers were not a priority. He clarified that veteran teachers have always been a priority, noting that many other Districts only give an annual cost of living increase to their teachers at the high end of their respective salary schedules. Superintendent Jaeger said that for many years the Governing Board has ensured percentage increases and retention stipends for Amphi's veteran teachers. He reported that veteran teachers in Ms. Rowe's exact position have received more than \$17,000.00 in total compensation increases over the last three years, while brand new teacher compensation has only increased by a total of \$6,300. Thus, he said it was not fair or accurate to conclude or suggest that our veteran teachers are not valued. He praised the meet and confer team for the creative approach they undertook this year. Superintendent Jaeger said the District is doing everything it can to value employees, and meet so many needs with limited resources that are ultimately always determined by our state legislature.

Ms. Day moved for the Approval of Joint Recommendation from Meet and Confer Committee for an Employee Compensation and Fringe Benefits Package for Fiscal Year 2024-2025 as presented. Mr. Kopec seconded the motion. Voice vote in favor – 4. President Baker, Vice President Zibrat, Ms. Day, and Mr. Kopec. Opposed – 0. Motion passed.

Mr. Kopec commented that he was grateful for the collaborative effort of the meet and confer members and the facilitators. He appreciated the outcome that will ultimately benefit the students.

President Baker thanked Mr. Kopec for his comments and said he spoke on behalf of the Governing Board.

10. STUDY

A. Study of Proposed Recommendations Developed through the Meet and Confer Process for:

- 1. Revisions to Governing Board Policy GCCA (Professional Staff Sick Leave)**
- 2. Revisions to Governing Board Policy GCCD (Professional Staff Military/Legal Leave)**

For the Proposed Recommendations Developed through the Meet and Confer Process PowerPoint presentation see Exhibit 20.

Superintendent Jaeger explained that the meet and confer teams also worked on some policy items. He said at this time, these items are for study only and will be presented later for approval. He then asked Ms. Call to talk more about the policy changes.

Ms. Call said the policies presented were discussed in the fall and are tied to compensation. They waited until the compensation portion was completed to make sure they were aligned. She talked about the timeline and explained that in the fall a survey was sent to employees. Then in mid-October the team leaders met with facilitators to review the staff surveys and develop committee work. She reported that many of the survey comments were about compensation, and a common theme was the continuation of the (piloted) staff sick leave buyback program. Ms. Call said there seemed to be confusion about how the plan actually worked. She noted that the program had to be cost neutral to continue and the substitute payment process did not align. She said there was also confusion about payment for unused sick leave at time of separation, so the wording was changed to clarify that.

Ms. Call spoke about the second policy item: jury duty. She said that anyone that serves as a juror is compensated by the court, \$6.00 for gas and food per day. The current policy was confusing, because it seemed that the \$6.00 compensation needed to be paid back to the District, while the intent was to reimburse for expenses (gas and food) if someone served.

Superintendent Jaeger explained that not all employers pay employees for jury duty, but the District always has paid employees. The Auditor General ruled that employees cannot make more than their daily rate of pay while serving. He said the policy was not clear and needed to be revised.

Ms. Call shared the policy survey results, which showed that 87% of employees agreed. Common themes were:

1. More information need to be distributed for clarity on the one (1) hour vs four (4) hours
2. Employees still would like to have PTO and Sick Leave combined
3. Educate employees on how substitute teachers are paid (full vs. half day)

She said since there is confusion about the sick leave buyback program, if the Governing Board approves the policy revision, then she and Ms. Green will work to inform and educate staff.

She offered to answer any questions.

Ms. Day said she also has received questions about the staff sick leave buyback program and agreed that clarification was needed.

President Baker asked about the calculation rate used in the buyback program.

Ms. Call explained that a three-level tiered system has been in place for many years, and asked Superintendent Jaeger to explain in greater detail.

Superintendent Jaeger said it is based on your employment date, and there are varying degrees that employees receive vacation and sick leave payout. He said the amount is not tied to the daily rate of pay at that time, but to the specified numbers. He offered to provide a board report that would explain in greater detail.

Ms. Call noted that each employee is provided with this information when they are hired.

President Baker thanked her for the information.

11. PUBLIC COMMENT

See above. No further comments.

12. BOARD MEMBER REQUESTS FOR FUTURE AGENDA ITEMS

Ms. Day hoped to receive an update on the varsity letters.

President Baker stated that his questions about the buyback program could be answered in conversation, and a board report is not needed.

13. ADJOURNMENT

President Baker asked for a motion to adjourn. Ms. Day moved to adjourn. Mr. Kopec seconded the motion. There was no discussion. Voice vote in favor –4. President Baker, Vice President Zibrat, Ms. Day, and Mr. Kopec. Opposed – 0. The meeting adjourned at 8:10 p.m.



Minutes respectfully submitted for Governing Board Approval

Jennifer Anderson, Executive Assistant to the Superintendent & Governing Board

Gretchen Hahn, Governing Board Office Secretary

April 8, 2024

Date


Susan Zibrat, Governing Board Vice President

April 9, 2024

Date