

**Minutes of the Regular Governing Board Meeting  
Amphitheater Public Schools  
Tuesday, November 12, 2024**

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A Regular public meeting of the Governing Board of Amphitheater Public Schools was held on Tuesday, November 12, 2024 beginning at 5:15 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

**Governing Board Members Absent**

Mr. Matthew A. Kopec, 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. 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 5:15 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 Determination of Appeal of Long-term Suspension/Expulsion Hearing Officer's Decision Pursuant to A.R.S. § 15-843(A), Regarding, Student #30076961**

*Vice President Zibrat 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. Ms. Day seconded the motion. Voice vote in favor- 4. President Baker, Vice President Zibrat, Ms. Cox Golder, and Ms. Day. Opposed-0.*

*President Baker proclaimed they were in Executive Session at 5:15 p.m.*

**3. RECONVENE PUBLIC MEETING**

President Baker reconvened the meeting at 6:10p.m.

**4. PLEDGE OF ALLEGIANCE**

Superintendent Jaeger asked Canyon del Oro High School Principal, Ms. Tara Bulleigh, to come forward and introduce the students. Ms. Bulleigh shared that the students leading the pledge are members of the Student Government (STUGO). She noted that the CDO STUGO is a leadership class and organization designed to promote student activities on campus such as assemblies, dances, outreach, and community service. Ms. Bulleigh introduced Julia, Chernice, Sofia, and Gavin and shared why each student became a part of STUGO as well as their other academic and extracurricular pursuits.

The students led the Pledge of Allegiance.

Ms. Cox Golder thanked the students and presented each with a certificate of recognition. A picture was taken with the Governing Board, Superintendent Jaeger, Ms. Bulleigh, and the students to mark the occasion.

**5. RECOGNITION OF STUDENT ART**

Superintendent Jaeger noted that the district is particularly proud of its Arts programs and asked Canyon del Oro High School Photography teacher, Lee Street to come forward. Mr. Street explained that the display in the boardroom consisted of art from Ms. Beca's 9<sup>th</sup>-12<sup>th</sup> grade art classes that consist of different concepts and media studied since the beginning of the school year. Mr. Street stated that the photos on display were from his students' gallery show entitled 'Kaleidoscope'.

Ms. Cox Golder presented Mr. Street with a certificate of recognition. A picture was taken with the Governing Board, Superintendent Jaeger, Ms. Bulleigh, and Mr. Street.

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

President Baker announced that the next Regular Governing Board meeting will be held on Tuesday, December 10, 2024 at 6:00 p.m. at the Wetmore Center, 701 W. Wetmore Road, Tucson AZ, 85705, in the Learning and Professional Development Center.

**7. RECOGNITIONS**

**A. Recognition of 2024 Young Women of Impact Award**

Superintendent Jaeger asked Amphitheater High School Principal A.J. Malis to come forward to introduce his student. Mr. Malis spoke about the Young Women of Impact award and introduced the recipient, Phoebe Brown. He spoke about Phoebe's uplifting attitude, high motivation, and inclusive nature. Mr. Malis shared that Phoebe is a member of the dance and cheer teams, Drama, Interact Club, and Book Club. She also maintains a strong academic record.

Ms. Day noted that as an Amphi High Alumnus she was very proud of what Phoebe has accomplished. Phoebe introduced her mother in the audience. Ms. Day presented Phoebe with a certificate of recognition. A picture was taken with the Governing Board, Superintendent Jaeger, Mr. Malis, and Phoebe.

**B. Recognition of National Merit Scholarship Commended Students and Semifinalists**

Superintendent Jaeger asked Mr. Munger to introduce the item. Mr. Munger noted that the National Merit scholarship is one of the most prestigious in the country and honors the best and brightest students. He went on to say it displays students' aptitude and dedication to their academic pursuits. Mr. Munger asked Ms. Bulleigh to first introduce her National Merit Commended students. Ms. Bulleigh noted that Gavin Phillips was not able to attend the meeting and introduced Scarlett Bakken who was present. She spoke about Scarlett's academic record, her extracurricular activities, and her future college plans.

Mr. Munger asked Dr. Jenkins to introduce his commended students Grace Chen and Lucy Waddell. Dr. Jenkins spoke about each of the students' numerous academic accomplishments, extracurricular activities, and plans after high school.

Dr. Baker noted it was impressive to hear how well-rounded the students were. Each of the students introduced their families in the audience. Dr. Baker presented the students with certificates of recognition. A picture was taken with the Governing Board, Superintendent Jaeger, Ms. Bulleigh, Dr. Jenkins, and the students to mark the occasion.

Mr. Munger stated that National Merit Scholarship finalists represent the top 1% of all high school seniors in the nation and these students are in the running for \$31 million in scholarship money.

Ms. Bulleigh introduced Riley Goodwin and Adam Boney. She shared their academic accomplishments, extracurricular pursuits and plans for college.

Riley and Adam introduced their families in the audience and Dr. Baker presented them with certificates of recognition. A picture was taken with the Governing Board, Superintendent Jaeger, Ms. Bulleigh, and the students.

### **C. Recognition of Ironwood Ridge 2024 Girls Cross Country Team State Runners-Up**

Superintendent Jaeger asked Mr. Armando Soto, Director of Interscholastic, to make introductions. Mr. Soto explained that on November 2, 2024, the Ironwood Ridge Girls Cross Country team traveled to Phoenix to compete in the Arizona Interscholastic Association (AIA) State Championship meet. He noted that 171 girls competed in the Division 2 meet. Mr. Soto asked Coach Mike Smith to come forward along with the team and Coach Bob Jones. Coach Smith spoke about the team's work ethic and their motto of "doing hard things together". He mentioned that both Sorella and Olivia medaled which means they placed within the top 21 finalists at the state competition.

Coach Smith introduced Sorella, Sophia S., Jessica, Kelsey, Olivia, and Sophia C. who were in attendance at the meeting. The students introduced their families in the audience and Dr. Baker presented each of the students and coaches with certificates of recognition. A picture was taken with the Governing Board, Superintendent Jaeger, Coaches Smith and Jones, and the students to mark the occasion.

### **D. Presentation of Distinguished Service Awards**

President Baker asked Superintendent Jaeger to introduce the awards. Superintendent Jaeger explained that each month during the school year, a certificated and a support staff member are recognized with a Distinguished Service Award.

Superintendent Jaeger asked Glenda Arffa, Assistant Principal of Amphitheater High School to introduce the Support Staff Distinguished Service Award recipient, Thelma Serrano, Secretary. Ms. Arffa described Ms. Serrano as the "eyes and ears" of the school and well immersed in the community. She went on to speak about Ms. Serrano's loyalty, professionalism, positivity, and ability to diffuse difficult situations.

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

On behalf of the Governing Board Ms. Zibrat asked Ms. Serrano if she would like to share anything. Ms. Serrano thanked her administration and coworkers at Amphi High and introduced her daughter and grandchild in the audience.

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

Superintendent Jaeger then invited Leighann Reynolds, Principal of Walker Elementary School, and Brian Donahue, Physical Education Teacher and the Certificated Distinguished Service Award recipient, to come forward. Ms. Reynolds stated that during her short time at Walker, she has found Mr. Donahue to be selfless, creative, and a master teacher whose classes support our Promise of a Graduate initiatives. She spoke about Mr. Donahue's role as the P.E. lead for the district, organizer of the elementary track meet, and the work he does at La Cima Middle School.

A video presentation was shown honoring Mr. Donahue for the work he has done in the District.

Ms. Zibrat asked Mr. Donahue if he would like to share anything. Mr. Donahue thanked the District's support of Art, P.E., and Music in schools. He also thanked the Walker staff and introduced his family in the audience.

Ms. Zibrat presented Mr. Donahue 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. Serrano, Mr. Donahue, Ms. Arffa, Ms. Reynolds, the Governing Board, and Superintendent Jaeger to mark the occasion.

#### **E. Recognition of 2024 Northern Arizona University President's Alumni Award**

Superintendent Jaeger asked CDO Principal, Ms. Bulleigh to introduce this recognition. Ms. Bulleigh asked Robyn Yewell, REACH Teacher, to come forward. Ms. Bulleigh spoke about first meeting Ms. Yewell when she was a teacher at Harelson Elementary where her son was enrolled. She shared that Ms. Yewell currently teaches gifted students at CDO, has three master's degrees from Northern Arizona University, is actively involved in several professional organizations, and she has received numerous prestigious awards over the years. Ms. Bulleigh concluded that she was proud to honor her this evening.

Ms. Day added that Ms. Yewell is also an amazing Odyssey of the Mind coach and how privileged Amphitheater is to have her. Ms. Day presented Ms. Yewell with a certificate of recognition. A picture was taken with the Governing Board, Superintendent Jaeger, Ms. Bulleigh, and Ms. Yewell.

#### **F. Recognition of 2024-2025 Arizona Circle of Excellence Award Winner**

Superintendent Jaeger extended his appreciation to Ms. Annette Orelup, Principal of Keeling Elementary School, for her leadership and noted how proud he was of the Keeling staff.

Ms. Call stated she was proud to introduce Annette Orelup who has worked in Amphitheater for thirty years and has spent the last eight years as the principal of Keeling Elementary. She went on to read excerpts from the letter of nomination for the Circle of Excellence Award that spoke about Ms. Orelup's accomplishments including tremendous learning growth at Keeling, equity for all students, her loyalty, dependability, love for the school community and her passion for STEM education. Ms. Call went on to comment on Ms. Orelup's ability to lead staff and develop their skills and the positive collaboration between Keeling and Innovation Academy.

Ms. Orelup stated she was honored to receive the award, but it is much more about the Keeling staff as a whole than just her efforts. She thanked Ms. Call and Mr. McConnell for nominating her.

Ms. Cox Golder presented Ms. Orelup with a certificate of recognition. A photo was taken with the Governing Board, Superintendent Jaeger, Ms. Call, Mr. McConnell, and Ms. Orelup to mark the occasion.

*Dr. Baker called for a ten-minute break at 7:12p.m. He reconvened the meeting at 7:22p.m.*

### **8. INFORMATION**

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

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

Superintendent Jaeger shared photos highlighting some recent District events.

- Veteran's Day ceremonies held at Wilson K-8 and Donaldson Elementary
- "This is High School" event at Amphitheater High School for feeder elementary 5<sup>th</sup> graders to explore their future high school opportunities
- Halloween celebration at Wetmore complete with trick-or-treaters from Donaldson, Holaway, Keeling, and Prince elementaries
- Wetmore staff visited Rillito for their annual Halloween parade
- Ironwood Ridge High School seniors celebrated their "Senior Sunrise" on October 30<sup>th</sup>
- Congratulations to Cross Middle School Science teacher, Ethnee Taylor for being named the Raytheon Leader in Education for Middle School
- Congratulations to Innovation Academy teacher Erin Englehard for being named a 2024

Arizona Bowl Extra Yard for Teachers Award recipient

- Ironwood Ridge High School Model United Nations hosted an event recently for teams throughout Southern Arizona
- The Canyon del Oro High School Chess team competed over the weekend to qualify for the state chess tournament
- Both the CDO and IRHS football teams have qualified for the first round of the playoffs and are competing this coming Friday
- IRHS Band took first place and CDO Band took 3<sup>rd</sup> place in the 3A Division at the University of Arizona Band Day
- Thank you to Amphitheater voters for passing the bond and override propositions on the ballot and to LEAP AHEAD co-chairs, Beth Lake and Patsy Harris.

## **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. Mr. LaNasa stated that in addition to the annual report he gave last month, he also provides monthly reports to inform the public about how state funds are being used.

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

- Amphitheater High School Panther Hall Boiler Replacement – Bond Funds
- Amphitheater Middle School Exterior Door Painting – Bond Funds
- Ironwood Ridge High School Small Gym Bleacher Seating Repairs – Bond Funds
- Walker Elementary School Walkway Ramada Repairs & Painting – Bond Funds

Mr. LaNasa reported that the District received \$1,798,833 in grant funding in September and October 2024 bringing the 2024-2025 school year total to \$6,091,491.

He offered to answer any questions. There were none.

Ms. Day congratulated him on securing these grant funds. Mr. LaNasa said he accepted on behalf of his entire team.

## **9. PUBLIC COMMENT**

Jenn Houser is a parent of a student attending Coronado K-8 who is a Type 1 diabetic. She noted it was her second time addressing the Governing Board, so they are already aware of her son's situation at Coronado. Ms. Houser stated that she understands that the District's insurance provider, The Trust, prohibits students from having access to district wi-fi, but she doesn't feel the District is advocating enough for her children as wi-fi access is on their 504 plans to ensure their safety and enable them to learn. She went on to say that Section 504 states that programs, policies, and services can be changed to ensure equal opportunities for people with disabilities. Ms. Houser asked for the District to work with The Trust to ask for an amendment in order to accommodate medical wi-fi access for students. Ms. Houser concluded with asking the District to be resourceful in working with the Trust in order to ensure an equitable learning environment for children with medical needs.

Stacey Andrade is a parent of a diabetic student at Coronado K-8 and stated she is present to advocate for her student and all diabetic students that she feels the District has ignored. She spoke about the length of time it took to receive a response from the District to her inquiry in September and went on to speak about a low sugar incident at school when her son was in kindergarten and another in September of this year when Verizon wireless had an outage causing his insulin pump to stop receiving data. Ms. Andrade stated she would like the District to respond to the parents of diabetics about the lack of wi-fi access despite all of the options she has provided, information from the ADA,

the nursing staff, the 504 plan, and endocrinologist.

Melanie Barrett is a parent of a Type 1 diabetic which she noted is a life altering and life-threatening disease. She went on to explain parents with diabetic children have to make hourly decisions about their children's health which required blood sugar data. Ms. Barrett stated that wi-fi access is crucial so there is not a lapse in this data when cellular service fails and suggested a dedicated medical wi-fi that does not have access to district-sensitive data as a solution. She expressed her appreciation for teachers and school nurses for the care they provide to students with special needs. Ms. Barrett relayed an incident that happened when her child's blood sugar became dangerously low while on the playground and because at that time, wi-fi access was available, her child was able to receive prompt medical attention. She implored the Governing Board to find out why Amphitheater can't provide this wi-fi access when other districts can.

Superintendent Jaeger reminded the Governing Board that they are prohibited from responding to public comment when the item is not published on the meeting agenda; but noted that the District can respond to misstatements or misleading information. He shared that he appreciated the parents' passion and concerns for the medical needs of their children as he also had a son with severe medical needs who ultimately passed away. Superintendent Jaeger stated that the District has offered a solution that is the same solution offered by a number of surrounding school districts contrary to the assertion that was made at the last meeting that Amphitheater was alone in refusing to do what was asked of them. He went on to say that the District has conferred with Tucson Unified School District, Marana, Vail, Sunnyside, Catalina Foothills, Tanque Verde and Sahuarita School Districts and all of them offer the same solution that has been offered to these parents and students. He noted that none of the school districts indicated that they can or do comply with one federal law by violating another federal law which is our requirement under Children's Internet Protection Act (CIPA). He concluded that the district stands ready to provide the solutions offered and urged the parent who was invited to attend a meeting, to do so in order to resolve the situation. Superintendent Jaeger again stated that the district will not violate federal law to comply with another and that the Federal Communications Commission (FCC) would not tell anyone that it was a reasonable accommodation to do so. He promised that they will resolve the matter if the parents meet with the District.

#### **10. 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 10. A.-L. be approved as presented. Vice President Zibrat seconded the motion. Voice vote in favor – 4. President Baker, Vice President Zibrat, Ms. Cox Golder, and Ms. Day. Opposed – 0. Consent Agenda Items 10. 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 October 1<sup>st</sup>, 2024, October 15<sup>th</sup>, 2024, and October 22<sup>nd</sup>, 2024 meetings as submitted in Exhibit 8.*

**G. Approval of Vouchers Totaling and Not Exceeding Approximately \$1,445,197.57**

*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
1111	\$151,995.51	1112	\$199,831.57	1113	\$42,187.11
1114	\$320,672.87	1115	\$127,579.83	1116	\$4734.17
1117	\$5,868.01	1118	\$178,333.35	1119	\$90,373.48
1120	\$26,709.93	1121	\$75,712.26	1122	\$65,545.64
1123	\$124,253.76	1124	\$31,400.08		

**H. Acceptance of Gifts**

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

**I. Approval of Parent Support Organizations-2024-2025**

*The Governing Board approved CDO Girls Basketball Booster, CDO Cross Country Booster, CDO Softball Booster, IRHS Softball Boosters, CDO Project Graduation, and CDO Mens Soccer Booster for the 2024-2025 school year as submitted in Exhibit 11.*

**J. Receipt of September 2024 Report on School Auxiliary and Club Balances**

*The Governing Board approved Receipt of September 2024 Report on School Auxiliary and Club Balances as submitted in Exhibit 12.*

**K. 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 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.*

**11. STUDY**

**A. Presentation on District Data as it Relates to the School A-F Letter Grades**

*For the Presentation of District Data as it Relates to the School A-F Letter Grades PowerPoint see Exhibit 15.*

Superintendent introduced Jason Weaver, Program Evaluation and Data Analyst as he will be reviewing the District's A-F letter grades. Mr. Weaver stated the objective of his presentation was to provide an overview of what determines school letter grades, the actual 23-24 school year grades, and a review of the Spring state assessment data.

Mr. Weaver stated that the bulk of letter grades is determined by student performance on assessments in English Language Arts (ELA) and Mathematics assessments in grades 3-8 and

grade 11. He gave an overview of the levels of proficiency a student can receive. Mr. Weaver then reviewed the structure of what comprises letter grades for K-8 consisting of growth, proficiency, English Language (EL) proficiency and growth, and acceleration/readiness. High school letter grades utilize these criteria but also measure graduation rates and college and career indicators.

Mr. Weaver shared the A-F letter grade definitions and the 2023-2024 letter grades for each of the District's schools. He noted that since 2021, there has been an 83% increase in the number of Amphitheater schools receiving a grade of 'A' which results in 52% of District schools receiving an 'A' letter grade. Mr. Weaver spoke about the schools who saw a change in their letter grade from the year prior. He noted that factors contributing to strong A-F performances included gains in 3<sup>rd</sup> through 5<sup>th</sup> grade math and ELA scores along with increased performance on the AZELLA English Language proficiency test at several schools. He also spoke about the factors that contributed to the specific schools that saw a decrease in their letter grades but noted that work is already being done to address these issues and expand student success.

Mr. Weaver shared a graph with Amphitheater District's 2023-2024 ELA State Assessment results in comparison to the state of Arizona as a whole, versus neighboring districts, and each individual school's performance. He noted that Amphitheater performed better than the state of Arizona average and better than most neighboring school districts. Mr. Weaver went on to share data of ELA proficiency by grade level in comparison to the state of Arizona. Mr. Weaver shared the same data for Mathematics state assessments and rates of proficiency and noted that student performance in math was lower than language arts, but overall demonstrated similar data trends as in the ELA data.

Mr. Weaver concluded that letter grades are a snapshot of student performance on state tests and don't factor in the unique opportunities that exist at each of our District schools. He stated that there are many areas of success to capitalize and build upon, but other areas require a continued, collective, and focused effort to grow and improve.

Ms. Call thanked Mr. Weaver for his report and noted she was very proud of the work being done by the team in the Office of Learning and Instruction over the last three and a half years and applauded the hard work of principals and teachers to make academic achievement happen. She noted that they have focused on Tier 1 instruction through learning continuums and the use of guaranteed and viable curriculum that focuses on equity for all students. She went on to say the use of strategic instructional strategies such as AVID and Personalized Learning has increased rigor and access to deeper learning. Ms. Call spoke about how grading practices demonstrate students' proficiency in standards and there is still more work to be done. She explained the use of Communities of Practice (COP's) during District Professional Development time that allows teachers to improve their practice and use of district approved curriculum and the strategies in place to address schools with lower letter grades.

Mr. Munger spoke about the work of aligning learning continuums, also known as Scope and Sequence work. He went on to speak about the Scope and Sequence aligning with newly rolled out district benchmarks and working with the secondary curriculum collaborative and newly adopted materials to ensure the provision of guaranteed viable curriculum that aligns to the co-teaching inclusion model, proficiency and grading systems, and provides data for students and teachers.

Mr. Weaver offered to answer any questions. Ms. Day noted that the comparison graphs with other districts did not include data on charter schools and wondered if there was a big difference. Mr. Weaver responded that in preparing information such as this he is mindful of noting what is included and what isn't included and noted that it also depends on the data sources. Mr. Weaver stated that the way the data comes from the state and the way that it is



being presented, it made more sense to leave out the charter school data, but he would be happy to provide a comparison of Amphitheater's performance to charter schools.

Ms. Cox Golder noted she had seen a chart provided by the Superintendent that showed Amphitheater had outperformed Legacy and Lehman Charter schools. Mr. Weaver affirmed that and reiterated that for the purposes of how the data was presented this evening it wasn't the right set-up to provide that data in this presentation.

Superintendent Jaeger stated that additional information would be provided to Board members in comparison to performance versus charter schools in the area.

Ms. Day shared that having talking points, like they were provided during the bond and override election, were helpful to be able to share with the community.

Superintendent Jaeger noted that in 2017 there were two district schools with 'A' letter grades and the Governing Board at that time challenged him to make improvements. He noted how proud he was of the considerable gains made since that time with now half of the schools receiving 'A' letter grades and the growth of other schools. He went on to congratulate the work of the team of district administrators and the teachers they represent who do the work to achieve the gains and the work they continue to do to make the gains that are yet to come. He concluded with a big thank you to teachers, support staff, and other educators who made all of this happen.

## **12. STUDY/ACTION**

### **A. Approval of District Addenda Format and Study of Evaluation Guidelines**

*For the Presentation of Information on District Addenda Schedule and Duties see Exhibit 16.*

Superintendent Jaeger noted that this item is a continuation of a study presented several weeks ago and asked Mr. Munger to continue with presenting.

Mr. Munger reiterated that this was a continuation of a previous study, but administration is seeking approval of the formatting update to the District Addenda Schedule and specific feedback on the draft evaluation measures. He shared a slide noting the format of the new Addenda schedule and spoke about the changes to the 504 addenda from a flat rate of \$500 to a per pupil rate of \$50 resulting in a cost savings and equity for staff based on caseload. He went on to speak about the Library Department Chair and Counseling Department Chair addendum which have historically been omitted and previously approved but will be added to the schedule subsequent to this meeting.

Mr. Munger spoke about the process of developing an evaluation tool for employees receiving an addendum which included a document of job duties and responsibilities which sets expectations to then allow an administrator to evaluate later. He also shared a draft application for flex addenda that aren't explicitly noted in the addenda schedule. Mr. Munger explained the addenda committee's approach to developing an evaluation tool which looked at combining elements from the Coach Evaluation and Classified Evaluation instruments.

Mr. Munger stated that the next steps include gathering feedback from administrators and other stakeholders on the evaluation instrument and refining documents based on that feedback ultimately asking the Governing Board for their approval. He offered to answer any questions.

Ms. Day noted that this work exceeded all of her expectations and she was very impressed.

*Ms. Day moved to approve district format changes to the addenda schedule and proposed rate change to the 504 addenda. Ms. Cox Golder seconded. There was no discussion. Voice vote in favor-4. President Baker, Vice-President Zibrat, Ms. Cox Golder, and Ms. Day. Opposed-0.*

## **B. Study, Discussion, and Approval of Governing Board Vote on Recommended Revisions to the Arizona School Boards Association Bylaws**

*For a Summary of Bylaw Changes and Proposed ASBA Bylaw Revisions see Exhibits 17 & 18.*

Superintendent Jaeger explained that this item was brought forward at the request of the Arizona School Board Association (ASBA) as they are presenting changes to their bylaws. He spoke about the changes being presented are “safe” and his recommendation is to support and vote in favor of these changes. Superintendent Jaeger noted that it is the function of this Governing Board as a body to decide one vote either in favor or opposition of the bylaw changes.

*Ms. Day moved that the Governing Board vote in favor of the proposed changes to the ASBA bylaws. Ms. Cox Golder seconded. Voice vote in favor-4. President Baker, Vice-President Zibrat, Ms. Cox Golder, and Ms. Day. Opposed-0.*

### **13. ACTION**

#### **A. Resolution Declaring the Tuesday Before Thanksgiving as “Kindness Day”**

*For the Resolution declaring the Tuesday before Thanksgiving as “Kindness Day” see Exhibit 19.*

Superintendent spoke about the yearly tradition of this resolution as an effort to promote kindness during Thanksgiving week and beyond.

*Ms. Cox Golder moved to approve the Resolution Declaring the Tuesday before Thanksgiving as “Kindness Day” Vice President Zibrat seconded. Voice vote in favor-4. President Baker, Vice President Zibrat, Ms. Cox Golder, and Ms. Day. Opposed-0.*

Dr. Baker read the resolution.

### **14. EXECUTIVE SESSION**

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

**A. Discussion or Consultation for Legal Advice with the Attorney or Attorneys of the District Regarding Federal Tax Compliance Issues, Pursuant to A.R.S. § 38-431.03(A)(3)**

**B. Discussion Pertaining to the Employment of the Superintendent, and in Accordance with His Terms of Employment May Include an Annual Evaluation of His Performance, Pursuant to A.R.S. § 38-431.03(A)(1)**

*Vice President Zibrat 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 14. Ms. Day seconded the motion. Voice vote in favor- 4. President Baker, Vice President Zibrat, Ms. Cox Golder, and Ms. Day. Opposed-0.*

*President Baker proclaimed they were in Executive Session at 8:43 p.m.*

### **15. RECONVENE PUBLIC MEETING**

Dr. Baker reconvened the meeting at 9:18p.m.

### **16. PUBLIC COMMENT**

There was no public comment.

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

Dr. Baker asked that the three speakers from Public Comment be contacted.

18. **ADJOURNMENT**

*Ms. Day moved to adjourn. Vice President Zibrat seconded. There was no discussion. Voice vote in favor-4. President Baker, Vice President Zibrat, Ms. Cox Golder, and Ms. Day. Opposed – 0. The meeting adjourned at 9:20 p.m.*

*Jen Anderson*

Minutes respectfully submitted for Governing Board Approval

*Jen Anderson, Executive Assistant to the Superintendent & Governing Board*

December 2, 2024

Date

*Scott K. Baker*

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

December 10, 2024

Date