

**Minutes of the Regular Public Governing Board Meeting  
of Amphitheater Public Schools  
November 19, 2019**

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A Regular Public Meeting of the Governing Board of Amphitheater Public Schools was held Tuesday, November 19, 2019, beginning at 5:30 p.m., at the Wetmore Center, 701 West Wetmore Road, Tucson, AZ in the Leadership & Professional Development Center.

**Governing Board Members Present**

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

**Superintendent's Cabinet Members Present**

Mr. Todd A. Jaeger, J.D., Superintendent  
Dr. Roseanne Lopez, Associate Superintendent for Elementary Education  
Mr. Michael Bejarano, Associate Superintendent for Secondary Education  
Ms. Michelle H. Tong, J.D., Associate to the Superintendent and Legal Counsel  
Mr. Scott Little, Chief Financial Officer  
Ms. Kristin McGraw, Director of Student Services  
Ms. Tassi Call, Director of 21<sup>st</sup> Century Education  
Mr. James Burns, Executive Manager of Operational Support  
Ms. Michelle Valenzuela, Director of Communications  
Dr. Shannon McKinney, Director of Curriculum and Assessment

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

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

**1. EXECUTIVE SESSION**

*President Cox Golder asked for a motion to recess Open Meeting to hold an Executive Session for student disciplinary action. Vice President Zibrat moved to recess the Open Meeting to hold Executive Session for 1A., 1a and 1A. 2. Ms. Day seconded the motion. Voice vote in favor 5: President Cox Golder, Vice President Zibrat, Dr. Baker, Ms. Day, and Mr. Kopec. Opposed - 0. President Cox Golder proclaimed they were in Executive Session at 5:33 p.m.*

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

- 1. Consideration and Decision Upon Expulsion Hearing  
Officer's Recommendation, Pursuant to A.R.S. §15-843(F)(2),  
Regarding**

- a. Student # 30038811;
- b. Student # 30048098;
- c. Student # 30045409;
- d. Student # 30033514;
- e. Student # 30033727;
- f. Student # 30031921;
- g. Student # 30066622;
- h. Student # 30033909; and
- i. Student # 30053666.

**2. In Discussion and Consultation with Representatives of the Governing Board in Order to Consider Its Position and Instruct Its Representatives in the Meet and Confer Process Pertaining to Policy, Compensation and Benefits for Certificated, Professional Non-Teaching, Support and Administrative Staff Pursuant to A.R.S. § 38-431.03(A)(5).**

**B. RECONVENE MEETING AND SIGNING OF GUEST'S REGISTER**

*President Cox Golder reconvened the public meeting at 6:45 p.m. and invited members of the audience to sign the visitors' register.*

**PLEDGE OF ALLEGIANCE**

Superintendent Jaeger welcomed the students from Nash Elementary School and invited Principal Robert Hehli to introduce them. Mr. Hehli talked about each student and their accomplishments. The students then led the Pledge of Allegiance.

On behalf of the Board, Dr. Baker thanked the students and presented them with a certificate of commendation. A group photograph was taken with the students, the Governing Board, and the Superintendent to mark the occasion.

**RECOGNITION OF STUDENT ART**

Principal Robert Hehli introduced the Nash Elementary School Art Specialist, Ms. Christine Ashton, and asked her to talk about the student art on display. Ms. Ashton explained the different art techniques and mediums used in the art on display.

On behalf of the Board, Dr. Baker thanked Ms. Ashton and the students of Nash Elementary School and presented her with a certificate of commendation.

**ANNOUNCEMENT OF DATE AND PLACE OF NEXT REGULAR GOVERNING BOARD MEETING**

President Cox Golder announced the next regular meeting of the Governing Board will be on Tuesday, December 10, 2019 at 6:00 p.m., due to student discipline matter(s) this time is subject to change, at 701 W. Wetmore Road - Leadership & Professional Development Center, SE Entrance and Parking.

## **2. RECOGNITION**

### **A. Recognition of LEAP AHEAD for Amphi Committee**

Superintendent Jaeger introduced this item and asked Ms. Valenzuela to present it to the Governing Board. Ms. Valenzuela explained that LEAP AHEAD for Amphi is a group of volunteers who came together as a political action committee to support the Amphitheater School District. Most recently, they organized and ran the campaign for the November 5, 2019 budget override election. Ms. Beth Lake serves as the head of the committee. Ms. Lake and the members of the committee have donated countless hours to ensure that our voters were informed about the importance of the propositions the District presented. The result: both overrides passed! The passing of both of these propositions is a testament to the hard work that Ms. Lake and the rest of the committee put in for the benefit of our students.

On behalf of the Board, Vice President Zibrat congratulated and thanked Ms. Lake and the LEAP AHEAD for Amphi Committee members and presented them with a certificate of commendation.

A group picture with the LEAP AHEAD for Amphi Committee, the Governing Board, and Superintendent Jaeger was taken to mark the occasion.

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

Superintendent Jaeger explained that the Distinguished Service Awards are presented monthly throughout the school year to recognize employees' initiative, collaboration, loyalty, and contribution to the Amphitheater School District. He invited Mr. Bejarano to introduce this award.

Mr. Bejarano announced that the Distinguished Service Award recipient for the month of November for support staff is Ms. Alfa Baez, Secretary I at Ironwood Ridge High School. A video presentation was shown honoring Ms. Baez for the work she has done in the District.

On behalf of the Board, Mr. Kopec congratulated Ms. Baez and presented her with an award, a certificate, and a gift card donated by the Amphi Foundation. Ms. Baez thanked the Board and the District for this recognition.

Mr. Bejarano then announced that the Distinguished Service Award recipient for the month of November for certificated staff is Ms. Kristy Brower, Music Teacher at Harelson Elementary School. A video presentation was shown honoring Ms. Brower for the work she has done in the District.

On behalf of the Board, Mr. Kopec congratulated Ms. Brower and presented her with an award, a certificate, and a gift card donated by the Amphi Foundation. Ms. Brower thanked the Board and the District for this recognition.

A group picture of both Distinguished Service Award winners, the Governing Board, and Superintendent Jaeger was taken to mark the occasion.

### **3. PUBLIC COMMENT**

*There was none at this time.*

### **4. INFORMATION**

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

Superintendent Jaeger provided the Governing Board with a review of recent and future activities in the District and community.

He mentioned that we will be reviewing our school grade labels at our December Board Meeting and went on to tell the Board of the significant positive change in the grades the schools have made over the past few years. We have 6-A schools, 8-B schools, and 6-C schools. There are no D or F schools. We will be appealing two of the C grades and he noted that there are so many other important strengths to good schools such as its culture, staff and student body.

Superintendent Jaeger was happy to announce the passing of the approval of the Prince Elementary School's bus loop construction and Canyon del Oro High School's roof repair project by the Arizona School Facilities Board. These grant projects totaled over \$3 million dollars. He thanked Mr. Burns and his team for pursuing these funds.

Last week Superintendent Jaeger, Vice President Zibrat, and Mr. Kopec (and some District staff) visited a competency based, standards based, curriculum and instructional program in the Marysville, Ohio School District. Amphitheater School District was selected as one of four school districts by the Center for the Future of Arizona, to pilot a similar program. Therefore, it was essential to see a school district in action.

Marketing our school district is important; therefore, we have been working with a company for the past two years to engage with the public. Three marketing commercials will be released soon; we are delivering "Proud Amphitheater Family" yard signs to those who want to put them up; and digital ads are being uploaded for viewers to hear and see what Amphitheater students are learning. This company promised 4.2 million impressions and last year we had about 4.5 million impressions.

The first "This is High School" tour program was a huge success. This program gave all 5<sup>th</sup> graders an opportunity to visit their perspective high schools and see what high school students are doing. Superintendent Jaeger talked about the excitement he heard from not only the 5<sup>th</sup> grade students but also the high school students, parents and staff. He thanked the high school principals and their teams for facilitating and hosting this program. He also thanked Ms. Call for sparking this idea and putting it all together, as it builds continuity within our community.

Superintendent Jaeger informed the Board that we are continuing "Social Emotional Learning Trainings" with our administrators; we had a second session on "Trauma Informed Practices" last week with our All Team members

and will continue this training Thursday with our Assistant Principals. We will be presenting more about this at a future Board meeting.

Superintendent Jaeger talked about the following events that are happening in the District:

- Canyon del Oro High School Marching Band competed in the AZ MBA State Marching Championship placing sixth in their 3A division to advance to the Grand Championships second and final round. They placed fifth overall!
- Ironwood Ridge High School Nighthawk Vanguard also competed in the AZ MBA 1A/2A Grand Championships earning the bronze medal and High Percussion Caption!
- Mesa Verde Elementary School students wore orange last month to support bullying prevention.
- Donaldson fifth-graders went to the Planetarium and were able to interactively learn about sharks, minerals and the solar system.
- Our schools showcased their musical talents at the 'Amphitheater District Music Concert' at the Tucson Mall earlier this month. The Cross Marching Band, Harelson Band, Wilson Elementary Choir, Wilson Jazz Choir, Wilson Chamber Ensemble, and CDO Orchestra all performed.
- Keeling Elementary, Ironwood Ridge High School, Wilson K-8, Donaldson Elementary, and Innovation Academy held Veterans' Day celebrations at their school.
- Canyon del Oro IB student Ashley Wheeler took on the task of coordinating the installation of a Ben's Bells 'Be Kind' mural at her school. It is her CAS Project (Creativity, Activity, Service) for the IB program. The installation came together beautifully.
- Assistant Principal Tim Ripp, makes good on his promise to cut his hair into a Mohawk and color it pink if the school met its fundraising goal. Congratulations to Wilson K-8 for raising more than \$41,000.
- At Harelson Elementary, Principal Jason Weaver lived up to his promise to kiss a pig if the school raised money from all 50 states.
- Kindergartners from Holaway and Walker Elementary schools trick-or-treated at Wetmore Center this year, and for the first time, Wetmore staff visited the Rillito Center to celebrate with staff and students there.
- Thank you to our great community partners!
  - The Tucson Fire Department stopped by Prince Elementary School.
  - Sigma Nu fraternity and Delta Gamma sorority brought a food truck to treat Amphi Middle School students to some burgers.
  - Cyndi & Chris In The Morning from 92.9 FM, visited Lulu Walker Elementary School for Family Literacy Night.
- Thank you to Pima Federal Credit Union for another surprise! The credit union, which supports Legendary Teacher Day, donated \$800 to Amphi High School to use for school supplies. This gift was made possible by employee donations and their generous members! Amphi

High School was selected because it is home to the 2019 Amphitheater Legendary Teacher.

- Volunteers built a new playground at Keeling Elementary, thanks to the Fiesta Bowl which chose our school out of applicants from throughout the state to receive this great gift.

#### **B. Report of Governing Board Delegate, Dr. Scott Baker, on the Arizona School Boards Association (ASBA) Delegate Assembly**

Superintendent Jaeger introduced the item and invited Dr. Baker, to report on the ASBA Delegate Assembly.

Dr. Baker explained that he has been the representative for Amphitheater School District for the past three years at the AZ School Board Association (ASBA) Delegate Assembly. Mr. Kopec was the alternate representative for Amphi this year and attended the meeting with Dr. Baker, however was not a voting participant. Dr. Baker expounded that one of the roles of the ASBA is to lobby the legislature on behalf of the public school districts in the state of Arizona. The purpose of the Delegate Assembly is to vote on points that they will be lobbying for, there are four main areas, they are:

1. Adequately and equitably fund district schools to at least the national median per pupil funding
2. Preserve and strengthen local control
3. Improve outcomes for all students
4. Require public accountability for taxpayer dollars spent on education

After the four main topics are discussed and voted on, then sub-topics for each main topic are discussed and voted on.

Dr. Baker offered to answer any questions, there were none.

#### **C. Status of Bond Projects**

Superintendent Jaeger asked Mr. Burns to update the Board on our districtwide bond projects. Mr. Burns provided the Governing Board with current information on the status of the projects listed below.

Canyon del Oro High: We completed the Public Address (P.A.) system upgrades. Design is in progress for the main electrical switchgear modernization. In T Building we are evaluating the fan coils to see which ones need replacing.

Ironwood Ridge High: Central plant boiler installation is complete.

Amphitheater Middle: Cafeteria serving line upgrades are in the works. Tucson Electric Power (TEP) grant funded LED lighting upgrades are in progress.

Copper Creek Elementary: We have open bids for a Maker Space in room 2. Pre-construction meeting for the central plant chiller replacement is scheduled and materials are on order. Pueblo Mechanical will be replacing chiller controls and will disconnect (2) refrigerant monitors before demo of chillers then reconnect after new equipment has been installed.

Coronado K-8: Planning for a new Maker Space in room 8 is underway. We are working on lighting replacement in classrooms 5 - 10.

Donaldson Elementary: Preparation for a Maker Space in room F-1 has begun.

Harelson Elementary: The boiler replacement project is now complete.

Holaway Elementary: We are evaluating the front office single point of entry and security fencing at Holaway.

Keeling Elementary: Planning for a Maker Space in room 6 has begun. We have begun reviewing bids for the roof restoration on Building D and parking lot improvements.

Mesa Verde Elementary: Plans for a Maker Space in rooms 15 & 16 have begun.

Nash Elementary: The boiler replacement installation is now complete. Plans for a Maker Space in room 2 have begun.

Painted Sky Elementary: We are currently working on the security fence upgrades and painting. Plans for CM lock conversion to online locks and fire alarm replacement designs are underway.

Prince Elementary: SFB Projects: for the Adjacent Ways bus loop construction, an application was submitted to SFB on August 14, 2019 with the validation of expenses. TEP grant, LED lighting upgrades is 99% complete.

Rio Vista Elementary: Materials are being ordered for the campus security fencing upgrades.

Wilson K-8: Plans for a Maker Space are underway. The fire alarm system replacement is in the design phase. ADA modifications to restrooms are also underway.

## **5. CONSENT AGENDA**

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

<https://v3.boardbook.org/Public/PublicHome.aspx?ak=1000433>

*President Cox Golder asked if there were any Items that should be pulled for further discussion, there were none. Ms. Day moved that Consent Agenda Items A. – R. be approved as presented. Mr. Kopec seconded the motion. There was no discussion. Voice vote in favor – 5: President Cox Golder, Vice President Zibrat, Dr. Baker, Ms. Day, and Mr. Kopec. Opposed – 0. The items passed.*

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

*Non-Administrative Personnel were appointed as listed in Exhibit 1.*

**B. Approval of Personnel Changes**

*Certified and classified personnel were appointed as listed in Exhibit 2.*

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

*Leave(s) of Absence were approved as listed in Exhibit 3.*

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

*Separation(s) and Termination(s) were approved as listed in Exhibit 4.*

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

*Stipends for Coaching Volunteers were approved as listed in Exhibit 5.*

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

*The Minutes from June 20, 2019 and July 23, 2019 Governing Board Meetings were approved as listed in Exhibit 6.*

**G. Approval of Vouchers Totaling and Not Exceeding Approximately**

**\$2,651,801.17**

*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 listed in Exhibit 7:*

Voucher #1102 \$ 81,882.12,	Voucher #1103 \$ 44,865.86,
Voucher #1105 \$116,117.75,	Voucher #1107 \$ 53,530.81,
Voucher #1108 \$ 43,772.74,	Voucher #1109 \$ 12,796.74,
Voucher #1110 \$918,375.14,	Voucher #1111 \$ 49,550.69,
Voucher #1112 \$ 81,229.02,	Voucher #1113 \$ 71,546.02,
Voucher #1114 \$ 42,761.83,	Voucher #1115 \$145,070.98,
Voucher #1116 \$ 3,034.50,	Voucher #1117 \$ 73,484.31,
Voucher #1118 \$ 41,718.72,	Voucher #1120 \$ 25,801.30,
Voucher #1121 \$138,548.20,	Voucher #1122 \$136,500.61,
Voucher #1123 \$ 24,734.50,	Voucher #1124 \$ 28,356.05,
Voucher #1125 \$ 50,767.01,	Voucher #1126 \$ 85,910.09,
Voucher #1127 \$ 53,071.03,	Voucher #1128 \$ 42,834.46,
Voucher #1129 \$ 60,844.91,	Voucher #1130 \$ 87,454.26,
Voucher #1131 \$ 59,987.67,	Voucher #1132 \$ 77,253.85.

**H. Acceptance of Gifts**

*Gifts were accepted by the Governing Board as listed in Exhibit 8.*

**I. Approval of Parent Support Organization(s) - 2019-2020**

*Canyon del Oro Boys Basketball Boosters, Lulu Walker Parent Teacher Organization, and Amphitheater HS Parent Association were approved as listed in Exhibit 9.*

**J. Receipt of September 2019 Report on School Auxiliary and Club Balances**

*Receipt of September 2019 Report on School Auxiliary and Club Balances was approved as listed in Exhibit 10.*

**K. Approval of Out Of State Travel**

*Out of State Travel was approved as listed in Exhibit 11.*

**L. Approval of the Curriculum and Instructional Support Specialist (CISS) Evaluation System for 2019-2020**



*The Curriculum and Instructional Support Specialist (CISS) Evaluation System for 2019-2020 was approved as listed in Exhibit 12.*

**M. Approval of VEX Robotics and Odyssey of the Mind Addendum**

*VEX Robotics and Odyssey of the Mind Addendums were approved.*

**N. Approval of Supplemental Texts and Materials**

*Supplemental Texts and Materials were approved as listed in Exhibit 13.*

**O. Award of Contract for Keeling Elementary School Building G Parking Lot Replacement Based Upon Responses to Request for Bid (RFB) 10-22-2019**

*The Governing Board approved an Award of Contract to Pima Paving, Inc. based on their bid response to RFB 10-22-2019.*

**P. Award of Contract for Keeling Elementary School Roof Restoration Building D Based Upon Responses to Request for Bid (RFB) 10-29-2019**

*The Governing Board approved an Award of Contract to Progressive Roofing based on their bid response to RFB 10-29-2019.*

**Q. Award of Contract for Coronado K-8 School Classroom Lighting Improvements Based Upon Responses to Request for Bid (RFB) 10-30-2019**

*The Governing Board approved an Award of Contract to Fluoresco Services, LLC based on their bid response to RFB 10-20-2019.*

**R. Award of Contract for Maker Space Project for Various Schools Based Upon Responses to Request for Bid (RFB) 11-06-2019**

*The Governing Board approved an Award of Contract to Kittle Design & Construction based on their bid response to RFB 11-06-2019*

**PUBLIC COMMENT**

*President Cox Golder reminded the speaker of the Call to the Audience procedures.*

Darlene Rowe spoke on the passing of the recent Bond Election, class size, monies being spent and how that would look.

**6. STUDY**

**A. Study of November 5, 2019 Election Results**

Superintendent Jaeger introduced the Item and spoke to the Board regarding the Override Election before asking Mr. Tong and Mr. Little to provide details.

Ms. Tong commented on what a relief it was when the election results were seen and that both Propositions 475 and 476 had passed. Proposition 475 passed with more than 5900 votes. She noted that the monies from the passage of Proposition 475 will continue to be used as promised to the voters. It will continue to reduce class sizes, enhance art, music and PE classes at the elementary schools, increase middle and high school electives, academic intervention programs, enhancements to staff compensation to help maintain

competition, and additional support staff members to meet growing facilities needs.

Proposition 476 passed with more than 4600 votes. The funds will be used to fund all-day Kindergarten in all our schools, which will free up Title I funds in Title I schools. Proposition 476 will also provide funds to add additional teachers for Kindergarten to third grade classrooms to further reduce class size.

Mr. Little provided the Board with an election map by precinct and a spreadsheet with the results of voter turnout and the number of votes on each proposition. Proposition 475 passed by 59.32% and Proposition 476 passed by 57.93%. Our strongest support came out of precinct 145. There were four precincts where a majority of voters did not support our propositions: precinct 24, 34, 188, and 200.

There were no questions.

Superintendent Jaeger extended his thanks and gratitude to Ms. Beth Lake, the LEAP AHEAD for Amphi committee, and Mr. Agron. Mr. Agron has been working for the past 15 years in one capacity or another on override activities. Mr. Jaeger emphasized how dependent we are upon such supporters because District employees are not permitted to use District resources to influence results of an election. He also expressed gratitude to a great number of teachers that helped get the word out through an app called “Hustle” on their own personal time. He thanked the Governing Board for all they do to keep our taxes down and taking the leap of faith when we are asking our votes for an increase.

President Cox Golder called for a seven-minute break.

#### **B. Review of Enrollment Projections and Actual Enrollment for Current (2019-2020) School Year**

Superintendent Jaeger introduced the item and invited Ms. Tong and Mr. Little to present this information to the Board.

Ms. Tong explained that Amphitheater School District currently projects student enrollment through studies of student cohort information, expected property development in neighborhoods served by individual schools, and anecdotal data from schools on population trends. Until 2016, the State of Arizona provided funding to school districts based on each school district's attendance on the 100<sup>th</sup> day of school for the prior year. In 2016, Arizona changed to a “current year funding” model which requires school districts to develop a budget without knowing the precise amount of funding that each will receive from the state for that year. Under this funding model, school districts receive funding based upon each district's enrolled student's average daily attendance (Average Daily Membership – ADM) during the first 100 days of the current school year. Ms. Tong showed prior attendance for the prior year,

and noted that we are about 200 students lower than last year and 400 students lower than what was projected.

Mr. Little stated that there is always a difference and ultimately, we typically staff higher than what we are funded for from the state. This year, we built a budget based upon a prediction that we would have 200 more students actually enroll. He went on to explain that when a student starts school in another school district, that begins classes before we do, then transfers to Amphi, we then have to split the funding for that student with the other school district. Because of this issue of “concurrency”, we never really see full funding for many of our students. Consequently, a budget revision will be presented to the Board at our December Board meeting. In the middle of July, the final budget revision for the school year will be presented to the Board for approval.

Mr. Little offered to answer any questions, there was none.

## **PUBLIC COMMENT**

*President Cox Golder reminded the speaker of the Call to the Audience procedures.*

Lisa Millerd wished to thank the Board for considering how to improve the Meet and Confer process and for allowing her to speak on behalf of employees in Amphi Education Association (AEA). Ms. Millerd is hoping to keep the lines of communication continually open. She noted that there was a training today by a neutral trainer and felt that there was a very positive feeling hearing the same message and ideas and feels it is going to help start off the year on a very different footing. Moving forward she would like to communicate to the employees how the process works and gather all employee information, so they know exactly what they'll be doing in the room.

### **A. Policy HD: Meet and Confer**

Superintendent Jaeger asked Ms. Tong to present this Item to the Board and to state the members of each team for the record and publically acknowledge these members for the substantial amount of time they put in to the Meet and Confer process.

Ms. Tong presented a PowerPoint Presentation about the Meet and Confer Policy HD. She read the policy for the Board.

The teams consist of:

#### **District Professional Staff Team**

Michelle Tong, Associate to the Superintendent and General Counsel  
Michael Bejarano, Associate Superintendent for Secondary Education  
Carol Tracy, Mesa Verde Elementary School Principal

Facilitator: Tassi Call, Director of 21<sup>st</sup> Century Education

AEA Professional Staff Team

Lisa Millerd, AEA President and Amphitheater High School English Teacher  
Rebecca Green, Coronado K-8 School 6<sup>th</sup>-8<sup>th</sup> Grade Reading Intervention  
Teacher

Brianne Ronnie, Painted Sky Elementary 4<sup>th</sup> Grade Teacher

Facilitator: AEA has stated it will not be designating a facilitator for its  
Professional Staff Team this year.

District Support Staff Team

James Burns, Executive Manager of Operational Support

Jon Lansa, Amphitheater High School Principal

Chris Trimble, Walker Elementary School Principal

Facilitator: Chris Gutierrez, Cross Middle School Principal

AEA Support Staff Team

Robert Wacker, AEA Vice President – ESP and Facilities Support Department  
Electrician

Dr. Fabienna Godlewski, Canyon del Oro High School Mathematics  
Department Chair

Christine Petersen, Behavior Intervention Monitor, Harelson Elementary

Facilitator: AEA has stated it will not be designating a facilitator for its Support  
Staff Team this year.

Ms. Tong noted that the teams met for training today, November 19, 2019.  
Scheduled meeting dates for Policy are January 9, 13, and 22, 2020. Scheduled  
meeting dates for compensation are February 4 and 5, 2020.

Ms. Tong offered to answer any questions.

Ms. Day noted that the policy stated that both teams are to have a facilitator  
and asked why the AEA team did not have any.

Ms. Tong stated that the AEA team stated that they would not have  
facilitators this year.

President Cox Golder stated that it was policy that they are to have a  
facilitator and asked what the reason was for AEA not to have a facilitator this  
year.

Ms. Tong did not have any more information as to why AEA's decision not to  
have a facilitator.

President Cox Golder asked Ms. Millerd why they had not designated a  
facilitator.

*Ms. Millerd stated that they would like to review the policy and that they are losing  
members and struggling to get people to commit to this process.*

President Cox Golder stated that the policy must be followed as it is written  
currently. She asked if Ms. Millerd would like the Board to appoint a facilitator  
for the AEA Teams.

Ms. Tong explained to the Board that because the training was today, AEA could choose one of its members who was in the training to be the facilitator, or the Board could appoint a person, or delegate the Superintendent to appoint a facilitator.

Ms. Day read part of the policy that states “the Governing Board has recognized AEA as the exclusive Meet and Confer agent for all employees except administrators”. She went on to say that with such a large pool of employees she was sure there would be someone willing to be on the team.

*Ms. Millerd stated that “part of the dilemma is that the facilitator’s role is not as participatory”. She indicated AEA did not want to be out of compliance with policy, but cannot find individuals who want to facilitate. Ms. Millerd stated AEA’s intention is to change the policy to address this reality.*

President Cox Golder stated, that the policy which is in place, needs to be followed until change is made.

Superintendent Jaeger noted that he has been on the Meet and Confer team for 20 years and feels the facilitator’s role is essential in that it guides the process. He expressed disappointment that there are no AEA facilitators because it is about sharing the work. We suggested discussion about how the District might assist in finding some facilitators, as has President Cox Golder suggested.

#### **PUBLIC COMMENT**

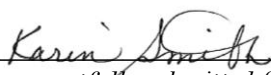
*There were no comments at this time.*

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

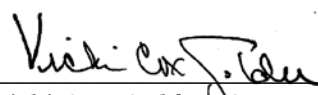
There were none.

#### **ADJOURNMENT**

*President Cox Golder asked for a motion to adjourn the meeting. Ms. Day so moved. Vice President Zibrat seconded the motion. There was no further discussion. Voice vote in favor - 5: President Cox Golder, Vice President Zibrat, Dr. Baker, Ms. Day, and Mr. Kopec. Opposed - 0. Meeting adjourned at 8:47 p.m.*

  
\_\_\_\_\_  
Minutes respectfully submitted for Governing Board Approval  
Karin Smith, Executive Assistant to the Superintendent and Governing Board

January 10, 2020  
Date

  
\_\_\_\_\_  
Vicki Cox Golder, Governing Board President

January 14, 2020  
Date