

**Minutes of the Regular Governing Board Meeting
Amphitheater Public Schools
Tuesday, November 9, 2021**

A Regular public meeting of the Governing Board of Amphitheater Public Schools was held Tuesday, November 9, 2021, beginning at 6:00 p.m. at the Wetmore Center, 701 W. Wetmore Road, Tucson, AZ 85705 in the Leadership and Professional Development Center. This meeting was held under COVID-19 pandemic related conditions.

Governing Board Members Present

Ms. Susan Zibrat, President
Ms. Deanna M. Day, M.Ed., Vice President
Dr. Scott K. Baker, Member
Ms. Vicki Cox Golder, Member
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
Ms. Michelle H. Tong, J. D., Associate to the Superintendent and Legal Counsel
Mr. Scott Little, Chief Financial Officer
Dr. Shannon McKinney, Director of Curriculum and Assessment
Mr. Richard C. La Nasa, Executive Manager of Operational Support
Ms. Michelle Valenzuela, Director of Communications
Ms. Julie Valenzuela, Director of 21st Century Education

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

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

2. PLEDGE OF ALLEGIANCE

Superintendent Jaeger announced the students leading the Pledge of Allegiance were from Coronado K-8 School, and asked Principal Elizabeth Jacome to introduce the students. Ms. Jacome shared that the students present are Student Council officers. She introduced Ransom, Sophia, Marley, and Lydia along with their Student Council Advisor, Ms. Lauren Marlatt. The students then led the Pledge of Allegiance.

President Zibrat gave the students the opportunity to address the Board or introduce any family members who came with them. Each of the students came to the podium and introduced the parents who came to the meeting with them.

The Governing Board presented the students with certificates of commendation. A group picture with the students, Ms. Jacome, Ms. Marlatt, the Governing Board, and Superintendent Jaeger was taken to mark the occasion.

3. RECOGNITION OF STUDENT ART

Ms. Jacome spoke about the student art on behalf of the Coronado K-8 Elementary Art Teacher, Stacey Sherman and Middle School Art Teacher, Jennifer Pike who were unable to attend the meeting. She shared that the Elementary artwork on display reflected different events that had occurred since the beginning of the year as well as the work being done in core classes. This included Olympic and Greek art, state stamps and artists, seasonal art, and Dia de los Muertos. Students studied color theory, value, and space along with the color wheel. Ms. Jacome

explained that Middle School art students keep an art journal where they experiment each week with guided activities. The activities in art class support the concepts learned in math class which is demonstrated with the tessellating pattern artwork on display. She stated that students used the concepts of rotating and translating shapes, knowledge of color and patterns, as well as ideas from their journals to create the colorful, repeating patterns on a two-dimensional plane. Ms. Jacome concluded that they were very proud of the Coronado students' artwork.

Ms. Jacome was presented with certificates of recognition from the Governing Board for Ms. Sherman and Ms. Pike.

4. ANNOUNCEMENT OF DATE AND TIME OF THE NEXT REGULAR GOVERNING BOARD MEETING

President Zibrat announced that the next Regular Governing Board meeting would be held on Tuesday, December 7, 2021 at 6:00 p.m., at the Wetmore Center, 701 W. Wetmore Road, Tucson AZ 85705 in the Leadership and Professional Development Center.

5. RECOGNITIONS

A. Presentation of Distinguished Service Awards

President Zibrat asked Superintendent Jaeger to present the awards.

Superintendent Jaeger explained that each month during the school year, a certificated and a classified staff member are recognized who exemplify a high level of service and dedication to the District.

He asked Wilson K-8 principal, Christine Sullivan, to introduce the Distinguished Service Award certificated staff recipient for the month of November, kindergarten teacher, Chris Champie.

Superintendent Jaeger shared that Ms. Champie was nominated for this recognition by Ms. Sullivan. A video presentation was shown honoring Ms. Champie for the work she has done in the District.

On behalf of the Board, President Zibrat asked if Ms. Champie wished to introduce anyone or address the Board.

Ms. Champie introduced her son, Ben and her co-workers from Wilson K-8. She thanked everyone for their support and for receiving this recognition. Ms. Champie shared that she was grateful for the friendship and collaboration of her fellow teachers.

Superintendent Jaeger invited Keeling Elementary School Principal, Annette Orelup, to introduce Distinguished Service Award classified staff recipient for the month of November, Health Assistant, Emily DeFrancesco. A video presentation was shown honoring Ms. DeFrancesco for the work she has done in the District.

On behalf of the Board, President Zibrat asked if Ms. DeFrancesco wished to introduce anyone or address the Board.

Ms. DeFrancesco thanked the Board for acknowledging her for a job she loves. She thanked her family, coworkers, and health services.

Ms. Champie and Ms. DeFrancesco received a certificate of recognition from the Governing Board, and Distinguished Service Award and a gift card donated by the Amphi Foundation. A group picture with Ms. Champie, Ms. DeFrancesco, Ms. Sullivan, Ms. Orelup, the Governing Board and Superintendent Jaeger was taken to mark the occasion.

Also, in their honor as Distinguished Service Award recipients, a plaque with their name is on display in the Leadership and Professional Development Center.

B. Recognition of the Amphi Foundation for Contributions to the Amphitheater Public School District

President Zibrat asked Superintendent Jaeger to introduce this recognition.

Superintendent Jaeger stated that the District has been blessed to have had its own charitable foundation for the last 35 years to support students, staff, and the community. He commented that support for the Amphi Foundation has particularly grown over the past few years. Superintendent Jaeger introduced Michelle Valenzuela to present the Board item recognizing the Amphi Foundation and noted there were Amphi Foundation Board members present this evening.

Ms. Valenzuela shared that she was so honored to present this recognition to the Amphi Foundation and she is amazed by all of the work they do. She stated that, like Superintendent Jaeger shared, the Foundation has been in the District for 35 years and in the past five years alone, they have awarded \$1.1 million to the District to support staff and students. Ms. Valenzuela commented on the three areas of focus the Foundation directs their giving to. Student preparedness includes supporting the Amphi Clothing Bank, hygiene items, school supplies, and food boxes. Innovative learning opportunities is another area of support where teachers can submit applications for mini grants to fund innovative and interesting projects for their students and classrooms. Additionally, the Foundation provides opportunities for students to be college and career ready with direct services to teachers and students in the classroom. Ms. Valenzuela stated that the Foundation does a wonderful job of promoting camaraderie within the District with their Bowl-A-Thon and Amphi Gala events each year.

Ms. Valenzuela introduced the Executive Director of the Amphi Foundation, Leah Noreng.

Ms. Noreng thanked the Board for the honor and stated it has been her pleasure to work with the Foundation. She also thanked donors for their continued support. Ms. Noreng introduced Julie Charters who was a Board member and has now been hired as the Foundation's Programs and Community Outreach Coordinator. Also present were Board members Fabian Cordova, Julie Turetzky, Glenda Arffa, Julie Turpin, Lisa DaDeppo, and Rebecca Ford.

Vice President Day commented that so many of the individuals serving on the Foundation Board are also involved in other things in the District. She read the certificate of recognition before presenting them to the Board members.

A group picture with Ms. Noreng, the Foundation Board members, the Governing Board members, and Superintendent Jaeger was taken to mark the occasion.

Superintendent Jaeger commented on Ms. Noreng's leadership and how it has transformed the Foundation. He stated that everyone on the Board has a heart for the work they do in the District and last year they contributed \$340,000 to the District which is nearly half of what the State of Arizona provided to the District in new funding.

6. INFORMATION²

A. Superintendent's Report; Update on Pandemic Conditions and Operations

For the Superintendent's Report PowerPoint Presentation see Exhibit 1.

President Zibrat asked Superintendent Jaeger to present his report.

Superintendent Jaeger began his report by showing some photo highlights of recent activities in the District.

Donaldson School Elementary students each received a pair of New Balance shoes last week. The National Shoe Retailers Association held their annual conference in Tucson, and partnered with Soles4Souls and New Balance to provide all 231 Donaldson students with new shoes and socks. Volunteers from the retailer association helped each child find the right fit. New Balance donated 500 pairs of socks and sneakers, and the Amphi Foundation received the surplus to be distributed in the future.

Amphi Middle School was the site of a community event called the “Growing Healthy Futures Fair” that featured the debut of their new “Pirate Patch” garden. Another exciting endeavor is the beginning of a new mural by amazing Tucson artist Joe Pagac. Special thanks to Cox Communications for sponsoring the mural and Tank’s Green Stuff and EcoGro for putting in the garden.

Copper Creek Elementary School made their Book Fair night special by inviting local authors and artists to read to children. It was a fun night for everyone!

La Cima Middle School students’ academic excellence was recognized at the school’s Honor Roll last week. Congratulations to them, and the students at other schools that are receiving Honor Roll recognitions at this time of year.

Nash Elementary’s Hiking Club had a great week. Members visited REI, where they each received hiking boots. Thanks to REI, Dr. Merrill (from Desert Podiatric Medical Specialists), parents and the Amphi Foundation. A few days later, the club took their very first trip to Saguaro National Park.

He was in attendance at the Oro Valley State of the Town event on October 28, 2021. The Canyon del Oro High School Canyon Singers Choir sang the National Anthem. The students did an amazing rendition, and he received many compliments. It was a beautiful way to kick off the meeting.

Keeling Elementary School third-graders had some delicious inspiration for their writing assignment. They used caramel apples as a tool to find adjectives for a descriptive writing exercise.

The staff at the Wetmore office was excited for the return of a Halloween tradition. Kindergarteners from Mesa Verde and Prince elementary schools came to trick-or-treat along the breezeways. Thanks to everyone who participated. It was great to see all the costumes, including superheroes, princesses, historical figures and cartoon characters having fun.

Superintendent Jaeger reviewed the Pima County Health Metrics. Disease data is still in the red category. Percent positivity and COVID-19 like illnesses are both in the yellow category. Hospital bed capacity remains in the red category, with limited ICU bed capacity. As cases have increased, timely case investigations have moved to the yellow category. He said the numbers had shown a downward trend, but are now jumping up quickly. The case numbers are not as high as they were about a year ago, but have increased. There are now 241 cases per 100,000 individuals. He stated the test positivity rate is at 10.8%. Currently, with the combined data, Pima County is now in a high transmission level.

Superintendent Jaeger spoke about the public health care system metrics. He reported about 30% of ICU beds are occupied by COVID-19 patients. Fortunately, there still are ICU beds available for other non-COVID-19 patients.

Superintendent Jaeger shared information from the Centers for Disease Control and Prevention (CDC). On October 2, 2021 they projected infection rates of more than 218 per 100,000 children aged 5-11; 221 for ages 12-15; and 225 for ages 16-17. These rates

reflected a downward trend, and were predicted to be one third lower than the mid-September rates. The American Academy of Pediatrics announced on October 7, 2021 “The number of new child cases remained exceptionally high.” Nationally, more than one half of all students aged 16-17 have now been vaccinated, and about 45% for ages 12-15. He said in Arizona, 24.4% of those under 20 have been vaccinated, but he did not have a specific breakdown of ages. In most states, children under 18 account for less than 10 percent of active cases, but this number has been higher in the West and Northeast in recent weeks, as is evidenced by our local numbers.

Superintendent Jaeger talked about Pima County Health Department data. A cumulative count of Pima County COVID-19 cases showed 6.67% were ages 0 to 11 years. (1.33% of hospitalizations; 0.0% deaths for same age group). To date, 11.32% of Pima County COVID-19 cases were ages 12 to 19 years. (2.07% of hospitalizations; 0.0% deaths for same age group). He noted that Amphitheater has second highest number of reported cases among Pima County school districts, even though the District is not the second largest.

He shared a bar graph that showed the vaccine rate for ages 0-18. There was no data for children 0-11 since they have just become eligible to receive the vaccine. He expected the vaccination rate to increase over time. He reported that the vaccination rate of the residents in the Amphitheater District was almost 68%.

Superintendent Jaeger shared some charts that showed school districts’ cumulative cases. Amphitheater is at approximately 500 cases. A bar graph showed a spike in the cases within the last few weeks. He commented it is still not as high as it was about a year ago, and could be a result of Halloween gatherings. Data showing District new weekly cases (for the current school year) reflected an increase over the last two weeks. The District COVID-19 Dashboard showed currently there are 6 active employee cases and 60 active student cases. He noted that today at Painted Sky Elementary School, there were 97 students absent; 60 with reported COVID-19 symptoms, which is approximately 21% of student enrollment. Recently, the District was ordered by PCHD to close four classrooms at Innovation Academy and two classrooms at Painted Sky Elementary School. He said the disclosure of the case count and the closing of the classrooms was not to cause alarm, but to be transparent about the situation.

Superintendent Jaeger reviewed COVID-19 vaccinations for students and upcoming vaccination clinics. He stressed that the District is not allowed to give vaccinations to students. The health department will be holding free vaccination clinics in the community, and some will be held at our schools. At this time, he did not have complete information from them, but will release it when it becomes available. He said we currently know:

- PCHD requires parent permission for vaccines for anyone under 18 years old. If parents are not present at clinics, signed permission forms are required and will be confirmed by phone contact with the parent.
- Vaccination is entirely optional. State law does not currently mandate COVID-19 vaccines for anyone.
- PCHD clinics at school sites will offer Pfizer vaccines for all eligible ages, including booster shots for those who are eligible.
- All District employees are eligible to receive booster shots, and individuals are able to get a Pfizer booster even if they had a different vaccine previously.
- Up-to-date information about PCHD clinics is on the PCHD website.
- Vaccines remain available through other parties including pediatricians and pharmacies.

Superintendent Jaeger spoke about the National School Board Association (NSBA) Officers' Letter. On September 29, 2021, the Interim Executive Director and President of the NSBA wrote President Biden, requesting "federal assistance to stop threats and acts of violence against public school children, public school board members, and other public school district officials and educators."

He said this request was referring to a few handfuls of incidents from across the country (mostly media reports of the same) on a wide spectrum of speech and behavior occurring in schools and at school board meetings. They characterized such incidents with a broad brushstroke as "threats and acts of violence" and stated that "the classification of these heinous actions could be the equivalent to a form of domestic terrorism and hate crimes," and wished to invoke action under the PATRIOT Act. Superintendent Jaeger stated that while there certainly have been some scattered incidents that were alarming and have even been physical and threatening in nature, the vast majority of speech and behaviors occurring at school board meetings continue to be peaceful and well within the free-speech rights of participants. He felt, once again, our sad national trend of overgeneralizing, stereotyping and overreacting was evidenced in this incident-this time by an organization we have trusted to embody, and advocate for, the expression of free and learned thought.

Superintendent Jaeger stated, there has been great criticism of this letter from these two NSBA officers. Local school boards, and even state school board associations, were not consulted before this letter was sent to the President.

He said it seems clear that the NSBA Board of Directors was also not involved in the issuance of this now very controversial letter, because the NSBA Board recently issued an apology for the letter to school boards nationwide. It reads in part: "We regret and apologize for the letter. The safety of school board members, other public school officials and educators, and students is our top priority, and there remains important work to be done." They said they should have had a better process in place to allow for consultation on a communication of this significance, and apologized for the stress and strain caused by this situation. They deeply value the work of local school boards, but also value the voices of the parents who should and must continue to be heard when it comes to decisions about their children's' education, health and safety. The apology letter states that they are in a formal review of their processes and procedures and will announce specific improvements in the future.

Superintendent Jaeger reported that he and the Governing Board members have received some requests that the District distance themselves from this letter from the NSBA, and he wanted to make it clear that he was indeed doing just that. He felt that the letter was a gross abuse of authority by the two individuals who wrote it, and did not believe that they spoke on behalf of the organization. He stated they did not speak on behalf of himself or the Governing Board.

Superintendent Jaeger said, a call to "cancel" NSBA at this time is misplaced. In the past, they have been an organization that has advocated for local control of public education and they seem to have lost that guiding principle, but fortunately appear to have the same back in their sights. We should insist on verification of the same in the future to be sure.

Superintendent Jaeger concluded, now is a time for all opinions to be heard and considered, but it is not a time for disrespect of one another. He said we have faced much greater periods of discord in our history than this, and we have survived them, and he believed we will survive this. He urged in order to do as little damage to our collective and national soul as possible, we have all (including the NSBA) got to stop going after one another just

because we disagree. He read a quote from Abraham Lincoln that was said over 160 years ago:

We are not enemies, but friends. We must not be enemies. Though passion may have strained it must not break our bonds of affection. The mystic chords of memory, stretching from every battlefield and patriot grave to every living heart and hearthstone all over this broad land, will yet swell the chorus of the Union, when again touched, as surely they will be, by the better angels of our nature.

He stated, in simpler words, we are in this together, (as the NSBA should have remembered) and he was confident that the Governing Board members are aware that we are in this together.

President Zibrat thanked him for the report and asked the Governing Board members if they had any questions or comments.

Vice President Day thanked him for the update on the NBSA, she said it was very helpful to clarify the situation.

B. Status of Construction Projects

For the Status of Construction Projects report see Exhibit 2.

President Zibrat asked Superintendent Jaeger to introduce the item. He asked Mr. La Nasa to update the Governing Board on the ongoing bond, Arizona School Facilities Board (SFB) and other District construction projects.

Mr. La Nasa presented the construction report and included an update on the Elementary and Secondary School Emergency Relief (ESSER) Funding projects.

Amphitheater High School (AHS) Bond projects include locker room improvements, replacement of three air conditioning (AC) units in the cafeteria, parking lot repairs, carpet replacement in six classrooms in the 100 wing, 700 wing Heating, Ventilation, Air Conditioning (HVAC) improvements and mechanical improvements in building H. ESSER projects include HVAC improvements to the student center/bookstore and 100 and 200 wing classroom fan coil replacement design. Six water fountains with bottle fillers are being installed. Arizona School Facilities Board (SFB) projects include structural repairs of the 300 wing, and the AHS main gym roof replacement which is 95% complete.

Canyon del Oro High School (CDO) Bond projects include design services to repave the east parking lot and the main central plant renovation. Materials have been ordered for the library boiler and replacement of campus clocks. ESSER projects include locker room and building E air conditioner replacements. SFB projects include campus roofing phase II for buildings P and O which are 95% complete, building A, BN and L which are 90% complete, building B which is 80% complete and building C and IE which are 20% complete.

Ironwood Ridge High School (IRHS) Bond projects include the irrigation well design, cooling tower 1 replacement and locker room improvements. SFB projects include the completion of the roofing restoration. The fine arts and gym weatherization grant is in process.

Amphitheater Middle School ESSER project included the completion of six water fountains with bottle fillers.

Copper Creek Elementary School Bond projects include the completion of the administration building HVAC VFD replacement. SFB projects include the roof design for the Multipurpose Room (MPR).

Coronado K-8 School Bond projects include power washing and re-painting the exterior of the Administration building during fall break. The replacement boiler has been ordered, and room 403 carpet will be replaced during winter break.

Cross Middle School Bond projects include ongoing campus wide public address (PA) improvements: adding supplementary interior and exterior speakers, new underground cable, interior cable, and wireless clocks. ESSER projects include cafeteria air conditioner RTU replacements. SFB projects include the approval of the construction grant for the roof replacement.

Donaldson Elementary School ESSER projects include Pod F RTU replacements. The Tucson Electric Power (TEP) grant LED lamp upgrades have been completed.

Land Lab Bond projects include the completion of the HVAC replacement for buildings B and D.

Harelson Elementary School Bond Projects include phase 2 hot water line replacement. SFB projects include the Funhouse weatherization.

Holaway Elementary School Bond projects include the evaluation of a single point of entry at the front office, a PO has been issued for the design, and the replacement of the main switchgear design is complete. The TEP grant for LED lamp upgrades have been completed.

Keeling Elementary School Bond projects include the replacement of the AC units for building A. ESSER projects include the installation of four water fountains with bottle fillers.

La Cima Middle School Bond projects include campus PA and clock improvements.

Mesa Verde Elementary School Bond projects include access control improvements. SFB projects include the roof replacement.

Nash Elementary School ESSER projects include the completion of one water fountain with a bottle filler.

Painted Sky Elementary School Bond projects include upcoming carpet replacement in rooms 20 and 21. The TEP grant LED lamp upgrades have been completed.

Prince Elementary School Bond projects include building C mechanical evaluation, and a PO has been requested for new playground equipment. ESSER projects include the completion of one water fountain with a bottle filler.

Rillito Center ESSER projects include the completion of one water fountain with a bottle filler. SFB projects include issuing the design PO for buildings A and D weatherization.

Rio Vista Elementary School ESSER projects include the completion of one water fountain with a bottle filler.

Walker Elementary School The TEP grant LED lamp upgrades have been completed.

Wilson K-8 School ESSER projects include a structural evaluation for the north MPR Air Conditioner RTU replacements.

Mr. La Nasa reported the ongoing TEP grant for LED lamp upgrades was approximately \$150,000 and was installed in four school. The overall energy savings for the LED lights will save the District a substantial amount of money in the future.

President Zibrat thanked Mr. La Nasa and asked if any Governing Board members had any questions.

There were none.

Superintendent Jaeger clarified that Mr. La Nasa gave a brief overview of some of the ongoing projects and improvement to the facilities in the District. He said that a detailed report with the funds spent is available at [Amphitheater Public Schools Public View - BoardBook Premier](#). He was grateful for the work that is done by the facilities department.

C. Report of Governing Board Delegate on the Arizona School Boards Association (ASBA) Delegate Assembly

President Zibrat ask Superintendent Jaeger to introduce the next item. He said Mr. Kopec was nominated by the Governing Board members to attend the Assembly and act on their behalf. He asked Mr. Kopec to present his report.

Mr. Kopec said the assembly was held on September 11, 2021 and began with a moment of silence. He reviewed the topics and proposed changes to the political agenda. The main topics are in bold.

Adequately and equitably fund district schools to at least the national median per pupil funding.

- A change was added to include the Arizona Teacher's Academy and diversification of the workforce.
- A request to fund distance learning at 100%.
- Protect voters' intent in funding K-12 education and oppose legislation that attempts to supplant or divert additional voter-approved funding streams, such as Prop. 301 and Prop. 208.
- Replacement of buildings that have exceeded their useful life.
- Receive adequate funding for the actual cost of exceptional student services.
- Give all districts the authority to provide affordable housing options to teachers. He said there was a lengthy discussion on this topic.

Preserve and Strengthen Local Control

- Oppose any legislation that has as its intent to lessen or curtail the legal authority of local school boards including their authority to approve or present curriculum.

Improve Outcomes for All Students

- Increase the compulsory attendance age from 16 to 18 years or the attainment of a high school diploma or GED
- Rethink and redefine the role and purpose of standardized testing and develop meaningful assessments.

Require Public Accountability for Taxpayer Dollars Spent on Education

- Oppose any measure that would result in fewer qualified voters from being easily able to vote or register to vote.

Manage the Impact of COVID-19 on Public Schools was eliminated entirely he reported, because the topics did not apply this year.

The agenda passed with a 95% approval rating of the delegates assembled.

President Zibrat thanked Mr. Kopec, and asked the Governing Board members if they had any questions.

There were none.

D. Review of Enrollment Projections and Actual Enrollment for Current (2021-2022) School Year

For the Review of Enrollment Projections and Actual Enrollment for Current (2021-2022) School Year see Exhibit 3.

President Zibrat ask Superintendent Jaeger to introduce this item. He explained that this is the time of year the administration shares the projected student enrollment from last year, for our current fiscal year, and what the actual enrollment is now. He said the comparison is more important now since the funding is tied to the daily fluctuation of enrollment. The last few years have been challenging because the funding allotments from the state have not been finalized until after the school year has ended. He stated Ms. Tong and Mr. Little will present the information in greater detail, and asked Ms. Tong to begin the presentation.

Ms. Tong agreed that it is hard to plan financially for the school year when the actual funding is not known. She said for example, staff contracts are awarded in the spring for the next school year, and if students transfer out of the District, it reduces the funding received. The District is still obligated to offer the promised classes, positions, and services.

Ms. Tong said there many factors to consider to determine the projected enrollment numbers. The factors are looked at multiple times through out the school year to see how the projected funding numbers compare. She stated the past school year had so many instructional modes, that it created complications for this years' projections.

She shared a chart titled the "Comparison of Projected vs. Actual ADM for FY 21-22". It listed each school and last years projected and actual ADM. It also listed the projected 40th day ADM and the difference of the actual 40th day ADM for this school year. Some schools showed a decrease in the actual ADM, and she stated based on the actual numbers, the staffing needs would not have changed. She commented that Amphi Academy Online (AAO) reflected the biggest decrease in the projected versus the actual 40th day enrollment. It was hard to project the online schools' enrollment numbers, because some students were undecided about their learning mode.

Ms. Tong talked about the ESSER funding and the benefit of the funds to address social, emotional learning needs. She reassured the Governing Board that administration will be looking at future staffing needs and as the enrollment numbers change and ESSER funding is eliminated, they will adjust accordingly.

Ms. Tong offered to answer any questions.

President Zibrat thanked her for her report and asked the Governing Board members if they had any questions or comments.

Dr. Baker asked about the decline in enrollment at Innovation Academy. He wanted to know if the students were transferring to charter schools.

Ms. Tong deferred to Ms. Call to respond to the question.

Ms. Call said some of the students from Innovation Academy are currently enrolled at Amphi Academy Online. Their families wanted to have the students vaccinated before they attended in person. They expect some students to return in January, and four requested transfers back today.

Mr. Kopec commented that the funding models and formulas used by the state are illogical, and he felt it was a short coming of the state system.

President Zibrat called for a seven minute break.

7. PUBLIC COMMENT¹

Mary Ruland is an Amphi parent and shared her relief that the district is not mandating vaccines for students at this time. She feels that vaccinating children against COVID is a decision based in fear and if the vaccine works well for adults, there shouldn't be fear about catching COVID from a child. Ms. Ruland shared that statistics about the potential side effects from the vaccine are cause for grave concern. She went on to say that the director of the Center for Disease Control stated that vaccinated individuals can still spread COVID. Ms. Ruland concluded by stating parents should be allowed to decide whether to vaccinate their children or not.

Joni Kaminski is an Amphi parent who stated she was present to speak for students and staff regarding the mask mandate. She feels that science is being ignored to exert power. Ms. Kaminski shared that she feels there is a false narrative as to how the virus is spread, natural immunity is being ignored, and there are reported adverse side effects from the vaccine. She went on to say that wearing masks decreases oxygen intake, causes the wearer to breath in toxins trapped in the masks, and ultimately this takes a toll on one's immune system. Ms. Kaminski shared her observations of young children's poor mask wearing habits and concluded by sharing information from a Danish study regarding mask efficacy.

John Maynard shared that he was glad to be present for the Board recognitions this evening and he learned a lot, particularly about the work of the Amphi Foundation. He also stated he attended the Oro Valley State of the Town meeting where the Canyon Del Oro Choir performed and shared that their performance was incredible. Mr. Maynard said that he appreciated the Superintendent's remarks regarding the NSBA earlier in the evening. He went on to advocate against the mask mandate and shared that he had yet to see a study proving the efficacy of mask wearing. Mr. Maynard asked the Board to please keep considering this issue.

Lorella Ritzel is an Amphi parent and employee. She began by sharing the definition of respect as it relates to other people's choices and gave an example of seeing a family in public with some members masked and others not. She felt this was a demonstration of respect for individual choices. Ms. Ritzel went on to explain that she has witnessed students boss and lecture one another regarding mask wearing. She compared the statistics of COVID cases among districts with a mask mandate versus those without one and noted that they are similar. She concluded with asking those in the room in favor of choice regarding masks to please stand up. She implored that there at least be a conversation about the issue of masks.

Mona Gibson began by stating she was a tax paying citizen in the District for 30 years and her son is a graduate of the District. She shared that she has witnessed a blatant disregard for the interests of students, parents, and the community and recited a policy regarding the Governing Board's function as it relates to community attitude and being responsible to the people of the District. Ms. Gibson questioned the metrics used to justify the current mandate, the consequences of the mandate, and how often District administration spoke to students and parents regarding this issue. She shared that she and a group of friends spoke with people at three high school football games recently and collected 162 signatures on a petition supporting the right to choose regarding mask wearing. The petition and signatures were shared with the Board.

Lisa Millerd is an Amphi teacher and AEA President. She stated she was asked to speak on behalf of transportation employees. Ms. Millerd gave background information regarding the change of school start times this year in an effort to increase bus driver wages, consolidate routes and require fewer bus drivers. She shared that there is still a shortage of drivers, and this plan has not solved the problem as many transportation employees are

burned out. Ms. Millerd encouraged District administration to speak with transportation employees regarding their concerns, their issues with treatment from management, and how to recruit more drivers.

Chad Carter stated that he wanted to talk about Social Emotional Learning and referenced a collaborative called CASEL (Collaborative for Academic and Social Emotional Learning) that is a framework included in the District's digital citizenship implementation plan. Mr. Carter quoted the CASEL website as it speaks to educational equity and the merit of social emotional learning for students. He stated that he felt educational equity refers to equity of outcomes, not equity of opportunity which is Marxist and inappropriate in our school districts. Mr. Carter stated he felt the collaborative was advocating for the rights of the group over the individual and the effects of this on a culture.

Charles Lathrem is an Amphi parent and shared that there have been zero COVID deaths in Pima County in the 0–19-year-old demographic. He went on to state that he had grave concerns regarding the vaccine and that he would not be giving anyone permission to vaccinate his child. Mr. Lathrem addressed comments one of his son's teachers made regarding Florida's Governor "killing people" because there is no mask mandate in that state. He noted that cases are on the rise currently and masks do not slow the spread of COVID. He believes the current policies are failing the community, they're unfair to children, and not right for this community. Mr. Lathrem concluded with asking the board to consider cancelling the mask mandate.

Daniel Roper shared that COVID is the leading cause of deaths in Arizona this year, and the state has one the highest transmission rates in the country currently. He stated that he was glad the District already knows these facts as they are following the directives of health officials in the community. Mr. Roper went on to state what happens in the school district effects the community at large. He went on to thank the Board and Wetmore staff for conducting public meetings that are productive, AEA for their advocacy, and Amphi staff and teachers who show up every day and go above and beyond for students.

8. CONSENT AGENDA³

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

[Amphitheater Public Schools Public View - BoardBook Premier](#)

President Zibrat asked if there were any Items that should be pulled for further discussion. There were none. Ms. Cox Golder moved for Consent Agenda Items A. – R. be approved as presented. President Zibrat seconded the motion. Voice vote in favor – 5. President Zibrat, Vice President Day, Dr. Baker, Ms. Cox Golder, Mr. Kopec. Opposed – 0. Consent Agenda Items A. – R. passed.

A. Approval of Appointment of Non-Administrative Personnel

Non-administrative personnel appointments were approved as listed in Exhibit 4.

B. Approval of Personnel Changes

Certified and classified personnel changes were approved as listed in Exhibit 5.

C. Approval of Leave(s) of Absence

Leave(s) of absence were approved as listed in Exhibit 6.

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

Separations and terminations were approved as listed in Exhibit 7.

E. Approval of Stipend for Coaching Volunteers

Stipend for coaching volunteers were approved as listed in Exhibit 8.

F. Approval of Minutes of Previous Meeting(s)

The minutes from the October 5, 2021 Governing Board Meeting were approved as submitted in Exhibit 9.

G. Approval of Vouchers Totaling and Not Exceeding Approximately \$1,424,428.50

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
1105	\$169,922.73	1108	\$221,324.27	1109	\$302,260.14
1110	\$446.21	1111	\$103,334.06	1112	\$216,629.34
1114	\$76,693.11	1115	\$57,645.54	1116	\$35,249.029
1117	\$58,152.61	1118	\$22,272.63	1119	\$95,584.49
1120	\$64,914.08				

H. Acceptance of Gifts

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

I. Approval of Parent Support Organization(s) - 2021-2022

The Governing Board approved CDO Orchestra Booster, Lulu Walker Elementary PTO, and CDO Woman Soccer Booster as submitted in Exhibit 12.

J. Annual Approval of All Authorized Signatories on District Checking Accounts for the 2021-2022 Fiscal Year – Revised 11-09-2021

The Governing Board approved Annual Approval Of All Authorized Signatories on District Checking Accounts for the 2021-2022 fiscal year – Revised 11-09-2021 as submitted in Exhibit 13.

K. Approval of Out of State Travel

The Governing Board approved the requests for out of state travel as submitted in Exhibit 14.

L. Approval of Food Service Adult Meal Pricing

The Governing Board approved the food service adult meal pricing.

M. Authorization to Negotiate a Contract for the Construction of a Private LTE Network for Student Access

The Governing Board approved authorization to negotiate a contract for the construction of a private LTE network for student access.

N. Award of Contract for Internet ISP (Internet Service Provider) and Internet Transport Based upon Responses to RFP (Request for Proposal) 10-18-2021

The Governing Board approved award of contract for Internet ISP (Internet Service Provider) and Internet Transport based upon responses to RFP (Request for Proposal) 10-18-2021 to Sun Corridor Network.

O. Award of Contract for Harelson Funhouse Weatherization Construction - Based Upon Responses to Invitation for Bids (IFB) 10-14-2021-H

The Governing Board approved award of contract for Harelson Funhouse weatherization construction-based upon responses to Invitation for Bids (IFB) 10-14-2021-H to LOR Construction, Inc.

P. Award of Contract for Ironwood Ridge High School Weatherization Project - Based Upon Responses to Invitation for Bids (IFB) 10-14-2021

The Governing Board approved award of contract for Ironwood Ridge High School weatherization project-based upon responses to Invitation for Bids (IFB) 10-14-2021 to LOR Construction, Inc.

Q. Approval of School Facilities Board (SFB) Grant for Amphitheater High School 300 Wing Sewer Line Replacement

The Governing Board approved School Facilities Board (SFB) grant for Amphitheater High School 300 wing sewer line replacement as submitted in Exhibit 15.

R. Approval of School Facilities Board (SFB) Grant for Amphitheater High School Central Plant 3 Water Line Assessment

The Governing Board approved School Facilities Board (SFB) grant for Amphitheater High School central plant 3 water line assessment as submitted in Exhibit 16.

9. STUDY⁺

A. Presentation on eSports

For the report of the Presentation on eSports see Exhibit 17.

President Zibrat asked Superintendent Jaeger to introduce the item. He stated that several weeks ago, Vice President Day had requested information on eSports as an interscholastic activity. Superintendent Jaeger introduced Matt Munger, Associate Superintendent for Secondary Education and Armando Soto, Director of Interscholastic Activities to present the item.

Mr. Munger and Mr. Soto gave an overview of their presentation and the topics they would cover. Mr. Munger gave a definition of eSports as video games played in a highly organized, competitive environment. Mr. Soto compared eSports to other interscholastic activities stating that students would need to tryout for teams, follow AIA (Arizona Interscholastic Association) guidelines, teams would be matched competitively, students would have to maintain passing grades, and games/matches would be played on campus.

Mr. Munger cited several sources that discussed the growth trends of eSports including scholarship opportunities, a possible future medal event in the Olympics, and the emergence of a pseudo-professional circuit. He discussed the various games sanctioned by AIA that offer competitive opportunities for students. Mr. Munger went on to present the approximate start up costs comparing different gaming systems (Playstation, Xbox, Nintendo, and Personal Computers). He outlined costs of the gaming units based on 10 students per team. PC's are the most expensive unit, but offer the greatest longevity and ability to be modified whereas the other gaming units are less expensive but cannot be modified after purchase. Mr. Munger also discussed other associated costs such as installation of equipment, coaching addendums, uniforms, and participation fees which would equal approximately \$16,000 per site for the initial season. He concluded by stating each site would have to have its own team and they are not able to combine school sites for a pilot team per AIA guidelines.

Mr. Soto presented a cost comparison between eSports and Athletics. Coaching addendums and uniforms were less expensive for eSports, but Mr. Soto stated the cost of equipment varies too much between different sports at different sites to be able to offer an accurate comparison with eSports equipment.

Mr. Munger outlined the technology challenges and considerations which include the upfront costs being considerable, no current indicator of student interest, gaming area security, iBoss filters, and general internet safety.

Mr. Munger asked if the Board had any questions.

Vice President Day asked about potential travel costs. Mr. Munger stated that post-season play occurred at the site itself and at the high school level, there would not be any travel required.

Vice President Day asked if a team of 10 students would be at each high school. Mr. Munger responded yes because they cannot combine schools into a joint team. She asked if there was an intention to offer eSports at the Middle School level. Mr. Munger responded not at this time.

Vice President Day asked what other high schools in the area participate in eSports at this time. Mr. Soto responded that Pueblo High School, Palo Verde High School, Rio Rico High School, and Salpointe High School were the only schools in Southern Arizona participating currently. She went on to make comments about how the coach's addendums were tabulated. Mr. Munger shared that in researching this item they looked at traditional athletic coaching addendums as a guide to determine how eSports coaches would be compensated.

Dr. Baker said they he appreciated this very informative presentation.

Mr. Kopec thanked Mr. Munger and Mr. Soto for the information and stated he was curious what the student interest will be in this program. He felt it might be able to fill a void for students who don't necessarily participate in athletics.

President Zibrat thanked Mr. Munger and Mr. Soto for their report.

B. Study of November 2, 2021 Election Results

President Zibrat asked Superintendent Jaeger to introduce the item. He invited Ms. Tong to review the recent election results.

Ms. Tong said she will focus on the outcome of the city election, because of the potential impact to the District concerning the minimum wage increase. She reported the results are based on a voter turn-out of 25% and are unofficial, because they have not yet been certified. There were three council member seats and Proposition 206 and 410 on the ballot. Ms. Tong said Prop 206 passed with 60% of the voters saying "yes". The proposal relates to the creation of a minimum wage within the City of Tucson that increases incrementally between 2022-2025. This is more than the state minimum wage, and will increase annually as follows:

1. \$13.00 per hour on and after April 1, 2022,
2. \$13.50 per hour on and after January 1, 2023,
3. \$14.25 per hour on and after January 1, 2024,
4. \$15.00 per hour on and after January 1, 2025, and
5. Subsequent increases on January 1, 2026, and on January 1 of each succeeding year based on the increase in the U.S. Department of Labor's Consumer Price Index

She said the proposal would require the establishment of a Department of Labor in the city to monitor and enforce the changes. Employees would be paid the increased wage for work inside the city limits, and guaranteed pay for three hours of work, even if the work is not there for them to do. Additionally, it creates the ability for employees to sue employers if they don't comply with the minimum wage increase, with a three year statute of limitations. She stated every business in Pima county will be affected, including school districts, as the wage increase will create greater competition for employees, and ultimately businesses will have to increase their wages to compete for employees in entry level positions.

Ms. Tong stated the constitutionality is being questioned and may ultimately be decided in the courts. She said the city of Flagstaff voted in an increased minimum wage, and the schools districts there have increased their entry level wage to higher wage than the city minimum.

Ms. Tong concluded by saying unfortunately, the state will not add to their funding to cover the increase in wage.

She offered to answer any questions.

President Zibrat thanked her for the report and asked if any Governing Board members had any questions or comments.

Mr. Kopec commented that he works for the city and will watch with interest to see how the proposed wage increase and regulatory components will be put in place.

He asked if Ms. Tong if she was aware of the status of the Flagstaff court case. She responded she has not followed it closely, but knew there was a financial component to their change. She asked Mr. Little if he could explain the financial implication in greater detail. Mr. Little said the issue with Flagstaff, was that the increase could not be mandated if there was no funding source available, and the law has the potential to be thrown out. Mr. Little stated he has not been following it closely and would be glad to contact his counterpart in Flagstaff to see where it stands now. Ms. Tong said she will follow up with more information.

C. Study of Governing Board Policy Documents: Policy JFB (Open Enrollment), Policy JK (Student Discipline), Policy JKD (Student Suspension), Policy JKE (Student Expulsion), Policy JLF (Reporting Child Abuse/Child Protection), Policy KB (Parental Involvement in Education)

For the Study of Governing Board Policy Documents see Exhibits 18-23.

President Zibrat asked Superintendent Jaeger to introduce the item. He responded that in the interest of time, the Governing Board members could study the item in greater length independently, as it will be addressed at the next meeting. President Zibrat asked if the Governing Board members were in agreement, they said yes.

10. ACTION

A. Resolution Declaring the Third Friday of November as “School District Substitute Employee Day”

Superintendent Jaeger asked Ms. Tong to review the resolution.

Ms. Tong shared that there is a National Substitute Day, which is observed on the third Friday of each November. She went on to say that substitute employees are a very valuable resource to the District. They have assisted greatly during the Pandemic in particular and Ms. Tong explained that as a District, we would like to recognize their contributions.

Ms. Tong read the resolution and recommended the Governing Board adopt the resolution as presented.

Ms. Cox Golder made a motion to adopt the resolution. Dr. Baker seconded the motion. There was no discussion. Voice vote in favor-5: President Zibrat, Vice President Day, Dr. Baker, Ms. Cox Golder and Mr. Kopec. Opposed - 0. The Governing Board approved the Resolution Declaring the Third Friday of November as “School District Substitute Employee Day” as submitted in Exhibit 24.

B. Resolution Declaring the Wednesday Before Thanksgiving as “Kindness Day”

Superintendent Jaeger introduced Ms. Valenzuela to present this resolution.

Ms. Valenzuela shared that the resolution was based on a tradition at Amphi Middle School emphasizing kindness on the Wednesday prior to Thanksgiving Break punctuated by kind acts around campus. She stated that this was an opportunity to make this a District Wide practice.

Ms. Valenzuela read the resolution and recommended the Governing Board adopt the resolution as presented.

Vice President Day made a motion to adopt the resolution. Mr. Kopec seconded the motion. There was no discussion. Voice vote in favor-5: President Zibrat, Vice President Day, Dr. Baker, Ms. Cox Golder and Mr. Kopec. Opposed - 0. The Governing Board approved the Resolution Declaring the Wednesday Before Thanksgiving as “Kindness Day” as submitted in Exhibit 25.

11. EXECUTIVE SESSION

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

A. 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), and

B. Discussion or Consultation with the Attorneys of the Public Body, Pursuant to A.R.S. § 38-431.03(A)(3), Concerning Pandemic Conditions and Mitigation Measures.

Vice President Day moved that the Board go into an Executive Session to address the matters identified in item 11 of the Board’s agenda and pursuant to the legal authorities listed on the agenda under item 11. President Zibrat seconded the motion. Voice vote in favor – 5: President Zibrat, Vice President Day, Dr. Baker, Ms. Cox Golder, and Mr. Kopec. Opposed – 0. President Zibrat proclaimed they were in Executive Session.

12. RECONVENE PUBLIC MEETING

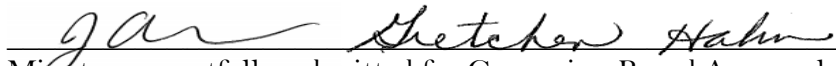
President Zibrat reconvened the meeting at 9:46 p.m.

13. PUBLIC COMMENT¹

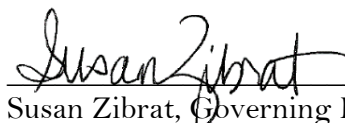
There was none.

14. ADJOURNMENT

President Zibrat asked for a motion to adjourn the meeting. Vice President Day moved to adjourn . Ms. Cox Golder seconded the motion. There was no discussion. Voice vote in favor - 5: President Zibrat, Vice President Day, Dr. Baker, Ms. Cox Golder, and Mr. Kopec. Opposed - 0. The meeting adjourned at 9:47 p.m.


Minutes respectfully submitted for Governing Board Approval
Jennifer Anderson, Executive Assistant to the Superintendent & Governing Board
Gretchen Hahn, Secretary III, Governing Board Office

December 6, 2021
Date


Susan Zibrat, Governing Board President

December 7, 2021
Date