

**Tucson Unified School District No. 1  
Governing Board Special Meeting  
Board Room  
Morrow Education Center  
1010 East Tenth Street  
Tucson, Arizona**

**July 21, 2014  
4:30 p.m.**

**MINUTES**

**Present:**

Adelita S. Grijalva, President  
Kristel Ann Foster, Clerk  
Michael Hicks, Member – *arr. @4:30 p.m.*  
Cam Juárez, Member – *arr. @4:30 p.m.*  
Mark Stegeman, Member

**Also Present:**

Heliodoro T. Sánchez, Ed.D., Superintendent  
Julie Tolleson, Lead Legal Counsel  
Adrian Vega, Ed.D., Deputy Superintendent, Teaching and Learning  
Yousef Awwad, Deputy Superintendent of Operations  
Steven Holmes, Assistant Superintendent, Curriculum & Instruction  
Abel Morado, Ed.D., Assistant Superintendent, Secondary Leadership  
Ana Gallegos, Assistant Superintendent, Elementary/K-8 Leadership  
Gene Butler, Assistant Superintendent, Student Services  
Scott Morrison, Director, Project Management  
Nicholas Roman, Administrative Assistant, Superintendent's Office  
David Vildusea, School Safety, and Staff  
Frances Banales, President, Tucson Education Association  
Linda Hatfield, President, Communication Workers of America  
Sylvia Lovegreen, Senior Staff Assistant II to the Governing Board  
Michele Gutierrez, Senior Staff Assistant I to the Governing Board  
Mary Alice Wallace, Director of Staff Services to the Governing Board

**ITEM**

**ACTION**

**SPECIAL MEETING CALLED TO ORDER** – 4:28 p.m.

Board President Adelita Grijalva called the meeting to order.

## ITEM

## ACTION

### ACTION ITEM

1. Schedule an executive meeting at this time to consider the following matters:

A. Student matters pursuant to A.R.S. §§15-342, 15-521, and 15-843; A.R.S. §38-431.03 (A)(2) (consideration of records exempt by law from public inspection); legal advice/instruction to attorney pursuant to A.R.S. §38-431.03 Subsections (A)(3) and (A)(4)

1) Promotion/Retention Appeals and Reviews of Failing Grades

Kristel Foster moved approval, Mark Stegeman seconded. Approved 3-0 in a voice vote. Michael Hicks and Cam Juárez were not present for the vote.

SPECIAL MEETING RECESSED – 4:28 p.m.

SPECIAL MEETING RECONVENED – 6:28 p.m.

### PLEDGE OF ALLEGIANCE

The Pledge of Allegiance was led by Yousef Awwad.

### CALL TO THE AUDIENCE

Adelita Grijalva reviewed the rules and protocol for the Call to the Audience.

Following is the name of the individual who spoke and the subject of her comments:

**Lillian Fox** – Employee Contracts and Employee Agreements

### INFORMATION ITEMS

2. Memorandum of Agreement (MOA) between Tucson Unified School District (TUSD) and Tucson Education Association (TEA), Communication Workers of America (CWA), American Federation of State, County and Municipal Employees (AFSCME), and Education Leaders, Inc. (ELI)

Information only.  
No action required.

Dr. Sanchez provided information on the MOA [**posted on the web attached to this agenda item**] which states benefits eligible employees will be awarded six additional paid holidays during the District's Winter break, not to exceed a total of ten, for a two-year period, after which the Agreement will end unless otherwise negotiated by the parties. The six paid holidays during the Winter Break will allow employees to not be required to use accumulated paid leave to account for the time the District is shut down for Winter Break.

## ITEM

## ACTION

### INFORMATION ITEMS (continued)

3. Contingency Agreement between Tucson Unified School District (TUSD) and Tucson Education Association (TEA), Communication Workers of America (CWA), American Federation of State, County and Municipal Employees (AFSCME), and Education Leaders, Inc. (ELI)

Information only.  
No action required.

Dr. Sanchez provided information on the Contingency Agreement [posted on the web attached to this agenda item] that should the Governor's appeal of the Court's recent decision on money owed to school districts be rejected, any money received by the District would be under discussion on how to be distributed as an across-the-board pay raise to every district employee or through stipends and bonuses.

Yousef Awwad responded to Mr. Hicks' inquiry regarding if there was any expectation of an increase in health insurance and concern that any pay raise would be offset by an increase in insurance, by saying the Trust is working to not have an increase and has been doing a good job to limit costs. Dr. Stegeman predicted there would be no increase. Dr. Sanchez said he would only be interested in giving a genuine pay raise that would be true additional money for employees.

### ACTION ITEMS

4. Adopt and Approve the Revised 2014-2015 Consensus Employee Agreement between Tucson Unified School District (TUSD) and Tucson Education Association (TEA), effective July 1, 2014 through June 30, 2015, as recommended.

Cam Juárez moved approval, Kristel Foster seconded. Approved 4-0 in a roll call vote. Mark Stegeman abstained.

Dr. Sanchez recommended approval of the item as presented.

Dr. Stegeman asked if the Board had received the item. Ms. Tolleson provided information on the Board's previous action in June to extend the employee agreements until July 31<sup>st</sup>, and in the course of negotiation the critical areas of disagreement were addressed in the MOA and Contingency Agreement discussed earlier this meeting. She indicated that the plan was to renew the existing agreements for the next year. She stated there would be some language cleanup, but since negotiations had just concluded, the final revised copies were not available yet.

Dr. Stegeman indicated he had recently requested copies of the TEA Contract and any MOAs but had not received them as yet. Ms. Grijalva indicated the agreements are on the TUSD web.

**ITEM**

**ACTION**

**ACTION ITEMS**

4. Adopt and Approve the Revised 2014-2015 Consensus Employee Agreement between Tucson Unified School District (TUSD) and Tucson Education Association (TEA), effective July 1, 2014 through June 30, 2015, as recommended. (continued)

Dr. Stegeman indicated he was not comfortable voting since he didn't feel very well informed and would be abstaining. Ms. Grijalva responded that the MOAs have been well discussed and this is an extension of the contract currently posted on line. Dr. Sanchez indicated these are the same contracts as those approved by the Board last year. If there is money available in the future, the contracts will be brought back for negotiation.

Mr. Hicks asked for confirmation there are no changes. Dr. Sanchez confirmed and stated conditions in the MOA and the Contingency Agreement were subject to negotiation in future contracts.

5. Adopt and Approve the Revised 2014-2015 White Collar Food Service Employee Agreement between Tucson Unified School District (TUSD) and Tucson Education Association (TEA), effective July 1, 2014 through June 30, 2015, as recommended.

Cam Juárez moved approval, Kristel Foster seconded. Approved 4-0 in a voice vote. Mark Stegeman abstained.

Dr. Sanchez recommended approval of the item as presented.

Mr. Hicks inquired concerning the statement on the agenda item that the contract would be retroactive to July 1 which he believed indicated there were changes. Dr. Sanchez confirmed that the contract was for the period of July 1, 2014 through June 30, 2015, in order to encompass the entire year. Ms. Grijalva indicated the change is in the dates, nothing else. Ms. Tolleson confirmed there are no changes other than the dates.

6. Adopt and Approve the Revised 2014-2015 Memorandum of Understanding between Tucson Unified School District (TUSD) and American Federation of State, County and Municipal Employees (AFSCME), effective July 1, 2014 through June 30, 2015, as recommended.

Cam Juárez moved approval, Kristel Foster seconded. Approved 4-0 in a voice vote. Mark Stegeman abstained.

Dr. Sanchez recommended approval of the item as presented.

In response to Mr. Hicks' inquiry, Dr. Sanchez confirmed there are no changes in the MOU.

**ITEM**

**ACTION**

**ACTION ITEMS** (continued)

Mr. Juárez inquired if this would be the same for the next items. Dr. Sanchez indicated Ms. Tolleson would speak to a slight difference in item no. 7, but the items beyond that would be the same.

Dr. Stegeman indicated that part of his issue with the earlier item was that he has been waiting two weeks for the MOAs, some of which do not necessarily come through the Board, and that he does not feel he is aware of what the District is operating under. Dr. Sanchez stated it is the same as the previous year and not something new he is bringing, but that each is entitled to his own statements and realities, to which Dr. Stegeman said he took strong objection to that comment.

7. Adopt and Approve the Revised 2014-2017 Supervisory Professional Employee Agreement between Tucson Unified School District (TUSD) and the Communication Workers of America (CWA), effective July 1, 2014 through June 30, 2015, as recommended.

Cam Juárez moved approval, Kristel Foster seconded. Approved 4-0 in a voice vote. Mark Stegeman abstained.

Dr. Sanchez asked Ms. Tolleson to provide information on the difference in the dates of the Agreement. She explained that this agreement has traditionally had a longer span than other agreements. The current agreement was for 2010-2014 and was expiring, thus the new span is 2014-2017.

Dr. Sanchez recommended approval of the item as presented.

Mr. Hicks inquired why it is being proposed for only three years rather than the four years as previously in effect. Dr. Sanchez said he didn't have the information. Mr. Hicks stated it was his understanding that the District was working toward establishing agreements for multiple years under the previous superintendent. Dr. Sanchez indicated he did not have any information concerning a previous goal or understanding of the previous administration with union leadership, but said he was not opposed. Mr. Hicks said he understood that the Board directed Administration to do that for all the groups. Ms. Grijalva responded that if there was an interest on the part of any group, they could approach that through negotiation. Dr. Sanchez said he would check to see if there was any directive that required follow up.

**ITEM**

**ACTION**

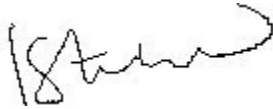
**ACTION ITEMS** (continued)

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|--|---|
| <p>8. Adopt and Approve the Revised 2013-2015 Meet and Confer Employee Agreement between Tucson Unified School District (TUSD) and Educational Leaders Inc. (ELI) for Administrators, Psychologists and Research Project Managers, effective July 1, 2014 through June 30, 2015, as recommended.</p> | <p>Cam Juárez moved approval, Kristel Foster seconded. Approved 4-0 in a voice vote. Mark Stegeman abstained.</p> |
| <p>Dr. Sanchez recommended approval of the item as presented, under the same context as the others.</p>  |   |
| <p>Mr. Hicks asked if there were any changes. Dr. Sanchez confirmed it is the same as in years past.</p>   |   |
| <p>9. Adopt and Approve the Revised 2014-2015 Supervisory Confidential Employee Agreement, effective July 1, 2014 through June 30, 2015, as recommended.</p>   | <p>Cam Juárez moved approval, Kristel Foster seconded. Approved 4-0 in a voice vote. Mark Stegeman abstained.</p> |
| <p>Dr. Sanchez recommended approval of the item as presented, under the same context as the others.</p>  |   |
| <p>10. Adopt and Approve the Revised 2014-2015 Exempt Coordinator Employee Agreement, effective July 1, 2014 through June 30, 2015, as recommended.</p>  | <p>Cam Juárez moved approval, Kristel Foster seconded. Approved 4-0 in a voice vote. Mark Stegeman abstained.</p> |
| <p>Dr. Sanchez recommended approval of the item under the same context as the previous items.</p>  |   |
| <p>11. Adopt and Approve the Revised 2014-2015 Exempt Administrators Employee Agreement, effective July 1, 2014 through June 30, 2015, as recommended.</p>   | <p>Cam Juárez moved approval, Kristel Foster seconded. Approved 4-0 in a voice vote. Mark Stegeman abstained.</p> |
| <p>Dr. Sanchez recommended approval of the item under the same context as the previous items.</p>  |   |

SPECIAL MEETING ADJOURNED – 6:52 p.m.

Approved this 9<sup>th</sup> day of September, 2014.

TUCSON UNIFIED SCHOOL DISTRICT NO. ONE



By \_\_\_\_\_

Kristel Ann Foster, Clerk  
Governing Board

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Minutes\07-21-14Special