

**Tucson Unified School District No. 1
Governing Board Regular Meeting
Board Room, Morrow Education Center
1010 East Tenth Street
Tucson, Arizona 85719**

**November 12, 2013
4:00 p.m.**

MINUTES

Present:

Adelita S. Grijalva, President - *arr. @ 4:42 p.m.*
Kristel Ann Foster, Clerk
Michael Hicks, Member
Cam Juárez, Member - *arr. @ 4:10 p.m.*
Mark Stegeman, Member

Also Present:

Heliodoro T. Sánchez, Ed.D., Superintendent
Julie Tolleson, Lead Legal Counsel
Adrian Vega, Ed.D., Deputy Superintendent for Teaching and Learning
Yousef Awwad, Deputy Superintendent for Operations
Steven Holmes, Assistant Superintendent, Curriculum & Instruction
Abel Morado, Ed.D., Assistant Superintendent, Secondary School Leadership
Terri Melendez, Interim Assistant Superintendent, Elementary/K-8 Leadership
Candy Egbert, Chief Operations Officer, Engineering, Facilities and Planning
Damon Jackson, Chief Information Officer, Technology and Telecommunications Services
Jim Fish, Executive Director, Equity Intervention
Sam Brown, Director, Desegregation
Pam Palmo, Interim Executive Director, Human Resources
Lorraine McPherson, Interim Executive Director, Exceptional Education
David Scott, Director, Accountability and Research
Cara Rene, Director, Communications/Media Relations
Jeff Coleman, Director, School Safety
Kevin Startt, Director, Purchasing
Eugene Butler, Director, Secondary Leadership
Anna Gallegos, Director, Title I
Tina Stephens, Director, School Improvement
Richard Foster, Director, Professional Development
R. Dean Packard, Principal, University High School
Cindy Shepard-Mady, Principal, Utterback Magnet Middle School
Nadria Mitchell and parents, Utterback Magnet Middle School Student
Adelle McNiece, Senior Program Coordinator, Magnet Office
Bryant Nodine, Program Manager, Planning Services
Kent Johnson, Field Technician Lead, Technology Services
Jes Ruvalcaba, Graphic Designer, Communications and Media
Mary Alice Wallace, Director of Staff Services to the Governing Board
Sylvia Lovegreen, Senior Staff Assistant II to the Governing Board
Frances Banales, President, Tucson Education Association
Leo Masursky, Board Liaison, School Community Partnership Council
Alexis Huicochea, Arizona Daily Star

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ACTION

REGULAR MEETING CALLED TO ORDER – 4:08 p.m.
Board Clerk Kristel Foster called the meeting to order.

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) Hearing Officer’s Recommendations
 - B. Legal Advice/Instruction to Attorney pursuant to A.R.S. §38-431.03 (A)(3) and (A)(4)
 - 1) Fisher-Mendoza
 - C. Discussions or consultations with designated representatives of the public body in order to consider its position and instruct its representatives pursuant to A.R.S. §38-431.03 (A)(5)
 - 1) Negotiations with employee organizations

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

REGULAR MEETING RECESSED – 4:09 p.m.

REGULAR MEETING RECONVENED – 6:44 p.m.

Adelita Grijalva apologized for the late start of the board meeting. She acknowledged the observance of Veteran’s Day on November 11 and expressed appreciation to all veterans for their service.

PLEDGE OF ALLEGIANCE

Nadria Mitchell, Utterback Magnet Middle School Student, led the Pledge of Allegiance.

SUPERINTENDENT’S REPORT

No action required.

Dr. Sanchez (speaking from the podium) recognized Nadria Mitchell, 7th grade student at Utterback Magnet Middle School,

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SUPERINTENDENT'S REPORT (continued)

who has been chosen to receive an Arizona American Indian Excellence in Leadership award from the Phoenix Indian Center, as one of two Junior High students for 2013. The award celebrates community leadership. Nadria is a straight-A student and is in Girl Scouts. In addition she has received a service award from Congressman Ron Barber and Tucson Mayor Jonathan Rothschild.

BOARD MEMBER ACTIVITY REPORTS

No action required.

Mr. Juárez reported that he spoke at Mary Meredith, toured the TUSD Clothing Bank, visited a Tucson High Culturally Relevant class, toured Carrillo K-5, visited staff in an Exceptional Education class at Holladay Magnet, met with leadership of ELI, attended the Audit Committee meeting, attended the Literacy Connects lunch, spoke at Lynn-Urquides, and toured Johnson Primary. He commented that he did miss the Technology Oversight Committee meeting. He indicated he would be traveling to Phoenix on November 13 to represent TUSD in accepting the US Green Building *Heavy Metal* award in recognition for work TUSD is doing in construction related to the LEED certification.

Ms. Foster reported on the opportunity she had to learn more about the political and historical backgrounds concerning JTED and CTE. She attended the Audit Committee meeting, had lunch with ELI, and spoke with former TUSD librarians.

Mr. Hicks highlighted his visit to Safford's IB first quarter honor roll for the 6, 7 and 8 grades. He acknowledged the successes of the TUSD spirit lines: Santa Rita moved on to the national competition in Anaheim; Tucson High and Sabino competed in the United Spirit Association. Mr. Hicks commented his daughter is the only freshman on the Santa Rita varsity Spirit Line team. He also congratulated AIA spirit lines qualifying for State over the weekend; TUSD was well represented with teams from Santa Rita, Cholla, Catalina, Tucson High, Sahuaro, Sabino, Palo Verde and Pueblo.

Ms. Grijalva commented that she is participating in open enrollment and encouraged person to submit their applications by the December 15 deadline.

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CALL TO THE AUDIENCE

No action required.

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

The following are names of individuals who spoke and the subject of their comments:

Susan Boettcher – Chorus at Pistor Middle School
Frances Banales – School Vacancies, Fair and Equitable Processes, and Teacher Survey
Savanna Obregon - Reinstating Chorus at Pistor
James Soto – Reinstating Chorus at Pistor
Jazmyn Gutierrez – Reinstating chorus at Pistor
Arrianna Pascual – Reinstating chorus at Pistor
Destiny Olea - Reinstating chorus at Pistor
Josh Kinsey – IFB 14-57-18 – Bulk Fuel contract award
Jackqueline Vazquez – Reinstating chorus at Pistor
Lillian Fox – Excessive departmental budgets
Jahaziel Felix – Pistor Middle School Chorus
Betts Putnam-Hidalgo – Appreciation for the “Adopt A School” program and people who participated; and ending the deseg case
Jaritzah La Madrid – Bring chorus back (Pistor)
Erika La Madrid – Chorus (Pistor)

Board Comments

Mr. Hicks asked the Superintendent to look into the chorus program at Pistor to see if there is any assistance.

Mr. Juárez responded to the criticism expressed during Call to the Audience concerning the Board’s adoption of the budget by indicating appreciation for information presented, but that the decision to approve the budget was not made superficially and that details of the budget were reviewed extensively prior to the approval.

INFORMATION ITEMS

2. School Community Partnership Council (SCPC) Report

Information only. No action required.

Dr. Sanchez called on Leo Masursky as the SCPC Liaison to the Board to present the report. Mr. Masursky reported that he is the parent of a first grader at Sam Hughes. He stated the last meeting of the SCPC was on October 21st, and directed

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INFORMATION ITEMS (continued)

2. School Community Partnership Council (SCPC) Report (continued)

interested parties to the report posted on the TUSD web, especially the breakout session data. He expressed appreciation for Dr. Stegeman's presence and participation at the meeting, and hoped other board members would be able to attend meetings. He reported that an informal poll of attendance on October 21st revealed 65% parents, 35% teachers and staff, but by the time the poll was taken, some principals had left, which should be remembered when looking at data on priorities listed in the breakout sessions. He commented on the improved information received through Mr. Fish which highlighted priorities such as increased attendance at meetings, annual college night, and the new Student Rights and Responsibilities. He reported on the presentation on Internet Safety Training by guest speaker Andrea Marafino [posted on the TUSD Web]. Discussion of priority topics revealed the most concern was about teacher vacancies and how they are filled; the discipline policy, the Unitary Status Plan, the issue of non-certified long term substitute teachers. Some solutions suggested regarding concerns were: a Jobs Fair specific to the District and changing the date for hire regarding teacher vacancies; providing more information about the USP concerning why some schools are losing magnets and others are gaining magnet status; providing transportation for people to see what schools offer to assist in retention of students. He announced the next meeting is November 18th at Tucson High at 6:00 p.m. The topic for the meeting will be a discussion of hiring policies with a presentation by Pam Palmo. A request was made to submit questions in advance which Ms. Palmo could address.

Mr. Juárez commented on long time subs, asked for a report on subs and the hiring process, and expressed appreciation for ideas brought forward by the SCPC.

Ms. Foster commented on the positive communication from SCPC and expressed appreciation to Dr. Sanchez and staff for their outreach to the community.

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INFORMATION ITEMS (continued)

3. Semi-Annual Report of the Governing Board Audit Committee

Information only. No action required.

Dr. Sanchez asked Yousef Awwad to report since there was no representative from the Audit Committee present. Mr. Awwad commented on the report from Robert O'Toole, Chair of the Audit Committee **[posted on the web with the agenda item]** which included issues of concern to the Committee. One item is a recommendation for an internal auditor, and another concern regards the RFP for the selection of the external auditors.

Mr. Awwad and Dr. Sanchez responded to Mr. Hicks' inquiry if the District is looking at any of the Committee's suggestions. Dr. Sanchez provided information on the improved process for after-the-fact procurement. Ms. Foster commented on the part of the report indicating significant strides have been made in reducing after-the-fact purchases. Mr. Juárez commented on the transparency of the information being provided. Dr. Stegeman commented on the improvements being made and raised the issue of the internal auditor.

4. Compression Program and Teacher Pay

Information only. No action required.

Dr. Sanchez acknowledged and expressed appreciation to TEA President Frances Banales for working on a resolution with the teacher compression issue. He also acknowledged the work of the team comprised of Human Resources, Pam Palmo, Shannon Roberts and Yousef Awwad that looked at best options to be able to address the issue. He indicated the District is working with an external group that is checking all information to ensure accuracy. As the District makes stronger and sounder decisions in financial management and allotment of staff, the plan is to look at all staff in all areas. He indicated that staff would be allotted in the future based on student requirements. He asked Ms. Palmo and Mr. Awwad to give an update on the status of the plan and if it is on target for January.

[At this point Ms. Grijalva excused students and others who wished to leave the meeting.]

Using Power Point **[posted on the web with the agenda item]** Ms. Palmo reported on the progress of the resolution of the compression plan. There were 18 steps to work through.

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INFORMATION ITEMS (continued)

4. Compression Program and Teacher Pay (continued)

Seven were presented previously and the remainder is now being addressed. The jobs in Phase I have been finalized and have established the rules for eligible years of hire and years of service. She reported the current work is confirming the years of service in TUSD and confirming the years of experience at the time of hire. Heinfeld & Meech is working with the District on the years of experience. The projected target for testing by Payroll will be between December 6 and 19, and if there are no problems, actual implementation for Phase I for affected employees will be on January 20, 2014, for payment by the February 14 pay date.

Ms. Grijalva commented that it is important to communicate the schedule to teachers. Dr. Sanchez responded that information has been sent out in the Team Update and that it will continue to be communicated via e-mail and website.

CONSENT AGENDA

Dr. Sanchez recommended approval of the Consent Agenda as submitted.

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| <p>5. a) Salaried critical need and replacement hires
b) Hourly critical need and replacement hires
c) Salaried separations
d) Hourly separations
e) Requests for leave of absence for certified personnel
f) Requests for leave of absence for classified personnel
g) Adoption of 2013-2014 High School Supplementary Materials – Campbell Biology in Focus, AP Edition
h) Resolution Ratifying Pima County Treasurer’s Execution and Delivery of a Line of Credit Agreement for Tucson Unified School District with Bank of America
i) Approval of Award Invitation for BID (IFB) 14-57-18 – Bulk Fuel, awarded to Senergy Petroleum in the amount of \$3.3 million per year/\$16.5 million over 5 years</p> | <p>Kristel Foster moved approval of Consent Agenda Items 5(a-k); Cam Juárez seconded. Approved unanimously in a voice vote.</p> |
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ACTION

CONSENT AGENDA (continued)

- 5. j) Minutes of Tucson Unified School District Governing Board Meetings
 - 1) Special Board Meeting, March 19, 2013
 - 2) Regular Board Meeting, April 9, 2013
 - 3) Special Board Meeting, October 14, 2013
- k) Ratification of salary and non-salary vouchers for the period beginning October 1, 2013 and ending October 31, 2013

ACTION ITEMS

- 6. Authorization for Governing Board Member(s) to attend the 74th Annual National School Boards Association (NSBA) Conference and Exposition, New Orleans, LA, April 3 – April 8, 2014

Adelita Grijalva moved approval; Kristel Foster seconded. Approved 3-2 in a roll call vote. Mark Stegeman and Michael Hicks voted no.

Dr. Sanchez commented that ongoing training is one of the key pieces for making good School Board-Superintendent relationships. The NSBA Conference provides an exceptional opportunity to participate in a myriad of workshops on policy, Common Core, budget shortfall, Teacher and Principal evaluation, etc., which are all topics the Board will need to address. He also commented it is an excellent opportunity for Board members to interact with board members from other states, and he requested all board members consider attending.

Ms. Foster commented that all Sunnyside District board members attend NSBA and inquired whether other Districts in the area send all board members. Dr. Sanchez responded that other Superintendents invite all their board members and that the majority of districts send board members who come back to provide information to their peers who were unable to attend.

Ms. Grijalva commented on her attendance at three NSBA conferences during her tenure on the Board and found all of them incredibly helpful and beneficial. She indicated her belief that there is a return on investment in attending, that it is helpful to get other perspectives from outside Arizona, and expressed her support.

Mr. Juárez expressed his belief that the return on investment of District expenses to send Board members to the conference is beneficial to Board governance, and especially for him as a freshman board member. He commented on his attendance

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ACTION ITEMS (continued)

6. Authorization for Governing Board Member(s) to attend the 74th Annual National School Boards Association (NSBA) Conference and Exposition, New Orleans, LA, April 3 – April 8, 2014 (continued)

at an ASBA conference which he found helpful in interacting with other board members in Arizona.

Ms. Foster clarified this is to authorize board members to go, not to name individuals who will attend.

Dr. Stegeman indicated ASBA does have excellent training on all topics and supports in-state training but not out-of-state travel.

Dr. Sanchez indicated the Superintendent's budget would support Board members' attendance at NSBA.

STUDY/ACTION ITEMS

7. Elementary Secondary Education Act (ESEA) formerly known as No Child Left Behind (NCLB): Arizona Continuous Improvement Plans for "Priority" and "Focus" Schools for SY 2013-2014

Dr. Sanchez explained the mislabeling of Johnson Primary Magnet School as an F campus by the Arizona Department of Education through the use of first year data that was supposed to be a test year. He expressed this was unfair to the teachers, the school leadership, the students and the community.

Mr. Hicks commented on feedback he received from a friend who visited Johnson and had nothing but good things to say about the dedication of the staff and faculty there.

Mr. Juárez commented on a tour of Johnson with Sabrina Cruz focusing on the elementary grades and the development of an impressive exploratory program in collaboration with the Pascua Yaqui Tribe in an effort to involve the community.

Adrian Vega clarified that Item No. 7 refers to Federal plans and Item No. 8 refers to the State plans. Using Power Point for both Items 7 and 8 [posted on the web attached to the agenda items] Dr. Vega presented. He recognized team members who worked

Cam Juárez moved approval of Plans as submitted; Kristel Foster seconded. Approved unanimously in a voice vote.

STUDY/ACTION ITEMS

7. Elementary Secondary Education Act (ESEA) formerly known as No Child Left Behind (NCLB): Arizona Continuous Improvement Plans for “Priority” and “Focus” Schools for SY 2013-2014 (continued)

on the plans – Assistant Superintendent for Curriculum and Instruction Steve Holmes, Director for Title 1 Ana Gallegos, Director for School Improvement Tina Stephens and Director for Professional Development Richard Foster. He commented the work has been performed to leverage all resources to ensure a seamless plan to support principals and campuses.

Mr. Hicks commented light blue color in a presentation is not legible.

Mr. Holmes provided background that schools under the previous No Child Left Behind accountability level now fall under the Elementary Secondary Education Act and are still required for every state. He provided information on the definitions for schools which fall into the Federal and State requirements. His presentation provided information on plans for improvement that must be laid out for each school. He recognized David Scott’s leadership in the data parts of the plans.

Mr. Holmes responded to Ms. Foster’s inquiry concerning a formula for the persistently low achieving in priority schools.

Ms. Foster also commented on the unusual and impressive participation of the Superintendent in leading professional development.

Mr. Holmes provided information on the process being followed, the feedback being collected, and that the plans are being reviewed and verified by a monitoring team for the school improvement schools from the State which is important because there is federal funding of \$800,000 for three years attached to the plans.

Mr. Holmes provided further information concerning the plans for the D and F schools based on the State Accountability system. He reviewed the formulas for the State Accountability system. He reported on using the transformational model approach at Johnson and the belief there is capacity there to move the school forward by systematically using data and improving curriculum with new principal leadership and

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ACTION

STUDY/ACTION ITEMS (continued)

7. Elementary Secondary Education Act (ESEA) formerly known as No Child Left Behind (NCLB): Arizona Continuous Improvement Plans for “Priority” and “Focus” Schools for SY 2013-2014 (continued)

continuous professional development opportunities. He reported on collaboration with Pascua Yaqui tribe and working with Johnson and Lawrence as a continuum with curriculum alignment. He said there is no additional funding from State for D and F schools.

Dr. Sanchez responded to Mr. Hicks comments and inquiry concerning whether techniques used by principals whose schools have gone from the turnaround model up to a B grade are being utilized. He reported the Leadership Academy is addressing improved leadership.

Mr. Holmes responded to Dr. Stegeman’s inquiry concerning schools previously labeled as underperforming. Tina Stephens responded to Dr. Stegeman’s inquiry concerning funding for school improvement and the duration that State grants are now called Priority and Focus Grants and are less than before but up to three years. David Scott responded to Dr. Stegeman’s inquiry concerning the District’s critique of the criteria for K-2 schools by informing on how the State adopted the standard and the model.

Mr. Holmes responded to Ms. Foster’s inquiry for clarification of the difference between Priority & Focus schools and D & F schools, and how many D&F schools qualified for the Priority & Focus funding.

David Scott responded to Mr. Juárez’ inquiry concerning the impact on professional development by the formula predicting performance of students on the Stanford 9 and AIMS.

8. AZLEARNS: Arizona Continuous Improvement Plans for “D” and “F” Schools for SY 2013-2014

The presentation and discussion for this item are included with Item No. 7 above.

Kristel Foster moved approval of Plans as submitted; Cam Juárez seconded. Approved unanimously in a voice vote.

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STUDY/ACTION ITEMS (continued)

9. Reduction in Force (RIF) Plan in Accordance with the Unitary Status Plan

Studied only. Will be agendized for the December 10, 2013 Regular Board Meeting.

Dr. Sanchez provided information that this plan was developed with input from multiple groups and that it is not final, but will be brought back to the Board in December for action after the Board has the opportunity to review and ask questions. It provides three years protection for staff hired in connection with the Unitary Status Plan. He expressed his hope and expectation for the District to not have to go through annual reductions in force, and commented that this year the District would be using student course requests to drive staffing. He asked the Board to review and ask questions.

Dr. Sanchez responded to Mr. Hicks' inquiry concerning the three year protection does not exclude evaluation for performance, that employees do have to maintain satisfactory performance. He also said the plan will undergo critical review for standards on necessity for the positions.

Ms. Grijalva clarified that Board members should review and submit any questions through the Director of Staff Services and that the plan will be brought back at the December board meeting.

10. Plan for University High School per Board Action December 20, 2012

After lengthy discussion Dr. Stegeman moved "To rescind the December 20th resolution and fold the planning for University High School into the District's strategic planning for high schools and middle schools. Mr. Hicks seconded.

Dr. Sanchez provided background on the research he did concerning this item which is a holdover from a previous board and a previous administration. His provided four points: 1) The Board approved the admissions plan for UHS by a vote of 4-1. He reviewed the criteria for admissions in the plan. He reported that the Special Master has communicated that he does not agree with the approved admissions plan. Dr. Sanchez has informed the Special Master that his recommendation is that the District will stand by what the board has approved, but the Special Master has said he will file with the Court to have the approved plan revoked. 2) TUSD does not have impartial and clear process for identifying a school to be closed which is important since it is being proposed that UHS would move to a different campus which would require closing or taking over another campus and might include getting Court approval. 3) Any receiving campus would need to know what resources it would be receiving including personnel. 4) Involvement by the Special Master, the plaintiffs and the Court would be required. Dr. Sanchez expressed concern going forward since the admissions plan is being contested, concern about incurring fear in other campuses on what might happen, and the desire to have input from principals, teachers, students and parents. He indicated UHS needs to be part of the overall comprehensive plan included in strategic planning. He

After more discussion, Dr. Stegeman amended his motion to say "To rescind **the direction** in the December 20th resolution and fold

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ACTION

STUDY/ACTION ITEMS (continued)

10. Plan for University High School per Board Action December 20, 2012 (continued)

recommended that UHS be part of the larger comprehensive plan.

Ms. Foster commented that it is critical to not circumvent policy or process and that it not the time to work toward dividing the potential for unity and collaboration new leadership at both Rincon and UHS has for bringing to the two campuses.

Dr. Stegeman commented that Dr. Sanchez raised several good points and expressed concern about what happened after the December Resolution [posted on the web with this agenda item] was approved and responded to Ms. Foster's question about the provisions in the resolution. He stated what the Board approved did not happen, expressed his specific concerns and stated at this point incorporating this into the strategic plan was the right solution. He further commented on the criteria for closing schools which were adopted prior to the closing of schools in 2012. Regarding the Court, Dr. Stegeman stated it was obvious the District has to comply with the deseg plan and commented on the inclusion of the middle school component in the admissions plan.

Dr. Stegeman moved that the planning for UHS be integrated with the strategic planning for all the high schools and middle schools. Mr. Hicks seconded.

Ms. Grijalva asked for clarification from Dr. Stegeman that his motion is that the previous concept for UHS be moved into the strategic plan including that UHS have its own campus.

Dr. Stegeman indicated his motion is to step back from this resolution and roll the UHS question into the District's comprehensive planning for high school and middle school.

Ms. Grijalva asked if approved, would the Board be suggesting postponing the plan for UHS and rolling it into the strategic plan but retaining the plan for UHS to have on its own campus. Dr. Stegeman asked Mr. Hicks if this was his understanding as the seconder, that since the Board has changed from the adoption of the resolution and there was no longer a majority of votes for the resolution, that the Board step back from the highly directed motion but still consider this with an integrated plan for high schools and middle schools. Mr. Hicks confirmed his second of the motion.

the planning for University High School into the District's strategic planning for high schools and middle schools." Mr. Hicks accepted the amended motion as the seconder.

Following more discussion, Dr. Stegeman made a substitute motion "to table implementation of the December 20, 2012 resolution pending the completion of strategic planning, and could come back to the board by BAI for further action if necessary." Mr. Hicks seconded.

Substitute motion failed by 2-3 in a roll call vote. Ms. Foster, Mr. Juárez and Ms. Grijalva voted no.

After more discussion, Ms. Foster moved approval of the plan. There was no second and Ms. Foster rescinded her motion.

Dr. Stegeman moved approval. Motion died for lack of a second.

STUDY/ACTION ITEMS (continued)

10. Plan for University High School per Board Action December 20, 2012 (continued)

Mr. Juárez also asked for clarity and indicated he was not in support of the resolution and would not support a plan that mixes a middle school with a high school, but would support developing a model for middle school like UHS for increased rigor. He asked Dr. Stegeman and Mr. Hicks to modify their motion to include increased rigor at all middle schools.

Dr. Stegeman emphasized he personally is still in support of the concept in the resolution, but intent of the motion is that the resolution is rescinded, to ask staff to develop a strategic plan for high school and middle school without dictating what will be included, and to add to the motion to increase the rigor at all middle schools. He confirmed with Mr. Hicks that his second still stood.

Mr. Hicks commented that the Board rescinding resolutions and other actions taken before is not a good precedent to set for moving forward. He expressed support for UHS to have its own campus. He expressed concern about actions a new Board might take concerning actions taken by a past Board.

Ms. Foster commented that people need to vote for persons to be on the Board that reflect their views and that changes will occur. She referred to the Minutes from the December 20, 2012 meeting [**posted on the web with this agenda item**], where Dr. Stegeman stated “this proposal was a guideline for discussion,” but the resolution states otherwise. She stated she would not support Dr. Stegeman’s current motion. She commented that Mr. Hicks advocates for high schools on the east side but had supported the closure of a high school. She commented on the length and emotion of the December 20 meeting and asked what the Board decided – to close a high school or just discuss. She implored the Board to be sure of what it is voting on.

Dr. Sanchez commented again when he began as Superintendent there was no strategic plan for the District and that was the reason for the current confusion. He stated that with a strategic plan, direction moves forward to serve all aspects and the will of the community regardless of who is on the Board. He requested that the Board agree that the work from now on has to be rolled into the strategic planning process.

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ACTION

STUDY/ACTION ITEMS (continued)

10. Plan for University High School per Board Action December 20, 2012 (continued)

Ms. Grijalva commented from her early years on the Board that the idea of moving UHS onto its own campus is not a new concept and recounted some of the issues she's heard that are unique to the Rincon/UHS experience. She commented that positive things are happening, but issues have to be addressed or the negative will continue to be expressed that the only solution is to separate the campuses. She expressed she was not in favor of separation, didn't foresee a time when she would be, and stated her support for the campuses and an effort to address and solve problems in a positive way. She expressed she was not in support of the current motion.

Dr. Stegeman commented he heard the recommendation was to fold this into the strategic plan. He reiterated his support for the plan as previously approved, commented on the issues that he believes drive it, and indicated his opinion previous administrations have attempted to address the issues. He said he made the motion hoping the Board would come together rather than being split. He commented he didn't agree with the Minutes for December 20, 2012, and planned to read future Minutes before voting on them. He restated his motion: "To rescind the December 20th resolution and fold the planning for University High School into the District's strategic planning for high schools and middle schools." He asked if Mr. Hicks agreed as the seconder with that statement of the motion.

Ms. Foster commented that she didn't believe a motion on this item was required except to rescind the resolution, and that the motion was redundant because all high schools will be planned for in the strategic plan.

Dr. Stegeman amended his motion to say "To rescind **the direction** in the December 20th resolution and fold the planning for University High School into the District's strategic planning for high schools and middle schools."

Mr. Hicks commented that it is the motion voted on December 20 that needs to be rescinded, not the resolution.

Ms. Tolleson provided legal advice that there should be action by motion on Item No. 10, but it could be accomplished by tabling the implementation of the motion from December 20,

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STUDY/ACTION ITEMS (continued)

10. Plan for University High School per Board Action December 20, 2012 (continued)

2012 pending the completion of strategic planning, and could come back to the board by BAI for further action if necessary. She indicated she believes this is the intent and will accomplish the procedural quirks.

Dr. Stegeman agreed to make a substitute motion as stated by Ms. Tolleson. Mr. Hicks seconded.

Ms. Grijalva commented her concern is that the motion is to table the concept which is to move UHS onto its own campus, and indicated she is not in favor and will not support.

After the substitute motion failed in a roll call vote, Ms. Grijalva asked for a vote on Item No. 10 and clarified that a “yes” vote is to move the plan forward and a “no” vote would be to not. Mr. Hicks offered that the motion is to rescind.

Dr. Sanchez clarified that his recommendation for the plan is the one that he stated earlier to address the process for closure, the communication piece with parents and receiving principals, and the effective analysis with the Special Master. He stated the UHS faculty has developed a plan which board members have varying information about and which he has received from the UHS staff. He requested that plan with these four aspects be approved.

Mr. Juárez stated he would not move forward any plan until there was an evaluation by the Superintendent’s staff and the consultants working on the curriculum and efficiency studies, and then rolling into a strategic plan without any complications of clarity. He indicated his support for a replication of the UHS model, but not for closing another high school.

Ms. Foster reiterated that expanding on the good work of UHS is critical, but the proposed plan is bad and she cannot support it.

Dr. Sanchez clarified what a approved vote on his plan means.

Ms. Tolleson provided legal advice on what action is indicated by a vote on the item. She indicated she was sensing a consensus that no one wants to do this now, that everyone

ITEM

ACTION

STUDY/ACTION ITEMS (continued)

10. Plan for University High School per Board Action December 20, 2012 (continued)

wants to see what the strategic plan says and then there may be differences of opinion in the future.

Further discussion ensued on whether there was a motion on the table. Ms. Foster's motion died for lack of a second and she rescinded her motion. Dr. Stegeman moved approval and the motion died for lack of a second.

Mr. Hicks inquired if there was no action, did that mean the District would still be working on the approved resolution.

Dr. Sanchez suggested to make it clear and clean, the best recommendation was for the Board to say the four points (in the Resolution) are not to be acted upon.

Ms. Grijalva stated clarified she did not want any ambiguity on whatever action the Board takes.

Dr. Sanchez suggested a recess for him and legal counsel to work on an appropriate motion.

RECESSED REGULAR BOARD MEETING – 9:43 p.m.

RECONVENED REGULAR BOARD MEETING – 9:56 p.m.

10. Plan for University High School per Board Action December 20, 2012 (continued)

Ms. Grijalva reconvened the meeting.

Ms. Foster moved in light of upcoming strategic planning, to incorporate any planning relative to University High School into the Strategic Plan outcome.

Mr. Hicks commented he would support the motion but stated he was still opposed to rescinding prior votes of the Board.

Kristel Foster moved to incorporate any planning relative to University High School into the Strategic Plan outcome; Mark Stegeman Seconded. Approved unanimously in a roll call vote.

ITEM

ACTION

Consideration of extending the meeting beyond the 10:00 p.m. curfew in accordance with Governing Board Policy BDAA – *Procedures for Governing Board Members* was addressed.

Kristel Foster moved to extend the meeting, Cam Juárez seconded. Approved unanimously in a voice vote.

STUDY ITEMS

11. Teacher Support Plan in Accordance with the Unitary Status Plan

Studied only. Will be agendaized for the December 10, 2013 Regular Board Meeting.

Dr. Sanchez stated Richard Foster who is in charge of Professional Development will report on this plan which is tied to the USP and is good practice.

Mr. Foster presented this report and Appendix A [**posted on the web attached to this agenda item**]. He reported on the timeline regarding the USP and the process for creating the plan. The first draft was completed on October 18th, sent to the Plaintiffs and awaiting their comments. After getting feedback from the Governing Board, the plan will be brought back to the Board on December 10th for approval. The process was begun last spring with site leadership and teachers using the approved evaluation instrument as the base, and the initial draft was approved by the Senior Leadership Team and combined with the teachers plan for improvement. Employee Relations and Legal were included, and the plan has been reviewed by TEA. He commented it is still based on the Danielson model.

Dr. Sanchez pointed out the strength in the plan is it removes ambiguity in evaluations and allows for narrative commentary and specific pieces as the cornerstone of the teaching training model.

Mr. Foster responded to Mr. Hicks' inquiry about what the ratings U, B, P and D stand for. Dr. Sanchez responded to Ms. Grijalva's inquiry concerning the inclusion of a legend regarding the ratings. Ms. Grijalva commented on a few typos needing correction.

Mr. Foster and Dr. Sanchez responded to Ms. Foster's inquiry regarding assignment of mentors would be current staff and how the Danielson model will affect the time commitment of principals. The District is working with principals and teachers and TEA to have a good evaluation model to meet the letter of

ITEM

ACTION

STUDY ITEMS (continued)

11. Teacher Support Plan in Accordance with the Unitary Status Plan (continued)

the law and help people improve. Ms. Foster commented further to express hope this model would focus on improvement of staff.

12. Admissions Process for Oversubscribed Schools in Accordance with the Unitary Status Plan

Studied only. No action taken.

Dr. Sanchez commented on the work remaining to address a situation where there is not space for students to attend schools in their neighborhood or their choice. It is being presented for initial feedback with details remaining to be developed.

Dr. Stegeman commented on a mechanism being utilized by the Boston Public Schools and will forward information to Dr. Sanchez.

Bryant Nodine presented the report [**posted on the web attached to this agenda item**]. He reported the purpose of the process is two fold: one is the lottery process to assign students when a school is oversubscribed, which is being addressed at this meeting. The second is to set up a way through boundary changes to create space in schools so students can get into schools of their choice. He reviewed the lottery system and proposed changes to it, and the flow chart for placement. He commented that this would not be in effect until at least the 2015-2016 school year because boundary changes would not be done in time for 2014-2015.

Dr. Sanchez stated that the Board should be aware that integration in the USP means the standard that's been put forward so there will be minority families excluded from entrance to certain schools.

Dr. Sanchez responded to Ms. Foster's inquiry concerning the legality in Arizona to enhance integration through race, by saying it is legal when under a Federal court order. She also commented that parents need to be cognizant that race is determining placement and expressed the hope that TUSD can advocate for revisiting the definition of how people identify themselves. Dr. Sanchez responded ethnicity would be addressed in regulation to make it clear on how students can be identified by parents. Ms. Foster commented that office

ITEM

ACTION

STUDY ITEMS (continued)

12. Admissions Process for Oversubscribed Schools in Accordance with the Unitary Status Plan (continued)

staff should receive training on how to advise parent. Mr. Hicks expressed reservations that office staff should advise parents. Ms. Foster clarified her comments. Dr. Sanchez indicated information on the forms and process would be given to the Board.

Ms. Grijalva commented on the difference in completing City and Federal forms for race/ethnicity and the concern for multi-ethnic families and the requirement to choose one identification and the possibility for reverse discrimination. Mr. Nodine explained in response to Ms. Grijalva's concerns.

Mr. Juárez commented on the Census growth in multi-racial population and training staff to assist parents in making sure forms have been completed, not to make decisions on completing the forms for parents.

Dr. Sanchez asked the Board to provide feedback.

Dr. Stegeman commented that when the USP was being negotiated last year, he argued against race-based school assignment. Ms. Grijalva commented that the magnet plan is about integration.

13. School Funding Contributions – Requested by Board Member Michael Hicks

Studied only. No action taken.

Mr. Hicks commented on grants being awarded for a specific length of time and referred to a proposal distributed to the Board [posted on the web attached to this agenda item]. Dr. Sanchez confirmed the information contained in the document distributed is the District's practice. Hicks inquired why donations can't be accepted unless they are guaranteed for more than one year at a time. Dr. Sanchez responded that positions had to be cut because they had been funded with soft money. Trying to keep from repeating past practice of hiring personnel with soft money and having to let them go. Mr. Awwad responded to Mr. Hicks' inquiry as to whether the District had grant-funded positions. Mr. Hicks commented loss of funding was not only because funding was cut but because students left the District.

ITEM

ACTION

STUDY ITEMS (continued)

13. School Funding Contributions – Requested by Board Member Michael Hicks (continued)

Mr. Hicks left the meeting because he felt he was cut off from speaking when Ms. Foster called on Dr. Stegeman.

Dr. Stegeman inquired if there was a policy preventing application for a grant unless there was a three-year guarantee. Dr. Sanchez responded many applications are made for small grants but not for money to be used for salaries because sustainability of a position is critical.

Mr. Juárez expressed support for the idea of being conservative when allocations are made and inquired why three years was established as the length of guarantee instead of two years. Dr. Sanchez responded that for funding to be sustainable it was easier over a three-year cycle, and explained it was based on the standard for maximum length of contracts in Arizona. Mr. Juárez commented on the importance of being consistent in practice.

Dr. Stegeman inquired concerning his belief there was inconsistency in how policies were being applied for length of guarantee for grants and donations. Dr. Sanchez responded that people were not being hired with one-year grant money although it could be used for temp-hourly positions, not full time. In response to Dr. Stegeman's question if this was going to come forward as a policy, Dr. Sanchez responded this is an internal protocol on how to contend with soft money that is not sustainable.

Ms. Foster inquired if the reason for this item to be Study was with the idea it would come forward for action. Dr. Sanchez indicated Mr. Hicks asked for the item, assuming it was for information purposes, but since Mr. Hicks had left the meeting, he could not inquire or clarify. Ms. Foster indicated if there was a desire for further action, it would be submitted to the Agenda Committee.

Dr. Stegeman commented the protocol is functioning as a policy and shared concerns about people being let go because they were being funded with soft money when there is a practice of raising funds to hire additional personnel.

ITEM

ACTION

STUDY ITEMS (continued)

13. School Funding Contributions – Requested by Board Member Michael Hicks (continued)

Dr. Sanchez commented on the inequity of campuses being able to raise private money while the District needs to be able to provide equitable education to all students. He also commented on the lack of protection being afforded to persons hired with soft money through the bargaining units.

Ms. Grijalva commented concerning schools that are totally funded from M&O without any Title 1 or Deseg funds who would like to raise funds to continue to be competitive.

GOVERNING BOARD POLICIES

Action

Approved policies may be viewed on the District web page – www.tusd1.org

14. Governing Board Policy GBEB – *Staff Conduct* (revision)

Dr. Stegeman expressed concerns regarding an employee who does not immediately report an arrest being immediately dismissed terminated and excluded from future employment, that there is no due process. He also expressed concern about having to report suspected crime or weapon to the Superintendent rather than directly to law enforcement.

Cam Juárez moved approval; Kristel Foster seconded. Approved 3-2 in a roll call vote. Mark Stegeman and Michael Hicks voted no.

Ms. Tolleson provided legal advice that this is taken from the ASBA model which is consistent with what is being used statewide. She specifically addressed the failure to report an arrest was for specific offenses severe enough to require being reported to the Arizona Department of Education.

Mr. Hicks returned to the meeting and commented concerning the language regarding arrests. Ms. Tolleson responded that the language tracks back to the State Statute and provided examples of the applicable specific offenses. In response to Mr. Hicks' inquiry, she provided information that the current policy on reporting suspected crimes does not contain this language.

Dr. Stegeman commented further concerning the lack of due process and indicated he would not support. Ms. Tolleson provided further legal advice concerning constitutional right.

ITEM

ACTION

GOVERNING BOARD POLICIES (continued)

Action (continued)

Approved policies may be viewed on the District web page – www.tusd1.org

15. Governing Board Policy GBEBD – *Reporting Suspected Crimes* (elimination)

Kristel Foster moved approval; Cam Juárez seconded. Approved unanimously in a voice vote.

Ms. Grijalva commented this policy is being eliminated since Policy GBEB just approved replaces it.

16. Governing Board Policy GBEBE – *Use of Physical Force* (elimination)

Cam Juárez moved approval; Kristel Foster seconded. Approved 4-1 in a roll call vote. Mark Stegeman voted no.

Dr. Sanchez commented this policy was covered by Policy GBEB also. Ms. Tolleson affirmed this was covered in GBEB in response to Ms. Foster inquiry for clarification.

Dr. Stegeman commented he would not support because of his concerns regarding Policy GBEB.

17. Governing Board Policy GCO – *Evaluation of Certificated Staff Members* (revision)

Mark Stegeman moved approval; Adelita Grijalva seconded. Approved unanimously in a roll call vote.

Dr. Sanchez provided information this is in compliance with the ASBA model in order to follow the law.

Ms. Foster indicated she had asked for some clarification on what State law was and what the District's prerogative was. Ms. Tolleson explained the discretionary and mandated by law portions and stated that none of the discretionary items are being affected by the proposed revision, and referred to the red-lined versions [**posted on the web attached to this agenda item**].

Mr. Juárez inquired what the ramifications would be of tabling this to the next meeting. Dr. Sanchez responded that the policy has been studied and that the purpose is to bring the District into compliance with State law.

Ms. Tolleson and Dr. Sanchez provided information in response to Mr. Hicks' inquiry concerning why ASBA isn't following this model, by saying discretionary parts of the policy are specific to the District.

Ms. Tolleson responded to Mr. Hicks inquiry concerning

ITEM

ACTION

GOVERNING BOARD POLICIES (continued)

17. Governing Board Policy GCO – *Evaluation of Certificated Staff Members* (revision) (continued)

language about a waiver that it was a typographical error.

Ms. Grijalva inquired whether definitions in the teacher evaluation should match up with those in this policy and was told they did not have to.

Ms. Tolleson confirmed Ms. Foster’s comment that the red-lined part of the policy contains the changes to do with the State requirements. Dr. Sanchez indicated it may have to be revised gain in the future because the State is receiving pushback from the Department of Education, and this version is to bring the District into compliance with State law.

18. Governing Board Policy GCOC – *Rules for Disciplinary Action Against an Administrator* (revision)

Dr. Sanchez explained the revision is to include personnel in ELL into the language of the policy.

Kristel Foster moved approval; Cam Juárez seconded. Approved unanimously in a voice vote.

Study/Action

19. Governing Board Policy GBEBF – *Weapons Prohibition* (elimination)

Dr. Sanchez and Ms. Tolleson explained this policy is outdated is included in GBEB, and contains the same provisions without being in a separate policy.

Kristel Foster moved approval; Cam Juárez seconded. Approved unanimously in a voice vote.

Study

20. Governing Board Policy A – *District Mission, Vision, and Values* (revision)

Ms. Grijalva indicated that Policies A and BG would be brought forward at a future meeting.

Studied only. Will be agendized for the December 10, 2013 Regular Board Meeting.

21. Governing Board Policy BG – *Board Policy Process* (revision)

Studied only. Will be agendized for the December 10, 2013 Regular Board Meeting.

ITEM

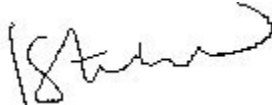
ACTION

FUTURE AGENDA ITEMS

REGULAR MEETING ADJOURNED – 11.29 p.m.

Approved this 12th day of August, 2014.

TUCSON UNIFIED SCHOOL DISTRICT NO. ONE



By _____

Kristel Ann Foster, Clerk
Governing Board

maw
Minutes\11-12-13Regular