

**Tucson Unified School District No. 1
Governing Board Special Meeting
Board Conference Room
1010 East Tenth Street
and
Auditorium
Catalina High Magnet School
3645 E. Pima Street
Tucson, Arizona**

**February 22, 2005
5:00 p.m.**

MINUTES

Present:

Bruce Burke, President
Adelita Grijalva, Clerk – arrived at 5:16 p.m.
Judy Burns, Member
Joel Ireland, Member
Alex Rodriguez, Member

Also Present:

Roger F. Pfeuffer, Superintendent
Jane Fairall, Legal Counsel
Patricia Lopez, Ed.D., Deputy Superintendent/Chief Academic Officer
Judith Knight, Ph.D., Chief Business Officer
Estella Zavala, Interim Director, Public Relations
Harriet Scarborough, Ph.D., Senior Academic Officer – Professional Development and Academics
Maria Cuesta-Patterson, Principal Supervisor
Dea Salter, Principal Supervisor
Ross Sheard, Principal Supervisor
Pat Beatty, Executive Director, Financial Services
Susan Wybraniec, Executive Director, Human Resources
Bobby Johnson, Director, Employee Relations
Bill Ball, Director, Transportation
Norma Johnson, Policy Coordinator
Bridget Auvenshine, Director of Staff Services to the Governing Board
Mary Alice Wallace, Senior Staff Assistant II to the Governing Board
Linda Todd, Staff Assistant II to the Governing Board
Brad Harkins, Interpreter, Spanish Language
Elsa Gutierrez, Interpreter, Spanish Language
Robin Runge, Interpreter, Hearing-Impaired Sign Language
Tamara Flannigan, Interpreter, Hearing-Impaired Sign Language
Robert Hersch, Executive Director, Educational Leaders, Inc.
Paul Karlowicz, President, Tucson Education Association
Linda Hatfield, President, Communication Workers of America
Julie Wanat, Co-Moderator, School Community Partnership Council
Daniel Scarpinato, *Arizona Daily Star*
Eric Sagara, *Tucson Citizen*

ITEM

ACTION

**SPECIAL MEETING CALLED TO ORDER IN THE BOARD
CONFERENCE ROOM, 1010 E. TENTH STREET – 5:00 p.m.**

ACTION ITEMS

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| 1. Schedule an executive meeting at this time to consider the following matters -- | Alex Rodriguez moved approval, Joel Ireland seconded; approved unanimously 4-0. Adelita Grijalva was not present for the vote. |
| A. Student matters pursuant to A.R.S. §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 (continuation with supplemental reports) | |

SPECIAL MEETING RECESSED – 5:01 p.m.

**SPECIAL MEETING RECONVENED IN THE AUDITORIUM AT
CATALINA HIGH MAGNET SCHOOL – 6:00 P.M.**

PLEDGE OF ALLEGIANCE

No action required.

Alex Rodriguez led the Pledge of Allegiance.

Bruce Burke welcomed all to the meeting and announced the presence of Spanish language interpreters, Brad Harkins and Elsa Gutierrez, and sign language interpreters, Tamara Flannigan and Robin Runge, for those in the audience who needed these services.

INFORMATION ITEMS

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| 2. TUSD Staff Presentation on Projections for the 2005-2006 Budget | No action required. |
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Roger Pfeuffer presented information on the projected budget deficit for fiscal year 2005-2006 of approximately \$13.7 million in the Maintenance and Operations budget and \$3.3 million in the Desegregation budget, for a total of \$17 million. He gave an overview of the factors that impact the budget deficit and outlined the areas that would be discussed and voted on in this meeting: Full-day kindergarten; K-3 monies; increase in the staffing formulas for kindergarten-5, middle school and high school classes; dual site principals, i.e. combining ten schools into five

ITEM

ACTION

INFORMATION ITEMS (continued)

2. TUSD Staff Presentation on Projections for the 2005-2006 Budget (continued)

principalships; and changing the elementary assistant principal formula from the current level of an assistant principal for a school with 600 students to a school with 750+ students.

Bruce Burke asked if decisions on these items were time sensitive. Roger Pfeuffer clarified that they were and explained the nature of each.

3. Board President's Comments on Legislative Process No action required.

Bruce Burke commented on the seriousness of public education funding being considered by the State Legislature and encouraged all to write a letter, send an e-mail or call their legislators to relay their opinions. He announced the availability in the lobby of materials which contained the names and addresses of legislators, a map of legislative districts, and names of the House and Senate leadership.

He also reviewed the procedure to be followed for the Public Hearing.

SPECIAL MEETING RECESSED – 6:35 P.M.

PUBLIC HEARING to gain input for the 2005-2006 Tucson Unified School District Annual Budget

The following persons spoke during the Public Hearing:

Paul Karlowicz – spoke regarding concerns that budget decisions were being made in a band-aid or piecemeal approach, that pressures were being placed on the Board to renege on the previous three year salary agreement with the teachers, a proposal to lobby the Legislature jointly on the ASRS rate hike and full-day kindergarten, and the projected hikes in health insurance premiums.

Jennifer Graham – spoke in favor of full-day kindergarten and discussed the benefits her daughter has received by attending kindergarten all day at Blenman.

ITEM

ACTION

PUBLIC HEARING to gain input for the 2005-2006 Tucson Unified School District Annual Budget (continued)

Judi Moreillon – spoke in defense of all-day kindergarten and the early literacy experience all children need to perform at the same level regardless of their socio-economic standing; and encouraged everyone to lobby their legislators.

Mary Beth Grimes – spoke about the benefits her son has received in Kindergarten at Hudlow and in the ABLE Program at Henry, and that it would not have been possible without full time kindergarten; a second son will be attending kindergarten in August.

Francesca McBride – spoke concerning the benefits of the Blenman kindergarten and the consequences of cutting it because of the other options available through charter, Montessori and private schools.

Kish Finnegan – spoke about the benefits her two sons have received from full-day kindergarten and that children in today's world are too sophisticated to wait until first grade to learn to read; also said she believes parents will go elsewhere if the program is cut.

Julia Hillman – spoke as the parent of a Blenman kindergarten student and a classroom volunteer of the progress students have made by being in kindergarten for a full day and asked for the Board to keep it that way.

Sal Guerrero – spoke in opposition to half day kindergarten and discussed the national achievement awards his daughter received because she was able to learn at the kindergarten level; asked if 30 or 90 days advance notice was required before voting on full-day kindergarten; also said students need to have textbooks and paperwork in the classroom.

Laura Smalling – spoke as a Blenman kindergarten teacher of amazing student achievement because of the full day and that she had been skeptical when she came to TUSD from Marana that kids could handle the full day kindergarten but is a believer in it now; asked the Board to keep all day kindergarten.

Tracy Cole – related that both her daughters attended all-day kindergarten and the education they received was instrumental to their success. Asked questions about whether her daughter who is an eighth grade student at Emily Gray Junior High School and passed the test for University High School would be allowed to attend UHS next year.

ITEM

ACTION

PUBLIC HEARING to gain input for the 2005-2006 Tucson Unified School District Annual Budget (continued)

Stacy Rothwell-Muratore – spoke of the competition for students in the Blenman/Elm neighborhood and the potential loss of students to other schools if full-day kindergarten was cut. Also proposed more after-school programs and offered to volunteer on a committee to study them. Supported the Board on continuing full-day kindergarten.

Danielle Romero – spoke as a Corbett kindergarten teacher and parent of two children who have been through the all-day program; taught half-day kindergarten before and spoke of the increased achievement students experienced from attending the all-day program and how teachers have more time to give full instruction. Asked the Board to keep all day kindergarten.

Elaine Orman – spoke as a Corbett teacher in favor of all-day kindergarten and in opposition to cutting assistant principals; feels the assistant principals are important especially if other programs are cut in order to keep full-day kindergarten.

Georgina Hillman – spoke as the parent of a three year old who would seek other types of education for him if TUSD's kindergarten is cut to half a day. Asked Board members what they were doing to lobby the Legislature, and where is money going that the district does receive.

Debe Fleenor – Suggested a letter writing campaign to the Governor to have full-day kindergarten passed; expressed the opinion that charter school enrollment is growing due to customer dissatisfaction with administrators in TUSD; spoke in support of John Michel; stated her unhappiness with selection process of some administrators and her belief that some schools have too many assistant principals.

January Stoffel Tkach – spoke as a kindergarten teacher at Howell Elementary School on the need for the full day to cover the kindergarten curriculum and that cutting to a half day would be a disservice to the students.

Jennifer Willey – spoke as the parent of a Corbett kindergarten student on why she chose Corbett and her belief that an increase in class size and going to half-day kindergarten will cause parents to choose charter schools.

Stacy Rothwell-Muratore (second time) – Spoke on the tattered condition of the Blenman school grounds and the “trailer park” in back of the school; advocated for promoting greater use of the school for community groups as a neighborhood center.

ITEM

ACTION

PUBLIC HEARING to gain input for the 2005-2006 Tucson Unified School District Annual Budget (continued)

Lori Straten – Spoke in opposition to the cut in the K-3 monies to fund full-day kindergarten. Supports maintaining the quality of the schools without cutting at many levels. Proponent of full-day kindergarten but doesn't believe the district can afford it.

Mary Schiltz – Stated that the board needs to get honest with the public and address the issues. Questioned how much money is spent on public relations, etc., and suggested trying to figure out why children are leaving for charter schools. Said the Board was being manipulative and setting up the public for an override. Suggested the district live within its means and not go deeper in debt.

Rio Finnegan – Spoke as a student in opposition to cutting the kindergarten learning process and compared it to teaching basics to his training dog as foundation for learning. Also spoke in support of his assistant principal, Mr. Vega.

SPECIAL MEETING RECONVENED – 7:27 p.m.

STUDY/ACTION ITEMS

4. Discussion and possible action concerning 2005-2006 specific budget reduction measures

Roger Pfeuffer gave an overview of the history of **full-day kindergarten** in TUSD, beginning ten years ago, and stated that it is being done without an override and without full state funding. He reviewed a day in the life of a full-day kindergarten student from 8:20 a.m. to 2:45 p.m. He then recommended to the Board that full-day kindergarten be continued at a cost of \$4.9 million.

Board member Judy Burns commented on the history of funding full-day kindergarten in TUSD and her participation in the Arizona School Boards Association making it a part of their legislative platform for lobbying the Legislature.

Board member Adelita Grijalva spoke in support of full-day kindergarten and of the community pulling together to come up with some solutions. She discussed the importance of streamlining and not being wasteful, of identifying the absolutes versus the nice-to-haves.

Judy Burns moved approval of the Superintendent's recommendation to keep full-day kindergarten; Adelita Grijalva seconded.

Judy Burns and Adelita Grijalva agreed to Joel Ireland's request to attach to the motion the Proclamation he read.

Motion was approved unanimously.

ITEM

ACTION

STUDY/ACTION ITEMS (continued)

4. Discussion and possible action concerning 2005-2006 specific budget reduction measures (continued)

Joel Ireland stated his support and commented on several unfunded mandates by the Legislature, e.g., a 2.5% increase for the retirement system, and the projected increase in medical insurance. He reviewed his history of voting regarding full-day kindergarten and previous adjustments made to budgets in years with deficits.

Alex Rodriguez spoke about the importance of public input and his support for full-day kindergarten as being consistent with the policy the district has had for ten years, and that decisions on the budget are value judgments.

Bruce Burke stated his support for full-day kindergarten as being based on solid data and referred to the Rodel Report, quoting from a footnote to data in that report with the conclusion, *“recent studies of affect found that children who attended all-day kindergarten had a greater ability to demonstrate reading knowledge and skill than their peers in half-day programs...no matter what their family background.”*

Joel Ireland asked to attach the following proclamation to the motion to approve continuing full-day kindergarten, and requested that it be sent to the State Legislature and the Governor following the vote:

“Proclamation... Full-day Kindergarten...Key to Student Achievement: Whereas, full-day kindergarten standards provide the framework for quality instruction where the expectation is that children exiting kindergarten and moving into first grade will have mastery of the CORE kindergarten skills and concepts; and, whereas, full-day kindergarten allows students to excel cognitively, physically, socially and emotionally to benefit from having more time to obtain the CORE knowledge for kindergarten; and, whereas full-day kindergarten provides a high quality curriculum and learning opportunity; and, whereas, full-day kindergarten enables parents increased opportunities to get involved in their children’s education as well as to communicate with the teacher; and, whereas full-day kindergarten is a collaboration between highly qualified teachers, parents and their students to further the educational, personal, and social growth that enables all students to achieve success in school; therefore, the Governing Board of

ITEM

ACTION

STUDY/ACTION ITEMS (continued)

4. Discussion and possible action concerning 2005-2006 specific budget reduction measures (continued)

the Tucson Unified School District does hereby adopt Full-Day Kindergarten as a critical component of the entire K-12 instructional program that prepares students for future academic success. Furthermore, the Governing Board of Tucson Unified School District strongly requests that the Arizona State Legislature to increase state funding for Full-Day Kindergarten for next year and to commit to fully funding Full-Day Kindergarten within the next five years or sooner.” To be signed by the entire board.

Bruce Burke clarified that the intent is that the proclamation is to be delivered to the Legislature and the Governor. Joel Ireland indicated that was the intent.

Roger Pfeuffer presented his recommendation regarding the **K-3 funding, Group B add-on funds**. He explained that there is \$3.1 million annually distributed to elementary schools as discretionary money, and recommended that up to 50 percent of that money be redirected to partially fund all-day kindergarten next year.

In response to board members' questions, Mr. Pfeuffer indicated the issue was time sensitive due to K-3 budgets being sent to schools along with staffing allocations so schools could begin to develop budgets for next year. He clarified that a good portion of the money is spent on tutors but also some K-3 aides which impacted required announcement deadlines.

Patti Lopez responded to questions about how individual schools would be impacted by saying that generally the reduction would mean much less tutoring and individual support for students in literacy.

Board members asking questions and/or commenting were Judy Burns, Joel Ireland, Adelita Grijalva, Bruce Burke and Alex Rodriguez.

Joel Ireland moved approval of the redirection of up to half of the K-3 funding to fund all-day kindergarten, Bruce Burke seconded. Approved 4-1. Judy Burns voted no.

ITEM

ACTION

STUDY/ACTION ITEMS (continued)

4. Discussion and possible action concerning 2005-2006 specific budget reduction measures (continued)

Roger Pfeuffer presented his recommendation for **changing the staffing formula for K-5** to a ratio of 24 students to 1 teacher in kindergarten and 29 students to 1 teacher in grades 1-5, resulting in a reduction of 43 teachers and an estimated savings of \$2.1 million.

Roger Pfeuffer, Bobby Johnson and Paul Karlowicz responded to a question regarding the number of students required to warrant a teacher's aide, explaining that when class size reaches a specific number based on the respective grade level and program, the district is mandated by the Consensus Agreement to provide an aide, but the teacher may decline the services of an aide.

Roger Pfeuffer responded to other questions, explaining that the reduction in the number of teachers would be accomplished through attrition and district-initiated transfers, and that the proposed change would be adding only one student to the ratio beyond what the Board had previously approved.

Board members asking questions and/or commenting were Adelita Grijalva, Alex Rodriguez, Joel Ireland, Judy Burns and Bruce Bruke.

Roger Pfeuffer presented his recommendation for **changing the staffing formula for middle school** to a ratio of 27.3 students to 1 teacher, resulting in a reduction of 19.4 teachers and an estimated savings of \$988,000.

Board members asking questions and/or commenting were Judy Burns, Joel Ireland and Bruce Burke.

Alex Rodriguez moved to approve the Superintendent's recommendation to change the staffing formula for K-5 to 24:1 for kindergarten and 29:1 for grades 1-5, Joel Ireland seconded; approved 4-1. Judy Burns voted no.

Judy Burns moved to approve the Superintendent's recommendation to change the staffing formula for middle school from 26.3:1 to 27.3:1, Alex Rodriguez seconded; approved unanimously.

ITEM

ACTION

STUDY/ACTION ITEMS (continued)

4. Discussion and possible action concerning 2005-2006 specific budget reduction measures (continued)

Roger Pfeuffer presented his recommendation for **changing the staffing formula for high school** to a ratio of 28.9 students to 1 teacher, resulting in a reduction of 20.2 teachers and a savings of \$1.29 million.

Board members Alex Rodriguez and Bruce Burke commented.

Roger Pfeuffer presented his recommendation for **dual site principals for Drachman-Carrillo, Van Horne-Wrightstown, Richey-Jefferson Park, Borton-Holladay and Tucson High-Roskruge**.

Discussion and questions centered on the fact that six of the schools are magnet schools and are under-enrolled, the format for Tucson High and Roskruge to share a principal, the level of enrollment required for a school to return to a single principal, the number of students at Roskruge, duplication of the format on a campus where two schools are located, the impact of the end of the deseg order, and the advantage for charters because they are not under the constraints of the deseg order as TUSD is.

Board members asking questions and/or commenting were Judy Burns, Alex Rodriguez, Adelita Grijalva, Bruce Burke and Joel Ireland.

Roger Pfeuffer and Patti Lopez responded to questions and provided information.

Judy Burns moved to approve the Superintendent's recommendation to change the staffing formula for high school from 27.9:1 to 28.9:1, Adelita Grijalva seconded; approved unanimously.

Adelita Grijalva moved to have dual site principals at Drachman-Carrillo, Van Horne-Wrightstown, Richey-Jefferson Park and Borton-Holladay, with the Tucson High-Roskruge concept to come back later, Alex Rodriguez seconded.

Roger Pfeuffer recommended adding to the motion, "pending review by the court if necessary."

The maker and second of the motion agreed.

Approved 4-1. Judy Burns voted no.

ITEM

ACTION

STUDY/ACTION ITEMS (continued)

4. Discussion and possible action concerning 2005-2006 specific budget reduction measures (continued)

Roger Pfeuffer presented his recommendation for **increasing the staffing formula for assistant principals at elementary schools**, from 600 to 750 or above to qualify for an assistant principal, impacting Corbett, Hollinger, Myers/Ganoung, Roberts and White (M&O funds, \$365,000) and Blenman and Cragin (deseg funds, \$146,000).

Regarding the motion to increase the staffing formula to 800 or above, discussion and questions concerned the formula for a middle school assistant principal, the importance of an assistant principal for elementary schools with a large, mobile student population, the cost-benefit analysis, the historical advent of elementary assistant principals, the budget impact, the effect of not passing motions on the ability to bring back other proposals on staffing for elementary school assistant principals.

Roger Pfeuffer and Patti Lopez noted in response to the motion to make the staffing formula for elementary assistant principals at 800 students, that in addition to the schools mentioned previously by Mr. Pfeuffer, Grijalva Elementary School would also be impacted as its enrollment is between 750 and 800.

Board members commenting were Adelita Grijalva, Joel Ireland, Alex Rodriguez, Bruce Burke and Judy Burns.

Jane Fairall provided legal advice regarding bringing back a proposal that was not passed previously.

Roger Pfeuffer summarized the actions taken to reduce the deficit (totaling approximately \$6.1 million), discussed the next steps to be taken, and outlined the pending issues in the Legislature that will affect the budget bottom line.

5. Requests for released time

Roger Pfeuffer recommended approval.

Judy Burns moved to increase the staffing formula for elementary school assistant principals from 600 to 800 and above, Alex Rodriguez seconded. Failed 3-2. Adelita Grijalva, Joel Ireland and Bruce Burke voted no.

Bruce Burke moved to increase the staffing formula for elementary school Assistant Principals from 600 to 750 and above, as recommended by Administration, Alex Rodriguez seconded. Failed 3-2. Judy Burns, Adelita Grijalva and Joel Ireland voted no.

Judy Burns moved approval, Adelita Grijalva seconded. Approved unanimously.

ITEM

ACTION

INFORMATION ITEM

- 6. Change in Tucson Unified School District admission practices for SY 2005-2006 in response to Tanque Verde Unified School District's decision to add tenth grade

Information only.
No action taken or required.

Roger Pfeuffer presented information on the Tanque Verde District's recent decision to incorporate tenth grade into its school system, the impact this decision has on TUSD because tuition can no longer be charged to Tanque Verde for tenth grade students enrolling in TUSD, and the Tanque Verde students who were recruited, tested and approved for University High School under Sabino's quota in accordance with a TUSD Board Regulation prior to the Tanque Verde Board's decision regarding the incorporation of tenth grade. He recommended applying the current regulation for 2005-2006 and allowing the enrollment of 12 to 15 students who qualify from Tanque Verde in University High in addition to a full quota from Sabino, and stated that University High would increase enrollment to compensate for the extra students.

Board members commenting and/or asking questions were Judy Burns and Adelita Grijalva.

MEETING ADJOURNED AT 9:20 P.M.

Approved this 21st day of June, 2005.

TUCSON UNIFIED SCHOOL DISTRICT NO. ONE

By 
 Adelita Grijalva, Clerk
 Governing Board

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Minutes\2-22-05Special