

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

**March 8, 2011
6:30 p.m.**

MINUTES

Present:

Mark Stegeman, President
Judy Burns, Clerk
Miguel Cuevas, Member
Adelita S. Grijalva, Member
Michael Hicks, Member

Also Present:

John Pedicone, Ph.D., Superintendent
Maria Menconi, Ed.D., Interim Deputy Superintendent
Adrienne Sanchez, Interim Chief Financial Officer
John Gay, Chief Information Officer
Candy Egbert, Interim Chief Operations Officer
Martha Durkin, Lead Legal Counsel
Sam Brown, Legal Counsel
Maggie Shafer, Assistant Superintendent, Elementary School Leadership
Jim Fish, Assistant Superintendent, Middle School Leadership
Edith Macklin-Isquierdo, Ph.D., Assistant Superintendent, High School Leadership
Lupita Garcia, Ph.D., Assistant Superintendent, Government Programs & Community Outreach
Donna Lewis, Director, Middle School Leadership
Teri Melendez, Director, Elementary School Leadership
Shannon Roberts, Director, Employee Relations
Pam Palmo, Director, Food Services
Jeffrey Coleman, Director, School Safety
Marcus Jones, Program Manager, Bonds & Architecture
Bryant Nodine, Program Manager, GIS and Planning
Klindt Breckenridge, Consultant, TUSD Educational Facilities Plan Task Force
Mary Alice Wallace, Director of Staff Services to the Governing Board
Sylvia Lovegreen, Senior Staff Assistant II to the Governing Board
Luci Messing, President, Tucson Education Association
Marivel Roybal, Vice President, Tucson Education Association
Bob Dieter, Board Liaison, School Community Partnership Council
Alexis Huicochea, Arizona Daily Star
TV Channels 4, 9, and 13

ITEM

ACTION

REGULAR MEETING CALLED TO ORDER – 6:31 p.m.

No action required.

ITEM

ACTION

PLEDGE OF ALLEGIANCE

Miguel Cuevas led the Pledge of Allegiance.

No action required.

Mark Stegeman announced a change in the order of the agenda, i.e., that Item Nos. 16 and 14 would be addressed out of sequence.

INFORMATION ITEMS

1. Superintendent's Student Advisory Council (SSAC) Report

Information only.
No action required.

Mark Stegeman announced that the SSAC Report was submitted in writing. No oral report was given.

SUPERINTENDENT'S REPORT

No action required.

John Pedicone reported that he and TUSD staff have met with Ron Barber on a civility project that includes efforts against bullying. Also included in his report were (1) comments in support of the reinstatement of the TUSD Communications Committee; (2) meetings with representatives from Washington related to E-rate issues; (3) meetings with John Huppenthal to develop common ground on behalf of students; (4) speaking at an exceptional parent project event; and (5) attendance at a Circle K awards ceremony where two TUSD teachers were honored.

BOARD MEMBER ACTIVITY REPORTS

No action required.

Michael Hicks reported on a visit to Holladay School where he had a productive meeting with parents and staff.

Adelita Grijalva commented on her visit with a group of parents and staff at Holladay (joined by Board Member Cuevas); further, she mentioned going to a Love of Reading event at Brichta and meeting with students affiliated with the group UNIDOS (joined by Board Member Burns).

Miguel Cuevas reported on attending a Rincon/University High School band performance as well as attending forums related to Rincon and Palo Verde High Schools' turnaround model.

Judy Burns participated in reading to students at Manzo Elementary School.

Mark Stegeman commented on the tremendous amount of e-mail he has received related to TUSD matters. He apologized for not yet responding to these and stated that he plans to respond.

ITEM

ACTION

Just prior to Call to the Audience, John Pedicone introduced TUSD's new lead legal counsel, Martha Durkin.

CALL TO THE AUDIENCE

No action required.

The following are individuals whose names were carried over from the meeting of February 8, 2011. Listed below are those who spoke and the subject of their comments:

Beth Putnam-Hidalgo – Ceded her time to Jennie Mullins;
Jennie Mullins – Support for K-5 grades at Holladay School;
Miranda Joseph – Read a resolution in support of ethnic studies;
Roberto Rodriguez – How HB 2021 is in violation of human rights.

Individuals who submitted cards to speak March 8, 2011 and the subject of their comments:

Marian McNellis – Concerns about turnaround model at Rincon High School;
Jim Tofel – Support for Holladay to become a K-5 school;
Alexandria Hardy – Support for Holladay to become a K-5 school;
Betty Liggins – Support for Holladay School;
Rich Kronberg – Organizational culture in TUSD;
Loretta Hunnicutt – Request for independent audit of Post Unitary Status spending;
Emily Jernee – Issues related to Ethnic Studies;
Isaac Figueroa – Issues related to Ethnic Studies;
Luci Messing – Article in the *Arizona Daily Star* related to turnaround model;
Marivel Roybal – Concerns about employees' professional development program;
Jason Freed – Turnaround models at Rincon and Palo Verde Schools;
Angelica Penaran – Letter from UNIDOS in support of Ethnic Studies;
Kathy Schultz – Concerns about Professional Development;
Evelyn Mason – Support for Dunham Elementary School;
Kathleen Edgar – Appreciation for expansion at Borton School;
Rebecca Stell – Support for Dunham Elementary School;
Tracy Cole – Support for Dietz Elementary School.

Judy Burns, Miguel Cuevas and Mark Stegeman commented.

ITEM

ACTION

INFORMATION ITEMS (continued)

2. School Community Partnership Council (SCPC) Report

Information only.
No action required.

Bob Dieter presented the SCPC Report that included information from the February General Meeting and an overview of what is planned for the upcoming March meeting.

STUDY ITEM (addressed out of sequence)

16. 301 Plan Proposal for 2010-2011

Studied only. No action taken.

Maggie Shafer, Luci Messing, and John Pedicone presented the proposal and participated in a discussion with Adelita Grijalva, Mark Stegeman, and Michael Hicks.

INFORMATION ITEMS (continued)

3. Presentation on the Post Unitary Status Plan (postponed from 1-25-11)

Information only.
No action required.

Sam Brown made the presentation via PowerPoint. In response to comments and questions from Mike Hicks, Judy Burns, Adelita Grijalva and Mark Stegeman, Edith Macklin-Isquierdo and John Pedicone provided additional information.

STUDY/ACTION ITEMS (addressed out of sequence)

14. TUSD Strategic Facilities Plan for School Year 2011-2012

Judy Burns moved approval; Adelita Grijalva seconded.

John Pedicone introduced the item, with Candy Egbert, Klindt Breckenridge, and Bryant Nodine participating in the discussion with Board Members Mark Stegeman, Judy Burns, Adelita Grijalva, Miguel Cuevas and Michael Hicks. Subject matters discussed included the impact of school performance on student achievement; K-8 school options; community input into the decision-making process; and school boundary issues.

Following lengthy discussion, Ms. Burns called for the question. Judy Burns, Adelita Grijalva and Michael Hicks voted yes (to call the question); Miguel Cuevas and Mark Stegeman voted no. Motion failed according to Board President's interpretation of *Robert's Rules of Order* requiring a 2/3 majority vote (4 yes votes).

Judy Burns made the following motion:

- Not close schools;
- Spend next year (2011-2012) talking about options with the communities affected;
- Realign boundaries across the District to neighborhoods closest to schools;
- Make Robins Elementary School a K-8 school; and
- Mothball all unused space.

ITEM

ACTION

STUDY/ACTION ITEMS (continued)(addressed out of sequence)

14. TUSD Strategic Facilities Plan for School Year 2011-2012 (continued)

Following additional discussion, and an inquiry to the Superintendent about his recommendations, Dr. Pedicone recommended not doing anything with Holladay and Borton and to consider closing Carson. Martha Durkin provided legal advice.

Mark Stegeman offered the following substitute motion:

- Not close schools with the possible exception of Carson Middle School;
- Spend next year (2011-2012) talking about options with the communities affected;
- Realign boundaries across the District to neighborhoods closest to schools;
- Make Robins Elementary School a K-8 school; and
- Mothball all unused space.

John Pedicone, Candy Egbert, Mark Stegeman, Miguel Cuevas, Judy Burns, and Adelita Grijalva participated in a discussion about the pros and cons of closing of Carson Middle School.

REGULAR BOARD MEETING RECESSED – 9:45 p.m.

REGULAR BOARD MEETING RECONVENED – 10:03 p.m.

STUDY/ACTION ITEMS (continued)(addressed out of sequence)

14. TUSD Strategic Facilities Plan for School Year 2011-2012 (continued)

After returning from a brief recess, Miguel Cuevas moved to begin the process for closure of Carson Middle School. Martha Durkin provided legal advice.

Adelita Grijalva, Miguel Cuevas, Jim Fish, Mark Stegeman, Bryant Nodine, and Judy Burns discussed the impact of a possible closure of Carson.

Mark Stegeman made the substitute motion as noted; Miguel Cuevas seconded. Approved 3-2. Judy Burns and Adelita Grijalva voted no.

Miguel Cuevas moved approval; Michael Hicks seconded. Approved 3-2. Judy Burns and Adelita Grijalva voted no.

ITEM

ACTION

INFORMATION ITEMS (continued)

4. Update on Transportation Operations (postponed from 1-25-11)

Information only.
No action required.

Candy Egbert presented information via PowerPoint and responded to comments and questions from Mark Stegeman, John Pedicone, Adelita Grijalva, Michael Hicks, and Miguel Cuevas. Judy Burns excused herself from the discussion stating she has a conflict of interest.

CONSENT AGENDA

5. a) Salaried New Hires
b) Hourly New Hires
c) Salaried Separations
d) Hourly Separations
e) Separations for Food Services Department
f) Requests for Leave of Absence for Certified Personnel
g) Requests for Leave of Absence for Classified Personnel
h) Requests for Leave of Absence for Food Services Personnel
j) Extension of travel dates to April 15, 2011 for Board Member Miguel Cuevas to attend the National School Boards Association (NSBA) Conference, San Francisco, CA, April 8-12, 2011
k) Student Absence Approval for 2010-2011
l) Acceptance of 2011-2012 Refugee Grant – *Supporting Academic Success for Refugee Children*
m) Korean Education Center in Los Angeles (KECLA) [affiliated with the Korean Consulate General] – *Korean Language Launch Grant*
n) Approval to enter into agreements with the City of Tucson to accept funding on behalf of Tucson Unified School District and to then flow through the funding to the District, with authorization for the TUSD Contracts Manager to execute the agreements
o) Memorandum of Understanding between the Teacher Education Program at the University of Arizona South and Tucson Unified School District, effective March 9, 2011 through December 31, 2011, with authorization for the Superintendent to execute the MOU (Lourdes Solis)

Adelita Grijalva moved approval of Consent Agenda Items No. 5(a-h) and (j-z); Judy Burns seconded. Approved 4-0. Michael Hicks was not present for the vote.

ITEM

ACTION

CONSENT AGENDA (continued)

- 5. p) Intergovernmental Personnel Act Assignment Agreement with the National Park Service for the *Teacher to Ranger to Teacher (TRT) Program*, effective June 1, 2011 through May 31, 2013, with authorization for the Superintendent to execute necessary documents
- q) Award of Bid No. 11-89-11 – Sahuaro High School Reclaimed Water Conversion (bond), awarded to Southwest Envirosapes in the amount of \$367,013.00 which includes the Base Bid and a 10% Contingency
- r) Award of Food Services Bid No. 11DG – Dry Goods, March 10, 2011 through March 9, 2012, awarded to Epicurean Foods; Shamrock Foods; Malone Meat & Poultry, Inc.; Palmer & Associates, Inc.; Farmer Bros, Co.; Merit Foods of Arizona; Good Source Solutions; and Butter Buds Foodservice, in the amount of \$572,610.09
- s) Award of Food Services Bid No. 11PF – Perishable Foods, April 14, 2011 – April 15, 2012, awarded to Malone Meat & Poultry, Inc.; Shamrock Foods, Sysco Foodservice of Arizona; Epicurean Foods; Kellogg Supply, Inc.; Churchfield Trading Co.; Freshpoint Arizona; Rainbow Produce Co.; and United Commodity Grp, Inc., in the amount of \$974,331.88
- t) Purchase of Microsoft Software Licenses through the State of Arizona Cooperative Contract
- u) Plans and Specifications for Lyons Elementary School – Upgrades and Renovations, with authorization to obtain bids (bond)
- v) Plans and Specifications for Maxwell Middle School – HVAC Upgrades, with authorization to obtain bids (bond)
- w) Minutes of Tucson Unified School District Governing Board Meetings
 - 1) Regular Board Meeting, November 9, 2010
 - 2) Special Board Meeting, December 14, 2010
 - 3) Special Board Meeting, December 30, 2010
 - 4) Special Board Meeting, January 11, 2011
 - 5) Special Board Meeting, February 8, 2011
- x) Acceptance of Summary of Districtwide Gifts and Donations and Student Activity Fund for the Eight Months Ending February 28, 2011

ITEM

ACTION

CONSENT AGENDA (continued)

- 5. y) Ratification of salary and non-salary vouchers for the period beginning February 1, 2011, and ending February 28, 2011
- z) Approval to File Special Action to Confirm the Right to an Administrative Hearing Prior to the Withholding of Funds Pursuant to A.R.S. §15-112

Judy Burns requested that Consent Agenda Item No. 5(i) be considered separately.

- 5. i) Recommendation to Deny Request for Leave of Absence (Leticia Yribe)

Adelita Grijalva moved approval; Miguel Cuevas seconded. Approved 4-1. Judy Burns voted no.

ACTION ITEMS

- 6. Administrative appointments, reassignments and transfers – Turn Around Principal, Rincon High School

John Pedicone commented briefly and recommended Cathy Comstock.

Judy Burns moved approval; Michael Hicks seconded. Approved unanimously.

- 7. Administrative appointments, reassignments and transfers - Turn Around Principal, Palo Verde High Magnet School

John Pedicone recommended Janna Acevedo.

Judy Burns moved approval; Michael Hicks seconded. Approved unanimously.

- 8. Administrative appointments, reassignments and transfers – Chief Operations Officer

John Pedicone commented briefly.

Removed from the agenda. No action taken.

- 9. Approval and Commitment of Funding for Continuation of District Internet Services for School Year 2011-2012

John Gay presented information and participated in discussion with Michael Hicks, Mark Stegeman, Judy Burns and Miguel Cuevas.

Michael Hicks moved approval; Miguel Cuevas seconded. Approved 4-1. Judy Burns voted no.

ITEM

ACTION

ACTION ITEMS (continued)

10. Approval and Commitment of Funding for Microwave-Based Wide Area Network (WAN) Services for School Year 2011-2012

Michael Hicks moved approval; Adelita Grijalva seconded.

John Gay presented information and responded to comments and questions from Judy Burns, Michael Hicks, Miguel Cuevas and Mark Stegeman.

Approved 4-1.
Judy Burns voted no.

11. Award and Commitment of Funding for Existing Wide Area (WAN) Network and Telecommunication Services for School Year 2011-2012 to Qwest Communications Co. in the amount of \$857,820.24

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

Following John Gay's comments, Mark Stegeman, Michael Hicks, John Pedicone, and Judy Burns briefly discussed this item.

12. Award and Commitment of Funding for District Long Distance Services for School Year 2011-2012 to Qwest Communications Co. in the amount of \$12,338.00

Miguel Cuevas moved approval; Judy Burns seconded.
Approved unanimously.

John Gay commented briefly.

13. Superintendent Goals to Determine Performance Pay Equaling 20% of Compensation in Accordance with A.R.S. §15-341(A)(40) (formerly HB 2521)

Judy Burns moved approval; Miguel Cuevas seconded.
Approved unanimously.

Mark Stegeman and Judy Burns commented briefly.

The motion was to approve the Superintendent's Goals for the year ending June 30, 2011, as submitted by Board President Mark Stegeman (goals attached and made part of these Minutes).

STUDY/ACTION ITEMS (continued)

14. TUSD Strategic Facilities Plan for School Year 2011-2012

Addressed out of sequence following Item No. 3 (above).

15. Update to the TUSD Employee Benefit Trust (EBT) Document

Judy Burns moved approval; Michael Hicks seconded.
Approved unanimously.

Adrienne Sanchez briefly outlined the minor changes to the EBT document. Judy Burns, Mark Stegeman and Miguel Cuevas commented.

ITEM

ACTION

STUDY ITEM (continued)

16. 301 Plan Proposal for 2010-2011

Addressed out of sequence following Item No. 2 (above).

FUTURE AGENDA ITEMS

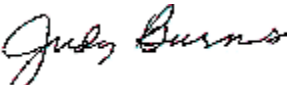
Adelita Grijalva requested a public discussion on the Attorney General audit with explanation of how dollars are being allocated for administrative and classroom expenses.

Michael Hicks requested an item setting a maximum 10:00 p.m. Board Meeting ending time.

REGULAR MEETING ADJOURNED – 11:39 p.m.

Approved this _____ 13th day of _____ September _____, 2011.

TUCSON UNIFIED SCHOOL DISTRICT NO. ONE

By - 
Judy Burns, Clerk
Governing Board

ATTACHMENT: Superintendent's Goals (for the year ending June 30, 2011)

ba
Minutes\03-8-11Regular

Superintendent's Goals (for the year ending June 30, 2011)

These goals shall form the basis for rewarding performance-based compensation, which by statute must constitute 20% of total compensation (excluding certain benefits).

The Board shall, by majority vote, assign a percentage score in each of the five categories listed. These percentages shall be weighted by category, according to the weights below, to form an overall percentage score. The bonus awarded for 2010-2011 shall be proportional to this overall score.

40%: Focus on student achievement.

The superintendent shall make substantial progress in establishing, in practice and perception, a district culture which focuses on:

- raising student achievement;
- narrowing the achievement gaps;
- increasing student retention and graduation rates;
- increasing enrollment by attracting students currently attending other local schools.

The turnaround process at all schools so designated shall be proceeding smoothly, including:
adequate communication with affected staff and families;
processes well-designed to rehire the best staff at turnaround sites;
the establishment of support programs at each school, to maximize the likelihood of rapid gains in instruction and achievement.

15%: Post-Unitary Plan.

Internal and external compliance officers will be hired.

Agreement will be reached with plaintiffs on the adjustment of timelines.

Staff, after consultation with the Board, will propose to the Board a general and coherent policy concerning the spending of desegregation funds. Such a policy must respect the:

- requirements of the enabling statute and the broad intent of the court orders which provided the original justification for the funds;

Post-Unitary Plan;

- need for budget transparency and consistency (e.g., minimizing arbitrary decisions);
- district's overarching goal of reducing its achievement gaps.

(The superintendent is not to be held accountable for Board passage of this plan.)

15%: Focus on customer service.

The superintendent shall make substantial progress on establishing, in practice and perception, a district culture which focuses on customer service.

Responses to the concerns of parents, taxpayers, TUSD employees, and other stakeholders, from staff at all levels, are:

- prompt;
- courteous and sympathetic;
- consistent with statute, policy, and regulation;
- sensible and receptive to genuine shortcomings and potential areas of improvement in policy and practice.

Families and staff have easy and timely access to information which is important and relevant to their plans and decisions.

15%: Communication with stakeholders

The superintendent shall have improved communication with stakeholders, as judged by:

- speaking engagements and question-and-answer sessions with various stakeholder groups;
- media exposure: interviews by reporters; self-authored opinions and comments;
- written communications to staff, including answers to employees' questions;
- timely presentation of important news, and positive news, on the district website;
- whether major decisions are explained in clear and appropriate ways;

15%: Communication with the Board

The superintendent shall have good communication with the Board, as judged by:

- giving Board members advance notice of events likely to receive media coverage;
- providing adequate and timely information about agenda items;
- providing Prompt answers to Board member requests for information, within reason;
- involving the Board early in major decisions;
- ensuring that information provided by staff, at all levels, is complete and reliable