

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

**March 25, 2014
4:00 p.m.**

MINUTES

Present:

Adelita S. Grijalva, President
Kristel Ann Foster, Clerk
Michael Hicks, Member
Cam Juárez, Member – *arr. @ 4:09 p.m.*
Mark Stegeman, Member – *arr. @ 4.09 p.m.*

Also Present:

Heliodoro T. Sánchez, Ed.D., Superintendent
Julie Tolleson, Lead Legal Counsel
Adrian Vega, Ed.D., Deputy Superintendent, Teaching and Learning
Yousef Awwad, Deputy Superintendent of Operations
Steven Holmes, Assistant Superintendent, Curriculum & Instruction
Abel Morado, Ed.D., Assistant Superintendent, Secondary Leadership
Terri Melendez, Interim Assistant Superintendent, Elementary/K-8 Leadership
Karla Soto, Chief Financial Officer
Candy Egbert, Chief Operations Officer, Engineering, Facilities and Planning
Damon Jackson, Chief Information Officer, Technology and Telecommunications
Services
Anna Maiden, Chief Human Resources Officer
Eugene Butler, Interim Executive Director, Exceptional Education
Shannon Roberts, Director, Employee Relations
David Scott, Director, Accountability and Research
Kevin Startt, Director, Purchasing
Cara Rene, Director, Communications and Media Relations
Jeff Coleman, Director, School Safety and Staff
Roxanne Begay-James, Director, Native American Studies
Marcus Jones, Program Manager, Bonds & Architecture
Bryant Nodine, Program Manager, Planning Services
Frances Banales, President, Tucson Education Association
Sylvia Lovegreen, Senior Staff Assistant II to the Governing Board
Michele Gutierrez, Senior Staff Assistant I to the Governing Board
Alexis Huicochea and Fred Araiza, Arizona Daily Star
Samantha Neville, Tucson High Magnet School Newspaper
TV Channels 4, 9, 11/13, AZ Public Media

ITEM

ACTION

SPECIAL MEETING CALLED TO ORDER – 4:02 p.m.

Board President Adelita Grijalva called the meeting to order.

ACTION ITEM

1. Schedule an executive meeting at this time to consider the following matters:
 - A. Discussions or consultations with designated representatives of the public body in order to consider its position and instruct its representatives regarding negotiations for the purchase, sale or lease of real property pursuant to A.R.S. §38-431.03 Subsection (A)(7)
 - 1) Menlo Park
 - 2) Southwest Education Center
 - B. Personnel issues pursuant to A.R.S. §38-431.03 (A)(1); legal advice/instruction to attorney pursuant to A.R.S. §38-431.03 (A)(3) and (A)(4)
 - 1) Administrative appointments, reassignments and transfers
 - 2) Non-Renewal of Certified Administrators in Accordance with Arizona Revised Statute §15-503 and Provisions Contained in the 2013-2014 Meet and Confer Agreements for ELI Administrators, Psychologists and Research Project Managers
 - C. Legal Advice/Instruction to Attorney pursuant to A.R.S. §38-431.03(A)(3) and (A)(4)
 - 1) Open Meeting Law
 - 2) Procurement
 - 3) Governing Board Policy No. BBAA – *Board Member Authority and Responsibilities*

Kristel Foster moved, Michael Hicks seconded. Approved 3-0 by voice vote. Mr. Juárez and Dr. Stegeman were not present for the vote.

SPECIAL MEETING RECESSED – 4:05 p.m.

SPECIAL MEETING RECONVENED – 6:38 p.m.

PLEDGE OF ALLEGIANCE

The Pledge of Allegiance was led by student Nadira Mitchell.

ITEM

ACTION

INFORMATION ITEM

Ms. Grijalva announced that agenda item no. 17, Governing Board Policy AC – *Non-Discrimination*, and agenda item no. 18, Resolution in Support of “National Educator’s Coming Out Day,” would be addressed immediately following the Superintendent’s Report.

2. Superintendent’s Report . [Details are available via the audio recording and attached to the agenda item posted on the web]

Information only.

Dr. Sanchez announced that as a result of an Office of Civil Rights question regarding the size of space for Governing Board meetings, staff was asked to look at alternate sites and has identified the Multipurpose Room at the former Duffy Elementary School as a potential site. He reported that it is four to five times the size of the Governing Board Room, is near public transportation, and will accommodate more public participation. An item will be scheduled for Board action soon which will provide logistics and the cost to move all Governing Board meetings in order to provide adequate access regardless of attendance.

Dr. Sanchez noted the passing of two outstanding students and offered deepest sympathy to their families: **Harry Hoskinson**, 7th grade student at Mansfield Middle School; and **Chance Allison**, senior at University High School.

Dr. Sanchez recognized the following groups and persons Scholarship winners at the Arizona Indian Education Association Youth Conference: **Nadira Mitchell**, a 7th grade student from Utterback Magnet Middle School, as Junior High Student of the Year, and **Rebecca Soto**, a 9th grade student from Cholla High Magnet School, as High School Student of the Year. Eighth grade students who had a perfect score on the EXPLORE assessment: **Katherine DeVore**, Magee Middle School; **Lillian Clark**, Vail Middle School; and **Brendan Oliver**, Secrist Middle School. TUSD Teachers and student winners in the Tucson K-12 Poetry Contest: Teachers **Mary Bergey**, **Joan Fox**, **Chris Goldsmith**, **Kevan Kiser-Chuc**, **Latrina Lewis**, **Amy Rusk** and **Jennifer Spohn**; Students – K-3 Category 1st place – **Isabelle Aboyte**, Mary Belle McCorkle K-8; 2nd place – **Dylan Waddell**, Sam Hughes Elementary; 3rd place – **Analysa Wood**, Grijalva Elementary; 4-6 Category 1st place – **Dizan Mata**, Sam Hughes Elementary; 2nd place – **George Parra**, Sam Hughes Elementary; 3rd place – **Tatiana Gallegos**, Grijalva Elementary; 9-12 Category 2nd place – **Anthony Olivares**, Tucson High Magnet School; 3rd

ITEM

ACTION

INFORMATION ITEM (continued)

2. Superintendent's Report (continued) [Details are available via the audio recording and attached to the agenda item posted on the web]

place – **Clarissa Holquin**, Tucson High Magnet School.

Ms. Foster commented that she attended the poetry event and complimented the poem about the color blue.

Mr. Hicks commented that Magee Middle School students won four first place awards at the Odyssey of the Mind competition, and that Vail Middle School won four first place awards and one first place award, and they all are going to the State competition. He also recognized and expressed appreciation to the Educational Enrichment Foundation which awarded 44 grants at 23 schools for curriculum enriching projects for the 2014-2015 school year. He offered congratulations to the following schools: Booth Fickett Math/Science Magnet School, Camp Cooper, Drachman Montessori Magnet School, Dunham Elementary Schools, Fruchthendler Elementary School, Holladay Magnet School, Hollinger K-8 School, Sam Hughes Elementary School, Mansfeld Middle Magnet School, Manzo Elementary School, Palo Verde Magnet High School, Pueblo Magnet High School, Rincon High School, Robison Magnet Elementary School, Sabino High School, Safford K-8 Magnet School, Santa Rita High School, Soleng Tom Elementary School, Van Buskirk Elementary School, Vesey Elementary School, Warren Elementary School, Whitmore Elementary School and Wright Elementary School.

GOVERNING BOARD POLICIES

Study/Action

17. Governing Board Policy AC – *Non-Discrimination* (revision) [Details are available via the audio recording and attached to the agenda item posted on the web]

Dr. Sanchez explained a circumstance occurred which prompted evaluation and review of Policy AC to ensure actions dealing with safety and well being of students are within policy and in line with law. In this case, Ms. Tolleson was asked to research existing federal and state case law and policies in other districts dealing with transgender students. As a result, she reported she was bringing this revised policy forward as a study/action item which incorporates language to reflect national standards. If the revised

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

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GOVERNING BOARD POLICIES (continued)

Study/Action (continued)

17. Governing Board Policy AC – *Non-Discrimination* (revision)
(continued)

policy presented is approved, Administration will operationalize the revision through the adjustments to the Policy Regulation which is the mechanism to carry out the policy.

Ms. Tolleson explained the revision is a simple amendment to the list of bases to which the District makes a commitment to non-discrimination and adds the phrase “*gender identity or expression.*” Through research, this seems to be most well thought out and most accepted option which conforms to the law developed over the last 15-20 years and specifically the last decade, including Federal Title IX which prohibits sex discrimination within public education. The legal standard applies to transgender students that doesn’t apply to the biological standard, and the TUSD policy had a gap expressing the District’s standards of non-discrimination which are an important part of our obligation. It is the law of the land and represents how the Office of Civil Rights and the Department of Justice have interpreted the law. It is being brought forward for both policy and legal reasons.

Dr. Stegeman commented that policies are typically brought to the Board for study before acting. He further indicated his support for the principle of treatment and inclusion of naturally protected students. He asked if there was an implication regarding dress code and if the policy creates an exception that would otherwise not exist. Ms. Tolleson responded the current dress code policies do not speak to specified norms for specific sex or gender and there would be no impact for dress codes. Dr. Sanchez indicated the inadvisability to create a regulation that is not related to a Board-approved policy.

Ms. Foster indicated her support for the policy and stated her appreciation for support by the community. Mr. Juárez further commented and indicated his support for non-discrimination. Dr. Stegeman commented further and indicated he wanted to postpone the action to get further questions answered. Mr. Hicks stated non-discrimination is state and federally mandated regardless of the policy; Ms. Tolleson agreed. Ms. Foster stated her belief this action was important as a show of support for a family in a current situation. During the vote Dr. Stegeman

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ACTION

GOVERNING BOARD POLICIES (continued)

Study/Action (continued)

- 17. Governing Board Policy AC – *Non-Discrimination* (revision) (continued)

indicated he supported this in principle but would not vote for it tonight.

ACTION ITEM

- 18. Resolution in Support of “National Educator’s Coming Out Day” [Details are available via the audio recording and attached to the agenda item posted on the web]

Adelita Grijalva moved, Kristel Foster seconded. Adopted unanimously in a roll call vote.

Dr. Sanchez provided background for proposing the Resolution and recognized students in the audience who brought the matter to his attention and drafted the Resolution. He read the Resolution and asked the Board to support identifying the District as an *Immigrant Friendly District*.

Resolution in Support of “National Educator’s Coming Out Day”

Whereas on April 9, 2014 cities, school districts and organizations across the United States will celebrate “National Educator’s Coming Out Day,” led by the Dream Educational Empowerment Program of United We Dream and Scholarships A Z.

Whereas this day gives educators the opportunity to show their public support of immigrant students.

Whereas Tucson Unified School District is a school district that serves numerous immigrant families.

Whereas Tucson Unified School District, its administration, teachers, counselors and staff will support all students equally, whether documented or undocumented, as required by *Plyler v Doe*.

Whereas Tucson Unified School District will help all students pursue a higher education, regardless of immigration status.

Be it resolved that the Tucson Unified School District supports “National Educator’s Coming Out Day.”

Adopted this 25th day of March, 2014.

Ms. Grijalva invited the students who crafted the resolution to speak.

Erick Aparicio addressed the Board and commented on his experiences as an undocumented TUSD student at Naylor Middle School and Rincon High School and being deported before returning to the United States for his education. He expressed his

ITEM

ACTION

ACTION ITEM (continued)

18. Resolution in Support of “National Educator’s Coming Out Day” (continued) [Details are available via the audio recording and attached to the agenda item posted on the web]

appreciation to the Board for their support of the Resolution.

CALL TO THE AUDIENCE

Adelita Grijalva reviewed the rules and protocol for the Call to the Audience. Twenty minutes were allotted for this Special meeting.

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

Marianne Ronquillo – Support for Rex Scott, Catalina Principal
Grecia Rivas – Lack of support for undocumented students
Lillian Fox – Day care and desegregation funds
Mike Goodwin – Bullying
Dr. Katerina Sinclair – Non-discrimination policy
Kerrie Green – Policy revision to protect gender identification
Matt Matera – Support for undocumented students
Dario Andrade – Lack of support for undocumented students
Erick Aparicio – Spoke earlier during Item No. 18.
Jo Riester – Support for Rex Scott as Catalina Principal
Jennifer Sue Bond – Support for Rex Scott as Catalina Principal

Greer Parish and **Daisy Jenkins** did not appear when their names were called. Ms. Grijalva indicated they would be first on the list for the next board meeting.

Board Comments

Regarding comments by Mr. Goodwin, Dr. Stegeman stated the Guidelines for Student Rights and Responsibilities should be reviewed concerning bullying situations.

Regarding comments by Mr. Goodwin, Mr. Hicks asked Administration to schedule face-to-face meetings with persons rather than communicating via phone.

Regarding the personal comments toward him regarding the non-discrimination policy, Dr. Stegeman indicated he strongly believes there should not be discrimination against anyone, and that his vote in opposition was for reasons of language.

Dr. Sanchez commented.

ITEM

ACTION

INFORMATION ITEMS (continued)

3. Boundary Review Plan Status Update: Demographic Study
[Details are available via the audio recording and attached to the agenda item posted on the web]

Information only.

Dr. Sanchez reviewed his request to the Board for a demographic study in order to see demographics at the neighborhood level. The data will help to satisfy USP requirements, identify magnet school locations, and determine the appropriate and beneficial sizes of elementary, middle and high schools. He encouraged the Board to view the study with an open mind. He asked Bryant Nodine to present the report.

Mr. Nodine introduced staff from DLR, the third party consultant: Katrina Leach, Phoenix, facilitates meetings with Sue Gray; Jim French, Overland Park, KS, expert in K-12. Ms. Leach reported on the process and provided information on the boundary committee. She responded to Ms. Foster's inquiry that the committee has 25 members and may go to 30-40. She responded to Mr. Juárez' inquiry on the demographic composition of the committee.

Rick Brammer, consultant from Applied Economics, presented the demographic study using the Power Point presentation **[available on the web posted with the agenda item]**. He responded to Mr. Juárez' inquiry regarding Legislative actions concerning public funding for private and parochial schools. Dr. Sanchez commented on the potential effect of vouchers. Mr. Brammer responded that copies of the data would be mailed to board members in response to requests by Mr. Hicks and Dr. Stegeman. He responded to Dr. Stegeman's inquiry concerning home schooling. Mr. Hicks commented. Mr. Brammer commended Mr. Nodine for the data he provided to DLR. Ms. Foster commented. Dr. Sanchez commented on the difference between the shifts in population growth and enrollment. Mr. Juárez commented on the congruence of the data with development patterns and permits. Mr. Brammer responded to Mr. Hick's inquiry concerning the growth in charter schools competing with TUSD. Dr. Stegeman expressed appreciation for the study and inquired how the data compare to other large districts in Maricopa and Pima Counties, and asked for a map showing density of students. Mr. Brammer responded to comments by Mr. Juárez on the transient rate of students and Ms. Grijalva on the attrition rate of older students not in school and where alternative programs might be located to recapture students. He responded to Dr. Stegeman's inquiry concerning use of census data for projections. Dr. Sanchez commented that the

ITEM

ACTION

INFORMATION ITEMS (continued)

3. Boundary Review Plan Status Update: Demographic Study (continued) [Details are available via the audio recording and attached to the agenda item posted on the web]

data would be shared with the Plaintiffs at an upcoming meeting. Mr. Brammer responded to Dr. Stegeman's inquiry concerning how students are counted who are attending a school that has no boundary area, such as Dodge. Ms. Foster commented on TUSD's recognition for school choice. Dr. Sanchez commented on the difficulty of making staffing projections and the effect of charters and open enrollment on public education. Dr. Stegeman commented on the forward projection of past trends. Dr. Sanchez commented on the price of housing preventing families with school age children living in certain areas. In response to Ms. Foster's inquiry, Mr. Nodine stated what he learned from the demographic study. Dr. Sanchez commented there will be tough decisions to be made based on specific data, patterns and projections discovered through the study. Dr. Stegeman stated the report exceeded his expectations.

Ms. Grijalva called for a short break.

RECESS SPECIAL MEETING – 8:44 p.m.

RECONVENE SPECIAL MEETING – 9:00 p.m.

ACTION ITEMS

4. Administrative appointments, reassignments and transfers – District Shepherd

Dr. Sanchez explained the position is part of the University of Virginia partnership with the district for transformation, and will coordinate between the district, and the University of Virginia and the Arizona Department of Education who are providing the grant. He recommended Janna Acevedo for the position as agreed upon with the University of Virginia. She will complete the year as principal of Palo Verde. The position will be effective July 1.

Dr. Sanchez responded to Ms. Grijalva's inquiry that the appointment is being made now so the position of Palo Verde principal can be advertised.

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

ITEM

ACTION

ACTION ITEMS (continued)

4. Administrative appointments, reassignments and transfers – District Shepherd (continued)

Dr. Sanchez responded to Mr. Hicks' inquiry that the position is for the two years duration of the grant, after which Ms. Acevedo would transition into another leadership position in the District. Mr. Hicks expressed issues with the power indicated in the job description, to which Dr. Sanchez explained his leadership style of collaboration. Mr. Juárez commented that the funding for the partnership would determine the criteria for implementing the program and expressed support for Ms. Acevedo and the program. Dr. Sanchez commented that the Arizona Department of Education and the University of Virginia will be regularly monitoring the performance of the District. Dr. Stegeman commented on the importance of retaining and advancing principals including increasing the pay. Mr. Hicks commented that grant-funded positions are not guaranteed and wanted to ensure Ms. Acevedo was aware of that. Dr. Sanchez responded. Ms. Foster commented on the importance of principals. Mr. Hicks expressed his hope there would be conversations with the Palo Verde students, and Dr. Sanchez responded on the plan for continuity at the school.

5. Administrative appointments, reassignments and transfers – Director of Schools, Elementary/K-8 Leadership (2 positions)

Dr. Sanchez recommended Maria Marin for the Elementary Director, and Kathleen Scheppe for the K-8 Director positions, effective July 1, 2014. He commented on other persons in the Leadership Academy who will be considered for other positions.

Michael Hicks moved, Cam Juárez seconded. Approved unanimously in a voice vote.

6. Administrative appointments, reassignments and transfers – Chief Operations Officer

Dr. Sanchez recognized Candy Egbert for her work in the position and indicated she would work with the new COO in transition. He recommended Stuart Duncan for the position, and indicated he would come in as soon as possible.

Dr. Stegeman commented that the position requires detailed knowledge and experience and does not see those credentials in the person recommended.

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

ITEM

ACTION

ACTION ITEMS (continued)

6. Administrative appointments, reassignments and transfers – Chief Operations Officer (continued)

Mr. Hicks acknowledged Ms. Egbert's work and commented that this position requires a lot of technological expertise and working with many different areas, but he does not see the experience in this individual.

Mr. Juárez commented the position will be an opportunity to provide leadership, and supports the recommendation.

Dr. Sanchez drew attention to Mr. Duncan's resume reflecting experience at all levels, and his success in the Vail District. He further commented on the salary the District can offer.

Ms. Foster stated she has been impressed with the new leadership and competence of personnel brought into the District under Dr. Sanchez.

Dr. Stegeman commented further on credentials and the support for paying market salaries.

7. Non-Renewal of Certified Administrators in Accordance with Arizona Revised Statutes 15-503 and Provisions Contained in the 2013-2014 Meet and Confer Agreement for ELI Administrators, Psychologists and Research Project Managers

Dr. Sanchez explained his obligation to bring a recommendation as policy. He reviewed his decision concerning the non-renewal of Catalina Principal Rex Scott, and commented that Mr. Scott could apply for other positions in the district for which he is qualified.

Dr. Sanchez responded to Ms. Grijalva's inquiry concerning data that contributed to the recommendation and the urgency of making the decision now.

Dr. Stegeman commented on Mr. Scott's outstanding skills and tremendous support; a Board member's prerogative to veto a non-renewal; and his position not to force the Superintendent to retain an administrator who he wishes to release.

Ms. Foster asked for legal advice regarding the policy

Mark Stegeman moved, Michael Hicks seconded. Approved 4-1 in a roll call vote. Kristel Foster voted no.

ITEM

ACTION

ACTION ITEMS (continued)

7. Non-Renewal of Certified Administrators in Accordance with Arizona Revised Statutes 15-503 and Provisions Contained in the 2013-2014 Meet and Confer Agreement for ELI Administrators, Psychologists and Research Project Managers (continued)

language regarding the Board “shall” or “will.” Ms. Tolleson provided legal advice that the policy states “it shall be recommended” and requires Board action. Ms. Foster commented on the State’s requirements concerning letter grade scores for schools affecting an administrator who works with difficult student populations, who has outstanding skills and who has community support. She appealed to retain Mr. Scott in the District.

Mr. Juárez commented on Mr. Scott’s outstanding relationship with the Catalina students and community, and the necessity to consider the performance data. He indicated the need to provide the resources for the school to succeed. He stated this was a difficult decision.

8. Approval to Purchase Furniture/Equipment for the Early Learning Childcare Centers using District and/or Cooperative Purchasing Contracts

Dr. Sanchez provided information in response to Dr. Stegeman’s inquiry regarding the funding source. He reviewed a phone conversation that occurred with the Special Master and Plaintiffs regarding benefits of the early learning centers as a creative vehicle to recruit and retain staff as part of the Unitary Status Plan, and expressed the hope they would join the District in this effort. He discussed conversations with Mr. Richard Elias and Mr. Chuck Huckleberry to develop an IGA with the County and plans to discuss an IGA with the Mr. Richard Miranda of the City for their employees to take advantage of the Centers, and as a vehicle to keep children in TUSD after they were in the Centers.

Ms. Grijalva commented on the savings in money and time that would occur for an employee who had children in the Centers and indicated her support.

Mr. Juárez commented as the parent of a pre-school age child on the benefits of the impact on the education of the child; on the opportunity for savings for employees; and the

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

ITEM

ACTION

ACTION ITEMS (continued)

8. Approval to Purchase Furniture/Equipment for the Early Learning Childcare Centers using District and/or Cooperative Purchasing Contracts (continued)

collaborative opportunity with the City and County. He indicated his support.

In response to Mr. Hicks' inquiry about the lack of technology listed in the item, Damon Jackson responded all aspects of technology will require installation at the two schools. Mr. Hicks indicated concerns about using deseg funding, but indicated his support for the item. Dr. Sanchez commented further this was a way to recruit and retain staff as part of the Unitary Status Plan.

Dr. Stegeman commented he supported the concept as a creative new idea, but expressed concern about current enrollment numbers, offering services in competition with private firms, and the deseg part of subsidizing funding.

Dr. Sanchez commented on the extensive planning for the program, with contingencies, and the concept of making bold decisions to make things better.

Ms. Foster commented on input she received from UofA Early Education colleagues who are collaborating with TUSD on these Centers and stated she was impressed. Regarding the deseg controversy, she commented on the location of the two Centers providing easy access to teachers and staff to bring their children and keep them in TUSD schools afterward.

Mr. Juárez commented further on the benefits.

9. Permission to Proceed with Contracts to Relocate Existing District Portable Classrooms to Rincon/University High School Campus

Dr. Sanchez explained as a result in the drop of student:teacher ratios, and the growth in the UHS and Rincon populations, there is a need for an additional 4 classrooms at UHS and Rincon each.

In response to Ms. Grijalva's inquiry on the location of the portables, Dr. Sanchez indicated they would be grouped together to provide access to utilities and technology.

Kristel Foster moved, Cam Juárez seconded. Approved 4-0 in a roll call vote. Cam Juárez was not present for the vote.

ITEM

ACTION

ACTION ITEMS (continued)

9. Permission to Proceed with Contracts to Relocate Existing District Portable Classrooms to Rincon/University High School Campus (continued)

Mr. Juárez indicated support and asked for more information as a result of the efficiency audit to build up the school and renovate it. Dr. Sanchez responded.

Mr. Hicks commented on the history of portables becoming a permanent solution and asked for a plan to not keep them forever at UHS and Rincon. Dr. Sanchez responded the long range facility study will be instrumental in planning for the schools.

Ms. Foster inquired about the age of the portables. Marcus Jones responded the nicest of existing portables will be used, the classroom units will be ground set, and there will be an additional restroom portable.

In response to Mr. Hicks' inquiry if the District is looking at the condition of portables at other schools, Mr. Jones stated that a review of conditions had just been completed and that it is a maintenance battle to keep them repaired.

Dr. Stegeman expressed appreciation for Mr. Jones' work.

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.

Michael Hicks moved to extend the meeting to 12:00 a.m., Adelita Grijalva seconded. Approved unanimously in a voice vote.

10. Approval and Commitment of Increased Funding for New Wide Area Network (WAN) Services for School Year 2014-2015 E-Rate Application

Dr. Sanchez recommended approval of the item as presented.

Mr. Hicks applauded the staff for their work on this item.

Damon Jackson responded to Dr. Stegeman's inquiry concerning whether the increase in cost was before or after

Cam Juárez moved, Adelita Grijalva seconded. Approved 4-0 in a voice vote. Kristel Foster was not present for the vote.

ITEM

ACTION

ACTION ITEMS (continued)

10. Approval and Commitment of Increased Funding for New Wide Area Network (WAN) Services for School Year 2014-2015 E-Rate Application (continued)

the E- rate discount, and indicated the net increase would be \$1700 per month once the 80% discount rate is applied.

11. Acceptance of the Agreement between New Tech Network and Tucson Unified School District for the 2013-2014 School Year, Mary Belle McCorkle Academy of Excellent Pre-K-8, with authorization for the Superintendent to execute the Agreement

Dr. Sanchez reviewed the request to approve the agreement.

Dr. Stegeman commented.

Mark Stegeman moved, Michael Hicks seconded. Approved unanimously in a voice vote.

12. Permission to Increase Invitation for Bid (IFB) No. 14-62-C18 Fire Sprinkler Inspection and Repair Services

Dr. Sanchez explained this is for the Schumaker Early Learning Center to ensure compliance with all aspects of the fire code.

Marcus Jones responded to Mr. Hicks' inquiry regarding the use of internal TUSD staff for these services, indicating that the repairs and installation of sprinklers are not something TUSD staff can do and that the Fire Marshall is not allowing work without a permit. Mr. Hicks commented further about general work of TUSD staff.

Dr. Stegeman commented that since this is part of the Early Learning Center, he would be voting no.

Dr. Sanchez responded to Mr. Hicks' question about funding, indicating that deseg is being considered contingent upon discussions with the Plaintiffs.

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

STUDY/ACTION ITEMS

13. Curriculum Purchase for Infant Early Learning Centers

Dr. Sanchez invited Steve Holmes to present and reviewed the proposal to unify all curriculum that is in Pre-K centers. Mr. Holmes made the presentation [Details are available via the audio

Kristel Foster moved, Adelita Grijalva seconded. Approved 3-2 in a roll call vote.

ITEM

STUDY/ACTION ITEMS (continued)

13. Curriculum Purchase for Infant Early Learning Centers
(continued)

Mark Stegeman
voted no.

and video recordings and attached to the agenda item posted on the web]. He acknowledged the work of Denice Contreras and Rachell Hochheim to collaborate with the team in choosing the curriculum. He indicated this is the potential replacement curriculum for all preschools.

Ms. Grijalva inquired about dual language in the preschools. Dr. Sanchez responded it could be added later if there is interest. He indicated not wanting to overwhelm the Language Acquisition Department at this time. Ms. Grijalva commented further on the impact it would have on desegregation, and Dr. Sanchez indicated it could be explored.

Ms. Foster asked if offering dual language could be included in the action tonight. Dr. Sanchez indicated the action tonight is to purchase the curriculum, which does have the dual language component that could be implemented later. Ms. Grijalva commented further on dual language as an option.

Dr. Stegeman commented he would be voting no.

14. Compensation Compression Resolution Plan – Phase 2 and 3

Cam Juárez
moved, Kristel
Foster seconded.
Approved
unanimously in a
roll call vote.

Dr. Sanchez reviewed the phase I resolution work and phase 2 and 3 being proposed. Anna Maiden presented the item **[Details are available via the audio and video recordings and attached to the agenda item posted on the web].** She acknowledged the work and support of Frances Banales and Shannon Roberts in providing information to her upon her arrival in the District, and stated the goal is to increase recruitment and retention of teachers in TUSD. She explained that teachers who were unable to be included in Phase 1 of the Compression due to a lack of financial resources would be included in Phase 2 and 3. She reviewed the new salary scale which caps new experience at ten years. She indicated \$1.4m was needed to complete Phase 1 and address the rest of the staff.

Dr. Sanchez commented on impressive accomplishments in the new salary scale and what could be accomplished with greater funding.

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ACTION

STUDY/ACTION ITEMS (continued)

14. Compensation Compression Resolution Plan – Phase 2 and 3 (continued)

Dr. Sanchez responded to Ms. Foster's inquiry that remuneration for advanced degrees is paid as a stipend above the salary scale, that it is not included in the base salary, and that information is provided to applicants concerning stipends for higher education. He further responded that TUSD compares favorably to other districts. Ms. Foster commented on the insufficiency of the salaries as a living wage. Dr. Sanchez indicated the purpose of the Compression is to put order in the organization to provide clarity, and that any additional funding would make increases in salaries possible.

Mr. Juárez commented on other benefits implemented for teachers such as the elimination of the RIF process which has provided more stability, the creation of the early learning centers, and the reduction in the student:teacher ratio. He applauded Ms. Banales and Dr. Roberts and staff for their work. Dr. Sanchez commented on the achievements through working with a good team.

Dr. Stegeman inquired what caused the requirement for 25% more (\$3.8m) than was originally projected for the Compression. Dr. Sanchez explained the original approval of \$1m was insufficient to address the complete salary schedule with the increase in step increases now being proposed. Mr. Juárez commented further on his support.

At this point Mr. Juárez took a point of personal privilege to announce that Mrs. Wallace, the Director of Services for the Governing Board, would be having surgery the following day.

STUDY ITEM

15. Potential In-District Charter for C. E. Rose

Studied only.

Dr. Sanchez explained this as a study item to introduce the idea of changing the name of the approved charter in the district for Richey to LEAP Academy and expanding it to three sites at the former Richey, LEAP Academy at C. E. Rose (14-15 SY) and LEAP Academy at the former Wakefield the following year, based on experience captured at Rose. He explained the attempt is to replicate the experience at Rose at other sites.

ITEM

ACTION

STUDY ITEM (continued)

15. Potential In-District Charter for C. E. Rose (continued)

C.E. Rose Principal Stephen Trejo made the presentation **[Details are available via the audio and video recordings and attached to the agenda item posted on the web].**

Mr. Trejo responded to Ms. Foster's inquiry that LEAP is an acronym for "Lead, Empower, Apply and Prepare." He invited the Board to take a tour of C. E. Rose. He acknowledged the work of David Scott and Rick Haan.

Ms. Foster relayed her personal experience of interaction with Stephen Trejo.

Mr. Hicks asked what precipitated the proposal. Dr. Sanchez responded concerning conversations he had with Mr. Holmes, Kristina Allen, Mr. Awwad and Dr. Vega, to propose the idea and vetted through the strategic planning process. Mr. Hicks commented on the outstanding work of Mr. Trejo and cautioned it should not be jeopardized through this proposal to expand it. Mr. Trejo and Dr. Sanchez responded further on the advisability of the plan.

Mr. Juárez commented on the expansion of this to Wakefield and Richey.

Ms. Foster commented on the update at the Collaborative meeting regarding pending legislation regarding charter schools being allowed in school districts and the invitation for the Board and Superintendent to attend the next meeting on April 21. She further relayed information she received about Vail's charter schools which seemed to reflect TUSD's magnet schools. She indicated she would only support the charter concept if contracts for teachers are the same for traditional, magnet and the charter schools. Dr. Sanchez responded that union contracts were not an impediment to the success.

Dr. Stegeman commented he saw no down side unless the Legislature prohibited the charter option. Dr. Sanchez responded on his conversation with Representative Orr on the possibility that a good agreement would be reached in the Legislature. He responded further to Dr. Stegeman's inquiry about naming the schools individually, by indicating that multiple sites would be under the one charter for Rose based

ITEM

ACTION

STUDY ITEM (continued)

15. Potential In-District Charter for C. E. Rose (continued)

on the demographic data for other sites. Ms. Grijalva commented on looking at feeder patterns for students going to Pueblo.

GOVERNING BOARD POLICIES

Action

16. Governing Board Policy DJ – *Purchasing Procedures*, as approved on December 10, 2013

Dr. Sanchez indicated Mr. Hicks requested a re-vote on the item. He reported that he asked Ms. Tolleson to work with Ms. Soto and Mr. Startt to develop a safeguard for the limit on purchasing. He commented on developing protection for the staff with guidance for the future to prevent controversy in the purchasing procedures.

Ms. Soto presented information that the District's procurement policy is consistent with rules adopted by the State Board of Education in October 2013. In addition she reported that research of 60 districts revealed that with the exception of four, policies with the new thresholds have been adopted. She commented that the rules make no exceptions for districts the size of TUSD. She indicated that in meeting with Mr. Startt and his staff on the current purchasing procedures and practices in place, she felt confident TUSD does have proper internal controls and is in compliance with the rules and also with those stipulated in the Uniform System of Financial Records. She reviewed a list of proposed steps developed with the staff that could be taken to strengthen the process to be included in the revised Regulation DJ-R.

Dr. Sanchez responded to Ms. Grijalva's inquiry concerning prevention of conflict of interest by staff not involved in the purchasing procedure. He reviewed circumstances that might incur the perception of conflict of interest and indicated that caution must be exercised in the scrutiny of situations where the possibility of a conflict might exist.

In response to Mr. Hicks' question about TUSD modeling policies on those of ASBA, Dr. Sanchez indicated since he has been in TUSD, an attempt has been made to model

Kristel Foster moved for the policy to stand as approved on December 10, 2013, with the update on related Regulation DJ-R – *Purchasing Procedures* to strengthen internal controls, provided by Chief Financial Officer and Purchasing Director; Cam Juárez seconded. Approved 3-2 in a roll call vote. Michael Hicks and Mark Stegeman voted no.

GOVERNING BOARD POLICIES (continued)

Action (continued)

16. Governing Board Policy DJ – *Purchasing Procedures*, as approved on December 10, 2013 (continued)

policies on the relevant ASBA policy, or in the absence of one, as in this instance, language from the Auditor General's office has been utilized. In response to Mr. Hicks' inquiry as to whether ASBA has adopted this policy, Ms. Soto indicated that a review of districts on the ASBA website and Mesa Public Schools revealed that all have adopted the policy under the Arizona Administrative Code, and that TUSD's policy has more information than other policies.

Dr. Stegeman commented that the ideas for inclusion in Regulation are appropriate and well thought out. He further commented that the current controversy is not the threshold for going out to competitive bid, which was changed from \$50,000 to \$100,000, but the threshold for an item to be presented to the Board for approval, which is an internal policy.

Dr. Sanchez commented that the change in policy in December was to combine both the threshold for bid and for board approval into one, as it had previously been divided into two parts. He requested that Policy DJ – *Purchasing Procedures*, as approved on December 10, 2013, stand as approved on December 10, 2013. Dr. Stegeman commented, and Mr. Hicks inquired if proposed steps were to be in the policy or the regulation. Ms. Soto commented on the threshold amount for consulting services in the policy that requires board approval. Ms. Soto recommended not changing the policy, but to include the recommended steps to strengthen the regulation and report to the Board on any engagements.

Ms. Grijalva asked that if the policy is remaining the same, no vote was required but one could take place? Mr. Hicks objected, saying he was asking for a vote.

For clarity Dr. Sanchez requested that the Board approve Policy DJ – *Purchasing Procedures*, as approved on December 10, 2013, stand as approved on December 10, 2013, with the Regulation to include the aspects recommended by Ms. Soto and Mr. Startt.

ITEM

ACTION

GOVERNING BOARD POLICIES (continued)

Action (continued)

16. Governing Board Policy DJ – *Purchasing Procedures*, as approved on December 10, 2013 (continued)

Mr. Hicks asked for confirmation of the date the policy was previously approved, and was informed it was December 10, 2013.

Dr. Stegeman asked if including the recommendations for the Regulation into the motion changed the practice of not requiring Board approval for Regulations. Ms. Tolleson provided legal advice that board action is not required for regulations, although the board may indicate things it might like staff to include in regulations. Dr. Sanchez assured the Board that if approved, the staff will put into action the recommendations made. Dr. Stegeman commented on what happens to regulations in the future, and Ms. Tolleson provided legal advice. Mr. Juárez commented further that his understanding of the vote was to strengthen the regulations to prevent future problems. Dr. Sanchez confirmed.

Ms. Foster asked for the vote to be taken.

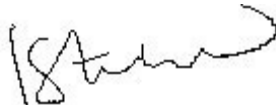
During the vote, Dr. Stegeman indicated he was voting no as he understood this to be a re-vote of the previous action, in which he voted no.

Items 17 and 18 were addressed at the beginning of the meeting.

SPECIAL MEETING ADJOURNED – 11:33 p.m.

Approved this 18th day of November, 2014.

TUCSON UNIFIED SCHOOL DISTRICT NO. ONE



By _____

Kristel Ann Foster, Clerk
Governing Board