

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

**April 9, 2013  
4:00 p.m.**

**MINUTES**

**Present:**

Adelita S. Grijalva, President  
Kristel Ann Foster, Clerk  
Michael Hicks, Member – *arr. @ 4:07 p.m.*  
Cam Juárez, Member  
Mark Stegeman, Member  
Evelyn Sanchez, President, Superintendent's Student Advisory Council

**Also Present:**

John Pedicone, Ph.D., Superintendent  
Maria Menconi, Ed.D., Interim Deputy Superintendent  
Martha Durkin, Lead Legal Counsel  
Yousef Awwad, Chief Financial Officer  
John Gay, Chief Information Officer  
Candy Egbert, Chief Operations Officer  
Abel Morado, Ed.D., Assistant Superintendent, Secondary School Leadership  
Jim Fish, Executive Director, Student Equity and Intervention  
Pam Palmo, Interim Executive Director of Human Resources  
Lorraine McPherson, Interim Executive Director, Exceptional Education  
David Scott, Director, Accountability and Research  
Augustine Romero, Director, Student Equity  
Jimmy Hart, Director, African American Studies  
Roxanne Begay-James, Director, Native American Studies  
Shannon Roberts, Director, Employee Relations  
Cara Rene, Director, Communications/Media Relations  
Teri Melendez, Director, Elementary/K-8 Leadership  
Tony Quijada, Director, Elementary/K-8 Leadership  
Richard Foster, Director, Professional Development  
Maria Luna, Director, Risk Management  
Jeff Coleman, Director, School Safety, & Staff  
Charles McCollum, Interim Director, Career & Technical Education  
Marcus Jones, Program Manager, Bonds and Architecture  
Bryant Nodine, Program Manager, Planning Services  
Ignacio Ruiz, Director, Language Acquisition  
Mary Alice Wallace, Director of Staff Services to the Governing Board  
Michele Gutierrez, Senior Staff Assistant I to the Governing Board  
Frances Banales, President, Tucson Education Association  
Dan Ireland, Vice President, Tucson Education Association  
Kathy DuBois, TUSD Division Chair for AFSCME  
Leo Masursky, Board Liaison, School Community Partnership Council  
Alexis Huicochea, [Arizona Daily Star](#)  
TV Channels 4, 9, 11/13 and AZ Public Media

**ITEM**

**ACTION**

REGULAR MEETING CALLED TO ORDER – 4:03 p.m.

No action required.

ACTION ITEM

- |   |   |
|---|---|
| 1. Schedule an executive meeting at this time to consider the following matters:<br><br>A. Legal Advice/Instruction to Attorney pursuant to A.R.S. §38-431.03 (A)(3) and (A)(4)<br>1) Fisher-Mendoza<br>2) Resolution Agreements on OCR Complaints<br><br>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)<br>1) Administrative appointments, reassignments and transfers<br><br>C. 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)<br>1) School Sites Update on Agreements<br><br>D. 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 Subsection (A)(5)<br>1) Negotiations with employee organizations<br><br>E. Consideration of Records Exempt by Law from Public Inspection pursuant to A.R.S. §38-431.03 (A)(2); and legal advice and consultation with attorney pursuant to A.R.S. §38-431.03 (A)(3)<br>1) Superintendent Search | Cam Juárez moved approval, Kristel Foster seconded. Approved 4-0 in a voice vote. Michael Hicks was not present for the vote. |
|---|---|

REGULAR MEETING RECESSED – 4:03 p.m.

REGULAR MEETING RECONVENED – 7:08 p.m.

**ITEM**

**ACTION**

PLEDGE OF ALLEGIANCE

No action required.

Adelita Grijalva led the Pledge of Allegiance.

**ITEM**

**ACTION**

Adelita Grijalva asked for a moment of silence for Dr. Henry “Hank” Oyama who passed way. As one of the most influential members of the Tucson community, TUSD’s Oyama Elementary School is named in his honor. Ms. Grijalva gave a brief history of Dr. Oyama’s life.

**INFORMATION ITEMS**

- 2. Superintendent’s Student Advisory Council (SSAC) Report

Information only.  
No action required.

Evelyn Sanchez reported on the meeting of March 19<sup>th</sup> at Santa Rita High School. The objective of the meeting was to focus on ideas for Be Kind Week to be held April 29 - May 3. Breakfast was provided by the Santa Rita culinary students. Dr. Pedicone delivered readings illustrating the difference one person can make. He also updated the students on current events in the District.

As an aside, Ms. Grijalva informed the audience that the Board was moving toward utilizing an electronic agenda and some Board members would be using electronics during the meeting rather than having printed materials in front of them. She also advised that agendas and agenda items are available to the public electronically via the TUSD web.

**SUPERINTENDENT’S REPORT**

No action required.

Dr. Pedicone recognized Pueblo Senior Enrique Garcia for receiving an award from the National Association for Bilingual Education. Enrique received the award for his essay, “The Power of Bilingualism.” The essay was required to be submitted in the student’s second language. Enrique received a \$500 prize and expenses to travel to the national conference in Orlando, Florida where he received his award. At Dr. Pedicone’s request, Enrique read his essay.

Dr. Pedicone recognized Tucson High English Teacher Suzanne Hall, who was named as the Circle K Teacher of the Year. The award is a collaboration between Circle K and the University of Arizona Athletics Department. The winner of the award is selected from a panel of persons from school districts throughout southern Arizona. Criteria include excellence in teacher, leadership, and recognition by colleagues, among other attributes. Ms. Hall has been a TUSD teacher for 18 years and is a National Board Certified teacher.

## ITEM

## ACTION

### BOARD MEMBER ACTIVITY REPORTS

No action required.

Cam Juárez announced the Cesar Chavez Week was very successful. 2200 students in small and large groups were spoken to in schools all across the District. He thanked Maria Figueroa and all the volunteers for their assistance.

Kristel Foster reported on several activities: attended a Slam Poetry event with students from Pueblo and Rincon; met with bus drivers and custodians; attended the Pima County Board Member/Superintendent Collaborative meeting; attended the Multicultural Symposium at Catalina; and walked through Barrio Anita with Davis Bilingual students and families to celebrate the life of Cesar Chavez; and attended Dr. Oyama's funeral.

Michael Hicks thanked and recognized the principals and their staff and families of Drachman, Safford and Mission View schools for supporting TUSD by participating at Cyclovia on Sunday. Cyclovia was a 5-mile cycling, skateboarding and walking event.

### CALL TO THE AUDIENCE

No action required.

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

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

**Bruce Slabaugh** – Blue Collar budget concerns

**Katie O'Brien** – Dual Language Learning – ALEs

**Jason Freed** – Reduction in Force in TUSD

**Debbie Perez** – Recall Rights as a Campus Monitor

**Kathy Schultz** – Classification Seniority in White Collar/Food Service Agreement

Ms. Grijalva announced there were empty seats in the front of the Board Room if persons in the lobby wished to come into the room.

### CALL TO THE AUDIENCE (continued)

**Frances Banales** – Changes in Laws by Arizona Legislature affecting TUSD operations

**Terry Higuera** – Opposition to school closures and Superintendent Search

**Barbara Reed** – Professional development money reimbursement

**Denise Rabeil** – Stopping the closure of schools

**ITEM**

**ACTION**

CALL TO THE AUDIENCE (continued)

**Kate Dubois** – Safety of children on buses, bus cameras and GPS systems for buses

**Jesse Ybarra** – Blue Collar budget reductions

**Steven Hopper** – Shortage of bus air conditioning mechanics

**Matthew Cline** – AFSCME negotiations

**Maiola Coleman** – Unfair process in layoff of African American principal

**Sal Gabaldon** – Dual Language as Advanced Learning Experience (ALE)

**Cerarrd Charo** – Reduction in custodial staff at Pueblo

**Betts Putnam-Hidalgo** – Value of persons who speak at Call to the Audience

Ms. Grijalva announced that the 45 minute time limit for Call to the Audience has been reached and asked if Board members were interested in extending another 15 minutes.

Dr. Stegeman asked that all persons who submitted cards be heard. Mr. Hicks, Ms. Foster and Mr. Juárez commented.

Cam Juárez moved approval to extend 15 minutes, Kristel Foster seconded. Approved 4-1 in a voice vote. Michael Hicks voted no.

CALL TO THE AUDIENCE (continued)

**Eric Manuel** – ALE Advanced Language Experiences

**Carolyn Anderson** – Reconsideration of RIF of Chandra Thomas

**Beth Slaine** – Impact of increased class size

**Dan Ireland** – Natalie Van Gelder; Impact of class size on quality of education

**Vanessa Anthony-Stevens** – Non-renewal of Heidi Aranda

**Dale Keyes** – Relocation of Dodge Middle School to Townsend

Individuals whose names were called but were not present:  
Lynn Valenzuela, Sylvia Reynoso

Ms. Grijalva announced that since the Call to the Audience had been extended to an hour and ten minutes, and that all issues submitted on cards had been addressed, she indicated she would like to move forward with the agenda. She indicated there were twelve cards left.

Subsequent to the motion dying for lack of a second, Dr. Stegeman asked to ensure persons who did not get to speak would be first at the next Call to the Audience. That was confirmed as routine practice.

Mark Stegeman moved to extend the Call to the Audience to hear the remaining persons who had submitted cards. The motion died for lack of a second.

**ITEM**

**ACTION**

CALL TO THE AUDIENCE (continued)

Ms. Grijalva closed the Call to the Audience and asked if Board Members wished to address a criticism, request a review of any matter or ask for a matter to be put on a future agenda.

Kristel Foster responded to comments by Denise Rabeil and others in attendance about finding money rather than closing schools. She commented on the fact that the State Legislature is not supporting schools, and there was no “hidden” money in the District to be found. She advocated for Board members to help the community understand how money is used in the District and the importance of each element.

Cam Juarez asked for staff to provide a formal report on the issue raised by Debbie Perez.

INFORMATION ITEMS (continued)

3. School Community Partnership Council (SCPC) Report

Information only. No action required.

Leo Masursky reviewed the history of SCPC formed to provide information to the Governing Board. He indicated the SCPC wants to hear specific information from the District concerning issues of concern, e.g., budgeting, effect of closures on quality of education. He invited Board members to attend SCPC meetings via invitation through Jim Fish. The next meeting will be on April 22.

Ms. Grijalva confirmed the next meeting of the SCPC will be on April 22, at 6:00 p.m. at Tucson High. She cautioned Board members regarding three or more board members being in attendance at one time.

Mark Stegeman commented on the importance of the SCPC, and expressed appreciation for Mr. Masursky’s service to the Council.

4. Semi-Annual Report from Audit Committee

Not addressed.

No one was present from the Audit Committee to present the report.

**ITEM**

**ACTION**

**INFORMATION ITEMS** (continued)

5. Presentation of Budget Status and Update on FY 2013

Information only. No action required.

Dr. Pedicone asked Yousef Awwad to present the report. Using Power Point [available as an attachment to the agenda item on the TUSD web], he brought the Board up to date on the current status.

Mark Stegeman expressed appreciation for the report.

6. Dual Language as a Possible ALE (Advanced Learning Experience) – Requested by Board President Adelita Grijalva and Board Clerk Kristel Foster

Information only. No action required.

Dr. Pedicone asked Dr. Maria Menconi to present the report. She expressed appreciation to staff who contributed to the report. Using Power Point [available as an attachment to the agenda item on the TUSD web], Ignacio Ruiz reported on sites offering dual language either school wide or as a strand, the programs and enrollment, data on growth over time, waiver process for eligibility, student assessment, student achievement, staffing, compliance, funding, professional development, dual language endorsement certification of teachers. He and Dr. Menconi expressed appreciation to the following principals in attendance: Carmen Campuzano, Davis; Kathy Bolles, Hollinger; Liz Redondo, McCorkle; Sandra Thiffault, Van Buskirk; Cris Lugo, White; Kit Manley-Crockett, Pistor; Tiffany Mckee, Wakefield; and Vivi Watt, Pueblo.

Board members asking questions or commenting were Adelita Grijalva, Kristel Foster, Mark Stegeman, and Michael Hicks.

Dr. Menconi responded to questions concerning appropriate locations for dual language program, and indicated they would be in the magnet plan to be brought forward.

Dr. Menconi provided further information concerning ALEs and the Unitary Status Plan, and recruitment of bilingual endorsed teachers. She responded to a question from Kristel Foster concerning the cost of getting the bilingual endorsement, and provided further information at Dr. Pedicone's request.

Dr. Menconi responded to Ms. Grijalva's comment on the amount of work required by teachers in dual language classes and inquiry on how it can be acknowledged, that the program needs to be strengthened.

**ITEM**

**ACTION**

**INFORMATION ITEMS** (continued)

6. Dual Language as a Possible ALE (Advanced Learning Experience) – Requested by Board President Adelita Grijalva and Board Clerk Kristel Foster (continued)

Ms. Foster commented that due to legislation in Arizona, there are not as many bilingual programs as in the past. Dr. Menconi advised that instructional assistants had been assigned to support additional work required in dual language teaching.

Ms. Grijalva asked Dr. Pedicone and staff to seek ways to strengthen the program, to attract more teachers and encourage becoming bilingual endorsed, and perhaps give some kind of stipend/compensation/grant to assist in the endorsement process.

Ms. Foster invited any principals who wished to comment to come forward. An unidentified principal commented on the difficulty in getting FTEs to support the dual language program.

Dr. Menconi and Mr. Ruiz responded to Mr. Juárez' inquiries concerning qualifications for dual language instruction and whether there was weighting for grade level endorsement by teachers.

Tiffany McKee, Interim Principal at Wakefield, commented on students earning high school credit. Kit Crockett, Principal at Pistor, expressed appreciation for 3 positions assigned for dual language and provided information for the self-contained GATE dual language program at Pistor.

Ms. Foster asked for the opportunity to vote on ALE at the next meeting.

**REGULAR MEETING RECESSED** – 9:32 p.m.

**REGULAR MEETING RECONVENED** – 9:47 p.m.



**ITEM**

**ACTION**

**INFORMATION ITEMS** (continued)

7. School Safety and Emergency Planning Update – Requested by Board Member Michael Hicks

Information only. No action required.

Dr. Pedicone asked Jeff Coleman and Maria Luna to update the Board on the status of school safety and the direction being taken to address concerns over the past couple of years. Using Power Point [available as an attachment to the agenda item on the TUSD web], Mr. Coleman and Ms. Luna provided an update on what is new in emergency planning, partnerships being pursued with law enforcement, threat assessment, School Resource Officer program, and history of involvement with the Protective School Model. He advised that Holly Colonna was present to answer questions concerning the Protective School Model.

Mr. Coleman, Ms. Luna and Dr. Pedicone responded to questions from Kristel Foster and Mark Stegeman concerning the emergency procedures at schools.

Dr. Pedicone and Mr. Coleman provided information on threat assessment and access control in response to Adelita Grijalva's inquiry.

In response to Michael Hicks' questions concerning his conversations with first responders, Mr. Coleman provided information on a new national concept, *Run, Hide and Intervene*, which is being taught in the business world but is more challenging in application to schools. Mr. Hicks also commented about the time of response by law enforcement, and also about a process to inform parents about lockdowns and/or drills.

Mr. Coleman provided information concerning availability and practice of emergency plans in response to Ms. Foster's inquiry, and the assessment of drills in response to Mr. Hicks' question.

Mr. Hicks expressed appreciation for the work being done by School Safety and Risk Management.

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

Adelita Grijalva moved to extend the meeting to complete business, Cam Juárez seconded. Approved 4-1 in a voice vote. Michael Hicks voted no.

**ITEM**

**ACTION**

**CONSENT AGENDA**

- |    |    |  |  |
|----|----|--|--|
| 8. | a) | Salaried critical need and replacement hires   | Michael Hicks moved approval of Consent Agenda Items 8(a-f, h-m and p-x), Kristel Foster seconded. Approved unanimously in a voice vote. |
|    | 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   |  |
|    | h) | Benefits Provider Renewals for 2013-2014 (Medical TPA, Medical Network [AmeriBen and Blue Cross Blue Shield of Arizona]; Dental (2 providers – Delta Dental of Arizona and Employers Dental Services); Vision – Avesis Incorporated; and Employee Assistance Program – Jorgensen Brooks) |  |
|    | i) | Establishment of Fee to be Funded Out of Tax Credit Monies for Extracurricular Foreign Student Travel Related to Safford K-8 School Student Trip to Korea in May/June 2013   |  |
|    | j) | Approval of Supplemental Reading Materials: Fountas and Pinnel Leveled Literacy Intervention Red System for 3 <sup>rd</sup> Grade  |  |
|    | k) | Approval of Memorandum of Agreement between the Metropolitan Education Commission (MEC) and the School Districts in Pima County, with Authorization for the Superintendent to Execute the Agreement  |  |
|    | l) | Intergovernmental Agreement between the Arizona Board of Regents on behalf of the U of A for the Visiting Professor Program for the 2013-2014 academic year, with Authorization for the Superintendent to Execute the Agreement (Joline M. Riddle)                                       |  |
|    | m) | Intergovernmental Agreement between the Arizona Board of Regents on behalf of the U of A for the Visiting Professor Program for the 2013-2014 academic year, with Authorization for the Superintendent to Execute the Agreement (Donna M. Rishor)  |  |
|    | p) | Award of Construction Contract – Hollinger K-8 Receiving School Necessary Enhancements (Bond), awarded to Concord General Contracting in the amount of \$438,000 including the Base Bid and a Contingency Amount   |  |

**ITEM**

**ACTION**

CONSENT AGENDA (continued)

- q) Award of Construction Contract – Dietz K-8 Receiving School Necessary Enhancements (Bond), awarded to Division II Construction Co., Inc., in the amount of \$235,000 including the Base Bid and a Contingency Amount
- r) Award of Construction Contract – Maxwell New School K-8 Receiving School Necessary Enhancements (Bond), awarded to Sellers and Sons, in the amount of \$490,000 including the Base Bid and a Contingency Amount
- s) Award of Construction Contract – Whitmore Elementary School Receiving School Necessary Enhancements (Bond), awarded to ESB Modular Manufacturing, in the amount of \$1,156,784 including the Base Bid and a Contingency Amount
- t) Award of Construction Contract – Final Phase LIRC Central Compound Paving and Upgrades (Bond), awarded to Kittle Design and Construction, in the amount of \$333,000 including the Base Bid and a Contingency Amount
- u) Minutes of Tucson Unified School District Governing Board Meetings
  - 1) Regular Board Meeting, October 9, 2012
  - 2) Special Board Meeting, October 15, 2012
  - 3) Regular Board Meeting, February 12, 2013
- v) Acceptance of the Summary of Student Activity Funds for the Period of July 1, 2012 through February 28, 2013
- w) Public Gifts and Donations to School Quarterly Report (3<sup>rd</sup> Quarter)
- x) Ratification of salary and non-salary vouchers for the period beginning March 1, 2013, and ending March 31, 2013

Dr. Pedicone recommended approval as submitted.

**ITEM**

**ACTION**

CONSENT AGENDA (continued)

Requests to consider specific Consent Agenda items separately were 8(g) by Michael Hicks, and 8(n) and 8(o) by Mark Stegeman.

8. g) Non-Renewal of Certified Administrators in Accordance with Arizona Revised Statute 15-503 and Provisions Contained in the 2012-2013 Meet and Confer Agreement for ELI Administrators, Psychologists and Research Project Managers

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

Michael Hicks commented that he was not comfortable with the process and criteria for non-renewals of professional staff.

In response to Adelita Grijalva's request for clarification of the process, Dr. Pedicone noted the justifications indicated for each non-renewal: principals of schools with DD grading for 2 years; school consolidations resulting in a reduction of staff; budget deficit issues resulting in the elimination of positions; interim appointments. He noted the importance of the April 15 deadline to notice administrators of non-renewal, or a contract would be required to be issued for the following year regardless of whether there was a position available. He indicated that Policy GCOB drives the decisions and clarified it is an internal policy in response to Ms. Grijalva's inquiry whether the policy was TUSD's or in statute.

Kristel Foster indicated she was uncomfortable with the variety of justifications and the lack of an evaluation process for principals of the DD schools. Dr. Pedicone responded that all administrative non-renewals are required to be submitted on a comprehensive list and provided additional information concerning the District's obligation to student achievement. He advised there would be opportunity to reverse decisions if circumstances change before the end of the contract year.

Mark Stegeman stated his belief that the Superintendent should retain the authority for staff and remarked this was a required statutory requirement.

In response to Mr. Hicks' inquiry if the three DD schools on the list were the only DD schools, Dr. Pedicone indicated these schools were the only ones graded as DD for 3 years with no data indicating improvement would be expected for the following year.

**CONSENT AGENDA (continued)**

8. g) Non-Renewal of Certified Administrators in Accordance with Arizona Revised Statute 15-503 and Provisions Contained in the 2012-2013 Meet and Confer Agreement for ELI Administrators, Psychologists and Research Project Managers (continued)

Cam Juárez commented that these are difficult decisions but the District must consider what is best for students. He asked what the consequences would be if the DD schools are down graded to an F. Dr. Pedicone responded it is unclear what the State's actions will be in the first year of an F grade, and reiterated the District's obligation to intervene at the DD level. Dr. Morado discussed expectations that continued under-performance of a school would make it difficult for principals to recruit teachers, for principals and staff to recruit parents/students, and the corrosive ability to retain students. He indicated if improvement by a letter grade was shown when scores came out in June, the District will offer a contract to the principal.

In response to Ms. Grijalva's inquiry if there might be an earlier time frame to project improvement in order to have the option of retaining a principal, Dr. Morado expressed the requirement to wait for scores to measure improvement. Dr. Pedicone asked David Scott to provide additional information on the time line for release of the AIMS data. Mr. Scott indicated initial release of data for high schools come in time for graduation, but for K-8 it would not be received until second week of June. He indicated the raw data provided a good idea on the level of improvement to be expected.

In response to Ms. Grijalva's question on how overall scores are affected by large numbers of ELL and refugee students, and if performance on other benchmarks is a predictor of performance on AIMS, Mr. Scott explained if a student is enrolled for the full year, there is no consideration given in scoring; students coming in below grade level are compared to peers and half of the calculation is based on growth.

Dr. Pedicone responded to Ms. Grijalva's question if there was significant improvement by a school but it still not receive a C grade, by saying that there was discretion to allow a principal to stay if improvement was indicated.

**ITEM**

**ACTION**

**CONSENT AGENDA (continued)**

8. g) Non-Renewal of Certified Administrators in Accordance with Arizona Revised Statute 15-503 and Provisions Contained in the 2012-2013 Meet and Confer Agreement for ELI Administrators, Psychologists and Research Project Managers (continued)

Mr. Juárez expressed concern about the impact on morale by moving too quickly, and inquired if there was discretion available concerning the DD Principals and the decisions affecting the desegregation plan. Dr. Pedicone commented on the importance of being careful on why decisions are made, but the District can not ignore why students are not improving and the responsibility of the District having to follow through with policies and principles.

Dr. Pedicone responded to Dr. Stegeman's inquiry about the statute requirements. Dr. Stegeman commented he strongly believes the Board should not be in the business of protecting staff.

Ms. Foster inquired how long the principals of the DD schools had worked for TUSD and expressed her desire that rather than being non-renewed, they be assigned to different schools to acknowledge their service to TUSD, and that they have the choice to stay or resign. Teri Melendez advised the principals have the ability to apply for other positions if they are not retained at their current locations. Dr. Pedicone further clarified the process and the consequences of not following it.

Dr. Pedicone and Dr. Morado responded to Mr. Hicks' and Ms. Grijalva's inquiries concerning performance of all principals.

Dr. Morado responded to Ms. Grijalva's inquiry concerning the Assistant Principals at Pueblo who were on the list for non-renewal.

Dr. Stegeman expressed concern about a comment made that a principal who has not performed well should be moved to another school.

## ITEM

## ACTION

### CONSENT AGENDA (continued)

8. n) Request for Approval to use State of Arizona Department of Education Contract for Teachscape purchase exceeding \$250,000

Mark Stegeman indicated he would like an explanation. Dr. Menconi provided information using Power Point related to Agenda Item No. 17, Teacher Evaluation Professional Growth System, and explained that Teachscape is the company that provides all the components required.

Richard Foster and Dr. Menconi responded to Dr. Stegeman's request for further information on the components provided by Teachscape and the cost, and Ms. Grijalva's inquiry about the funding source.

8. o) Request for Approval to use SAVE Cooperative Contract for Sunland Asphalt purchases exceeding \$250,000

Mark Stegeman requested an explanation of the expected expenses. Marcus Jones provided information that Purchasing had not included this project in the previous item submitted to the Board on purchases exceeding \$250,000.

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

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

### ACTION ITEMS

9. Award of Contract for Superintendent Search Services

Adelita Grijalva announced this item would be postponed until after the Board recessed into Executive Session following Agenda Item No. 20.

Postponed until after the Board recessed to Executive Session.

10. Administrative Appointments, Reassignments and Transfers – Principal, Sabino High School

Dr. Pedicone recommended the appointment of Matt Munger for the position.

Mark Stegeman moved approval, Kristel Foster seconded. Approved 4-0 in a voice vote. Michael Hicks was not present for the vote.

**ITEM**

**ACTION**

**ACTION ITEMS** (continued)

11. Administrative appointments, reassignments and Transfers – Principal, Sahuaro High School

Dr. Pedicone recommended the appointment of Christopher Bonn for the position.

Mark Stegeman moved approval, Cam Juárez seconded. Approved 4-0 in a voice vote. Michael Hicks was not present for the vote.

12. Administrative appointments, reassignments and Transfers – Director, Title I

Dr. Pedicone recommended the appointment of Ana Gallegos for the position.

Adelita Grijalva moved approval, Mark Stegeman seconded. Approved 4-0 in a voice vote. Michael Hicks was not present for the vote.

**STUDY/ACTION ITEMS**

13. Results of Budget Discussions with Employee Groups concerning Administration’s Proposed Language to Reduce the District’s Budget Shortfall as discussed in the March 12, 2013 Executive Session, as approved at the March 12, 2013 Regular Board Meeting

Studied only. Will be agendized for the April 23, 2013 Special Board Meeting.

Dr. Pedicone explained this item resulted from discussions with employee groups and asked Yousef Awwad to present what the recommendations from the employee groups were. Using Power Point [available as an attachment to the agenda item on the TUSD web] Mr. Awwad presented a summary on the current budget status, the deficit and projected savings. He explained the negotiations that would be required with the bargaining units; the financial issues that the District would like to address to gain savings and streamline benefits among the employee groups; incentive projects; solar programs; and initiatives in Payroll and Accounts Payable.

Mr. Awwad responded to Ms. Grijalva’s inquiry about the opt-out provision concerning receipt of paper paycheck records. He responded to Dr. Stegeman’s inquiry about the distribution of the incentive savings at the schools.



**ITEM**

**ACTION**

**STUDY/ACTION ITEMS** (continued)

13. Results of Budget Discussions with Employee Groups concerning Administration's Proposed Language to Reduce the District's Budget Shortfall as discussed in the March 12, 2013 Executive Session, as approved at the March 12, 2013 Regular Board Meeting (continued)

Dr. Pedicone recommended postponement of action until having the opportunity to continue discussions with employee groups and solidify some agreements, and hopefully to discuss with AFSCME.

Ms. Grijalva asked and Dr. Pedicone clarified that he was suggesting this item be brought back at the April 23<sup>rd</sup> meeting.

Dr. Pedicone responded to comments by Cam Juárez and Kristel Foster encouraging continuing to meet with AFSCME.

14. Recommendation by the Audit Committee to Hire an Internal Auditor

The item was not addressed.  
Postponed to a future date.

Dr. Stegeman suggested that in the absence of a member of the Committee to present the report earlier in the meeting, this item be postponed until a future meeting when the Committee was represented to give its report and hear the discussion concerning this item.

15. Approval of TUSD Common Core Curriculum: HS Mathematics Adjustments

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

Dr. Pedicone commented the next items will be presented by Dr. Menconi. She commented the objectives in the curriculum have been approved by the Board previously, but because of aligning the curriculum to PARC, the objectives have been rearranged to be in the right math curriculum configuration which requires submission to the Board again for approval.

16. Approval and Textbook Adoption: Secondary Mathematics

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

Dr. Menconi explained that the Math team spent several months following a process to choose materials appropriate for high schools related to Common Core standards.

**STUDY/ACTION ITEMS** (continued)

## 16. Approval and Textbook Adoption: Secondary Mathematics (continued)

Kristel Foster commented on the huge amount of materials being promoted as Common Core appropriate. Dr. Menconi expressed appreciation to the many people who participated.

Dr. Stegeman commented on the significant expense and inquired what was deficient in the current textbooks. Margaret Burkholder responded by explaining the lifespan of the current math textbook adoption is 10-12 years old, with refreshing at 6-7 years in a typical budget cycle. She indicated updating has been delayed because Common Core was coming, but it can not be put off any longer. Looking for this option even though superficial, but substantial changes will be coming in the next year. Just today the PARC consortium released publishers' guidelines.

Ms. Burkholder responded to Mr. Juárez' question about what other districts are doing, that most are not adopting textbooks now with the exception of perhaps Mesa and some others.

In response to Ms. Grijalva's inquiry of what is the consequence of waiting since the guidelines are coming out now, Ms. Burkholder explained the poor condition of current textbooks; the need for students to have books; rather than asking for a full fledged adoption, compromising by asking for class sets; a stop gap measure to provide what is needed to increase math scores; a flexible solution for how to best serve students now. She explained many are moving away from textbooks to less expensive options that require technology infrastructure such as digital texts which is not available in TUSD. Expectation is that great resources will be available in three years with the possibility of being less expensive.

Dr. Menconi responded to Ms. Grijalva's inquiry concerning the funding source, that Mr. Awwad will determine which capital fund.

Dr. Stegeman commented that with the rapid changes happening and the Common Core implementation, and the expectation that IT is probably not far from being able to support the technology demands, he is hesitant to put this much money into an adoption that might thrown away in three years.

**ITEM**

**ACTION**

**STUDY/ACTION ITEMS** (continued)

16. Approval and Textbook Adoption: Secondary Mathematics (continued)

Dr. Menconi explained the difficulty math teachers are having in instructing because of the current materials and the math scores are verifying that. She indicated this is a conservative investment, and plans to present to the Board in two weeks the request to approve supplemental materials.

Ms. Burkholder responded to Dr. Stegeman's question concerning his recent conversation with her on what Vail is doing and how that aligns with this item. She indicated that in two weeks she plans to share with the Board what resources are being provided to clearly align with the standards.

In response to Mr. Juárez' inquiry about exactly what is being asked for and how books will be distributed, Ms. Burkholder explained the request for one class is a teacher's edition with all the digital resources plus 40 books for in-class use and some loaners, and the number of sets will be based on teacher counts. Mr. Juárez indicated his support for the math initiative.

Ms. Burkholder responded to Dr. Stegeman's question whether this was hard cover or soft cover and that soft cover editions used at the University are less expensive, by saying soft cover editions are appropriate for college because they are generally used one year whereas high school copies are used for multiple years and need to be more durable.

Ms. Foster asked if action could be postponed until the rubric for the Common Core that came out today could be reviewed. Dr. Menconi said the item could come back, but Ms. Burkholder explained that based on the experience of the guidelines for K-8 which had been out a year, there was no expectation of a huge change in the high school materials, that the difference will be in how students will use them.

In response to whether action or study was expected at this meeting, Dr. Menconi explained it could come back, but action sooner meant ordering could be sooner. Ms. Burkholder commented that teachers would like to have the books for preparation over the summer. Ms. Foster indicated she trusts the work of the persons who made the recommendation.

**ITEM**

**ACTION**

**STUDY/ACTION ITEMS** (continued)

17. Approval and Adoption of the Teacher (Evaluation) Professional Growth System

Cam Juárez moved approval, Mark Stegeman seconded. Approved 3-1 in a roll call vote. Kristel Foster voted no. Michael Hicks was not present for the vote.

Dr. Menconi referenced the presentation she gave earlier during the discussion of Consent Agenda item 8(n). She responded to Ms. Grijalva's question on whether this is the model developed in collaboration with teachers, by saying it is and all the persons are listed in the agenda item.

Ms. Foster inquired how different is this model from the pilot. Dr. Menconi replied it is significantly different in several ways, is a well researched and validated rubric, and the biggest difference is that the prior model was not able to be validated. Dr. Pedicone indicated this was reset to go with the Danielson model in order to be research based.

Ms. Foster indicated teachers are concerned and she asked for an explanation of how this is so different now that the law has been passed: what evaluations are used, what student data. Dr. Menconi indicated that the rubric and AIMS will be used. Richard Foster and David Scott presented specific information in response. Ms. Foster expressed concern about a teacher's evaluation being tied to test scores.

Dr. Stegeman indicated he would go with staff's recommendation.

18. Approval and Adoption of the Principal (Evaluation) Professional Growth System

Mark Stegeman moved approval, Kristel Foster seconded. Approved 3-1 in a voice vote. Kristel Foster voted no. Michael Hicks was not present for the vote.

Dr. Menconi explained this is based on the ISLLC (Interstate School Leaders Licensure Consortium) Standards which most administrative evaluations are and training is offered free by the Arizona Department of Education. The state owns the comprehensive instrument so there is very little cost.

Dr. Stegeman asked for clarification. Richard Foster indicated the ISLLC Standards are national standards that have been adopted and the current instrument is based on the ISLLC Standards and is in a different form with minor changes to meet the state law, e.g. changes in process like dates, orientation and how communicate with supervisors.

**ITEM**

**ACTION**

**STUDY/ACTION ITEMS** (continued)

18. Approval and Adoption of the Principal (Evaluation) Professional Growth System (continued)

Dr. Menconi responded to Mr. Juárez' question on how this impacts decisions on DD schools, by saying this is a separate process. This instrument is a process for each administrator and combines two processes previously done into one – a data portion and a survey.

Ms. Foster inquired concerning percentages of weight given to parts of the evaluation and expressed concern about evaluation being combined into one document. Dr. Menconi and David Scott provided further information concerning growth measurement.

19. Presentation of a Lease Agreement with Sky Islands High School for the Future Use of the Former Rogers Elementary School, with Authorization for the Planning Services Program Manager to Execute the Agreement, **with modifications as discussed in Executive Session [language added during the meeting]**

Mark Stegeman moved approval, Cam Juárez seconded. Approved 4-0 in a roll call vote. Michael Hicks was not present for the vote.

Dr. Pedicone recommended approval as submitted.

20. Moving Dodge School into the Townsend Site – Requested by Board Member Mark Stegeman

Due to time constraints, Dr. Stegeman asked to postpone this item until another time.

Ms. Grijalva expressed concern about this item being delayed again while the issue continues to be discussed and not decided upon.

Mr. Juárez commented on parent concerns and the rumor mill being harmful. He moved to take action now, and Ms. Foster seconded.

Cam Juárez moved to take action, Kristel Foster seconded.

Dr. Stegeman discussed the letter the Board received from some of the Dodge administration during the closure proceedings that suggested moving Dodge into Townsend and gave his reasons for support. He expressed his reasons for bringing this forward are there is considerable access demand for Dodge, his belief this would make a lot of people happy – it is a model they are interested in, and the District can satisfy that

ITEM

ACTION

STUDY/ACTION ITEMS (continued)

20. Moving Dodge School into the Townsend Site –  
Requested by Board Member Mark Stegeman  
(continued)

demand. Based on staff research of the past couple of years concerning loss of enrollment in the District by persons who applied to Dodge and didn't get in, he discussed the positive enrollment and revenue impact the move to Townsend would have. He expressed his understanding that some parents did not want to move, but stated the numerous advantages including the Townsend facility, easy to do, and very little downside.

Ms. Foster indicated that she participated as a community member in all parts of the consolidation proceedings last year, that this proposal did not follow the process any of the other school consolidations did, and that she did not think being brought forward in this way was appropriate or fair.

Ms. Grijalva related that people she knows at Dodge are concerned about losing the small school feeling in moving to a larger campus. She added that it wasn't a decision involving the community and she was not in favor of the move.

Dr. Stegeman responded that the origin of the idea was put forward by the school. He expressed his appreciation of the concerns about losing the small school environment and hoped that would be considered in other decision in the future. He stated he did not believe this proposal was analogous to closing a school because Townsend is close to Dodge and the move would be with the same staff, students and principal.

Mr. Juárez commented the small school philosophy could be applied to other schools that have long waiting lists, but indicated the formula being used at Dodge should be replicated, not changed. He indicated he does not support the move since the proposal had equal support and non support from Dodge parents, and there are data on persons leaving the District for this year only.

ITEM

ACTION

STUDY/ACTION ITEMS (continued)

20. Moving Dodge School into the Townsend Site – Requested by Board Member Mark Stegeman (continued)

In response to a request for clarification of the motion on the floor, Ms. Durkin provided legal advice that the current motion was to take action tonight on the item.

After further discussion, Mr. Juárez withdrew his motion and Ms. Foster withdrew her second.

Dr. Stegeman moved to direct staff to develop a plan to move Dodge into Townsend for the next academic year.

Mark Stegeman moved as stated, Kristel Foster seconded. Motion failed 1-3 in a roll call vote. Cam Juárez, Kristel Foster and Adelita Grijalva voted no. Michael Hicks was not present for the vote.

FUTURE AGENDA ITEMS

Not addressed.

REGULAR MEETING RECESSED INTO EXECUTIVE SESSION – 12:18 a.m.

REGULAR MEETING RECONVENED – 12:36 a.m.

ACTION ITEM

9. Award of Contract for Superintendent Search Services

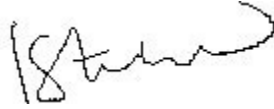
Ms. Grijalva explained the motion is to go with PROACT Search, in an amount of not more than \$30,000.

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

REGULAR MEETING ADJOURNED – 12:36 a.m., April 10,  
2013

Approved this 12<sup>th</sup> day of November, 2013.

TUCSON UNIFIED SCHOOL DISTRICT NO. ONE



By \_\_\_\_\_

Kristel Ann Foster, Clerk  
Governing Board

maw  
Minutes\04-09-13Regular