

**Tucson Unified School District No. 1  
Governing Board Special Meeting  
Auditorium  
Catalina High Magnet School  
3645 E. Pima Street  
Tucson, Arizona**

**April 11, 2005  
6:30 p.m.**

**MINUTES**

**Present:**

Bruce Burke, President  
Adelita Grijalva, Clerk  
Judy Burns, Member  
Joel Ireland, Member  
Alex Rodriguez, Member

**Also Present:**

Roger F. Pfeuffer, Superintendent  
Jane Fairall, Legal Counsel  
Patricia Lopez, Ed.D., Deputy Superintendent/Chief Academic Officer  
Estella Zavala, Interim Director, Public Relations  
Kelly Langford, Senior Academic Officer – Student Services  
Harriet Scarborough, Ph.D., Senior Academic Officer – Professional Development and Academics  
Maria Cuesta-Patterson, Principal Supervisor  
Dea Salter, Principal Supervisor  
Ross Sheard, Principal Supervisor  
Pat Beatty, Executive Director, Financial Services  
Ray Chavez, Executive Director, Multicultural Studies  
Bobby Johnson, Director, Employee Relations  
Bill Ball, Director, Transportation  
Bridget Auvenshine, Director of Staff Services to the Governing Board  
Mary Alice Wallace, Senior Staff Assistant II to the Governing Board  
Linda Todd, Staff Assistant II to the Governing Board  
Brad Harkins, Interpreter, Spanish Language  
Elsa Gutierrez, Interpreter, Spanish Language  
Robin Runge, Interpreter, Hearing-Impaired Sign Language  
Amy Zenzio, Interpreter, Hearing-Impaired Sign Language  
Paul Karlowicz, President, Tucson Education Association  
Rosalva Meza, Vice President, Tucson Education Association  
Julie Wanat, Co-Moderator, School Community Partnership Council  
Daniel Scarpinato, *Arizona Daily Star*  
Mary Bustamante, *Tucson Citizen*  
TV Channels 4, 11 and 13

**ITEM**

**ACTION**

SPECIAL MEETING CALLED TO ORDER – 6:40 p.m.

PLEDGE OF ALLEGIANCE

No action required.

Adelita Grijalva led everyone in the Pledge of Allegiance.

**ACTION ITEMS**

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| <p>1. Schedule an executive meeting following the public hearing to consider the following matters --</p> <p>A. Legal advice/instruction to attorney pursuant to A.R.S. §38-431.03 Subsections (A)(3) and (A)(4); and negotiations pursuant to A.R.S. §38-431.03 Subsection (A)(5)</p> <p>1) Discussions or consultations with designated representatives of the Governing Board in order to consider its position and instruct its representatives regarding negotiations with employee organizations</p> | <p>Adelita Grijalva moved the motion as read, Alex Rodriguez seconded. Approved unanimously.</p> |
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Adelita Grijalva made the following motion for the record: *I move to schedule an executive meeting following tonight's public hearing to consider the following matters as listed on the agenda: Legal advice/instruction to attorney for the purpose of discussions or consultations with designated representatives of the Governing Board in order to consider its position and instruct its representatives regarding negotiations with employee organizations.*

Prior to the presentation on the budget and the public hearing, Bruce Burke informed those present of the schedule for the meeting, the ways in which the public could communicate with the Board – by speaking during the public hearing or by completing a card for written comments; the guidelines for speaking; and the time allowed for each speaker during the public hearing. He also stated that Spanish language and hearing-impaired sign language interpreters were present to provide assistance to those who needed those services.

## ITEM

## ACTION

### INFORMATION ITEMS

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

Information only.  
No action required  
or taken.

Roger Pfeuffer provided a Power Point presentation on the status of the projected budget deficit for 2005-2006, which began at \$17 million and through previous cuts of \$6 million was reduced to \$11 million. Projected increased in budget capacity from the State of Arizona would further reduce the projected deficit to \$8.7 million. He clarified that the development of the budget is based on the concept of the classroom-centered organization. He further explained the timeline for budgetary decisions and reviewed the recommendations for reductions to be presented to the Board at the April 12<sup>th</sup> meeting. These recommendations, if approved, would total an additional \$3.4 million in reductions. With the funding issues still being considered by the Legislature and/or other decision-making bodies and by reductions to right-size the district, TUSD could conceivably realize a contingency fund of \$3 million.

### SPECIAL MEETING RECESSED – 7:10 p.m.

Bruce Burke recessed the special meeting to begin the public hearing. He asked Adelita Grijalva to explain in Spanish the presence of interpreters for those persons who needed that service.

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

The following persons spoke during the Public Hearing:

No action required.

**Richard Bacal** – spoke as the parent of elementary school students and as a TUSD graduate; his wife is a school counselor and his mother was a board member for 12 years. Stressed the need and essential services provided by school counselors in the elementary school system.

**Todd Brown** – spoke as the school counselor at Rogers Elementary and at Miles Exploratory Learning Center in opposition to the proposed cut in counseling positions as it would not be “good for kids,” the test he uses to make any decision. Urged the board to reconsider or reject this plan as it is simply not in the interests of TUSD students or families.

## ITEM

## ACTION

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

**Col. Cesar Rodriguez** – spoke on behalf of Colonel Mike Spencer, the 355<sup>th</sup> Wing Commander, and the 6900 airmen at Davis Monthan whose children attend Smith and Borman elementary schools and other TUSD schools. He discussed the added stress and challenges military children face while attending school and the contribution school counselors make in helping these children. He asked the Board to keep the staff counselor team intact.

**Barbara Howes** – spoke as a school counselor at Davidson Elementary School, and reported on a project with a fourth grade group to raise their baseline average daily attendance which was very successful but also revealed some student issues that required more traditional counseling intervention.

**Angela Robinson** – Reynolds Elementary School counselor who discussed her return to college to get her counseling degree and that she began her counseling career in middle school and moved to elementary; through experience with counseling grants and other specialized programs, she has found that children make life decisions in kindergarten. She asked the Board to consider the data regarding the effect of counselors in the elementary grades and to reconsider a decision to cut counselors.

**Margaret Anderson** – spoke as a parent and as the President of the PTA at Reynolds Elementary School and discussed her personal experience with the school counselor and the value of the counselor to the school. She presented the Board with over 500 letters from students relating how the counselors have helped them. She asked the Board to listen to what the students had to say.

**Cathy Besich** – spoke on behalf of Soleng Tom Elementary students and all TUSD students, and related her feeling that the proposed cuts in teaching staff and the counselor would decrease student achievement by eroding the foundation of learning. She presented a chart showing rising enrollment at Soleng Tom and stated the Board needs to respect needs and concerns presented by the parents.

**Jerry Weygint** – spoke as the parent of a second grade student and the president-elect for the Parent-Teacher Organization at Soleng Tom Elementary School. He discussed the value of the counselor to the educational process, that cutting teachers would be a bad idea to balance the budget, that decision makers should be accountable for every dollar spent, and that even though with its size comes the opportunity for TUSD to become more efficient.

**ITEM**

**ACTION**

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

**Kim Anglin** – spoke on behalf of the PTSA at Soleng Tom Elementary School, and discussed the personal attention given by the school counselor during a crisis she and her family experienced. She asked the Board to reconsider cutting the counselors.

**Paul Karlowicz** – president of the Tucson Education Association. Reviewed the budget deficit and the effect of worst case scenarios. Also reviewed possible pending actions by the Legislature that might provide extra money. Suggested using Title 2 funds from Professional Development to pay for the proposed instructional coaches in demonstration classrooms which is covered under Title 2 and which would release enough money to save the nurse/librarian/counselor positions.

**Katie Maass** – stated that she has written to legislators about funding for public education; discussed the value of counselors, nurses and librarians as part of the teaching staff; and asked for consideration of more ways to increase revenue and raise funds.

**Nora Juarros** – (appeared with Olga Mercado) PACE teachers from C. E. Rose Elementary School. Spoke in support of the librarian at Rose and in opposition to cutting the librarian to half time, citing her value to teachers. She also discussed projected enrollment at Rose for 2005-2006 exceeding the number to qualify for a full time librarian. She asked the Board to reconsider this issue. She read a letter written by Stacy Shulte, a Rose teacher, in support of the librarian and the counselor.

As there appeared to be no further need for them, Bruce Burke excused the hearing-impaired sign language interpreters.

**Philip Boatright** – spoke as a concerned citizen and a psychiatric nurse in opposition to cutting counselors. He discussed his experience over 30 years of seeing adult patients who were not supported as children in their schools by a counselor who could have given direction and support and maybe made a difference.

## ITEM

## ACTION

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

**Bernadette Boschert** – spoke as an elementary school counselor in opposition to the cuts and changes to the elementary counseling program. She discussed research that indicates early and consistent intervention having the most lasting impact on a child's well being and academic potential, her personal work history going from a full time counselor at one school to being assigned to two schools and the impact that had on her effectiveness, and the negative impact of having a third school potentially assigned to her.

**Wendy Elia** – spoke as an employee and concerned parent at Blenman Elementary School in support of the Blenman counselor and her value to the school, and the need by the students to have their counselor.

**Bill Marshall** – spoke as a teacher at Utterback Middle Magnet School on the importance of counseling beginning at the elementary level, that in middle and high school it is too late to correct students' ingrained negative habits and attitudes. Asked the Board to maintain the current levels of elementary school counselors and to find a way out of the deficit that doesn't affect the classroom so intrinsically.

**Jane Fitzgerald** – spoke as a counselor at Ochoa Elementary School saying parents have eloquently expressed the need to keep school counselors and asked to give her remaining time to speak to a parent from another school (Javier Gallegos).

**Javier Gallegos** – spoke about being raised in South Tucson and coming from a single family home, and discussed the fact that there were no counselors when he was going to school and he believed that counselors would have had a major impact in his life.

**Jo Ann Moody** – spoke about what she believes to be the financial and political assault on education and the health and well being of people in this country, and presented her proposal that TUSD should go on strike for full funding for education and ask all other schools in the state to join as a crusade for our children.

**Gerri Cass** – spoke as the parent of a TUSD educated woman (Alexandra Zimmerman) who requested that her mother read an e-mail from her in support of maintaining elementary counseling positions at their current levels. Her e-mail reviewed her TUSD and college education, her successful career in finance and her belief that her elementary counselor helped lay the foundations for her achievements. She asked that the Board not cut the counselors.

**Carolyn Cushing** – a retiree who presented her support for counselors in a song with lyrics about the duties of counselors.

## ITEM

## ACTION

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

**Rosalva Meza** – spoke as the vice president of Tucson Education Association in support of using Title 2 funds, which are for teacher and administrator professional development, to place master and accomplished teachers in classrooms which would free up enough M&O monies to fund other positions such as counselors and librarians.

**Diana Carpenter** – spoke about how counselors are vitally important to the educational process, and how cutting back district counselors will severely impact the full education of lifelong learners at all levels. TUSD has a nationally/internationally recognized counseling program and she urged the Board to go forward with it.

**N. J. Utter** – spoke as a TUSD parent and a counselor in Sunnyside School District. Reported on a significant body of national research documenting the effectiveness of elementary school counselors in many areas, and comparisons of test scores of students whose schools had comprehensive guidance programs to students in schools without such programs and revealing that the former significantly outperformed the latter. Stated that counselors help minimize the barriers to learning.

**Katie Rumney** – spoke to advocate for librarians and the library program at Lineweaver Elementary School. Discussed the change in school library programs over the years and that librarians are now part of the academic team with a Board-approved library curriculum tied to academic standards. Research has demonstrated that test scores rise across socio-economic status where there are fully funded library programs with certified and qualified librarians. Stated that we need to keep funding the people that help kids learn.

**Sarah Griffiths** – spoke against making cuts that affect the classroom, that administration should be looked at first to shield the classroom as much as possible and in favor of keeping class size small especially in K-3. Asked the Board to keep working to decrease class size, go for an override and to keep the counselors and librarians.

**Pat Webster** –spoke as a parent of his frustration with the lack of funding for public education, being impressed with his child's kindergarten teachers, and his desire to help, even giving more money to TUSD so his children will have a good school.

## ITEM

## ACTION

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

**Michael Reynolds** – spoke as the neighbor of an elementary school, and criticized the district for spending money on building a new entrance to the school and other such projects while cutting back on programs for children. Suggested TUSD fire planning engineers in order to retain principals, nurses and counselors and programs for children, and to establish new and correct fiscal policy to place needs of children first. Keep the counselors.

**Kelly Espensen** – Wheeler parent and PTA president spoke about being uninformed about the budget and suggested the formation of a task force well before cuts are made to engage people and staff to come up with ideas. Commented that her son's favorite part of the day was seeing his school counselor.

**James Gittings** – Discussed that his organization, Southwestern University, funded spots in an advertising campaign to promote TUSD programs in an effort to compete for students lost to charter schools, but he was troubled by the proposal to cut school counselors. Believes counselors are the prime vehicle to deliver the personal attention that is one of the main reasons charters are appealing, so cutting counselors and counseling programs would be short sighted and counterproductive to the strategy of reducing the budget deficit by retrieving charter school students, and would undermine the quality of existing programs.

**David Rodenkirch** – spoke as a product of TUSD and the parent of a kindergarten student at Henry Elementary School. Discussed the effects of cutting direct services to students each year when there is a budget crisis resulting in more students lost to charters and other alternatives in education. Commented on the excellence of his child's teacher and the concept of community at Henry, and that cutting direct services to students devastates students, parents, the school, the neighborhood and the community and are the unintended consequences of what seems like a reasonable budget cut. Urged the Board to consider the long-term effects of decisions to be made.

**Linda Ryan** – spoke as a long time TUSD employee who has had a number of different roles in the district including being an elementary counselor and working on the LINKS project. Stated that the fiscal, anecdotal, practice and outcome data presented tonight do not begin to capture what counselors offer. Believes the proposed cut in counseling is not the best place to restructure. Reviewed the benefits children receive from counselors and encouraged the Board to find the common ground of what's good for children and allow children to continue to benefit from



## ITEM

## ACTION

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

counselor expertise without drastic compromise in service or number of positions.

**Melinda Radon** – spoke as a concerned citizen and as the community representative on the Soleng Tom School Council regarding the possible loss of teachers and the school counselor at Soleng Tom. Commented on the value of the counselor to the school and that she was the 2002 Arizona State Counselor of the Year. Urged the Board to be creative to continue funding programs. Presented suggestions from a School Council brainstorming meeting regarding next year's budget: use counselors to fill instructional coach positions to be funded with Title 2 funds; delay payment of professional development money to fund counselors; allow schools to have flexibility with 301 money to fund a need at the site such as a counselor position; encourage donations from parents to fund counselors, e.g., through fund raisers and the after-school program; solicit business sponsors; cut back on technology; sell district-owned prime properties.

**Mary Cassidy** – spoke as the counselor at Wakefield Middle School and reviewed the program she and the counselors at the three feeder elementary schools – Mission View, Hollinger and C. E. Rose – do each year to orient and prepare elementary students transitioning into Wakefield. Stated that the elementary counselors are a necessity to provide students with tools and skills for academic success, and students, parents, teachers, administrators and middle school counselors need them.

**Pat Larson** – spoke as a fifth grade teacher at Richey Elementary School, and reviewed the cuts that have been made there – principal half time; a teacher due to staffing; a curriculum specialist to make room for the instructional coach; a teaching assistant and an after-school tutor because the ASIP funds can not be used in August and September and are frozen until October. Discussed the impact these losses have had on the school's programs. Commented that three students qualified for University High.

**Anna McGarrigle** – spoke as a product of TUSD and as the PTA president of Lineweaver Elementary School. Asked the Board to not restructure the counseling program, and related situations where the Lineweaver counselor was crucial to crisis interventions with students and family situations. Commented on the importance of counselors in directing academic instruction and helping children learn tools to face challenges. Discussed the impact of a counselor not being at the right place at the right time if they are covering more than one school.

## ITEM

## ACTION

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

**Lilia Olivas** – spoke as a teacher at Mission View Elementary School and as a parent with concern about the cuts of counselors and how they will affect students. Discussed the duties, functions and value of counselors and how students need them as they face more critical times than in the past, most importantly in the elementary grades. Pledged to work hard to provide support to deal with financial crisis. Asked the Board to keep elementary counselors in each of the schools.

**Richard Montano** – high school counselor in Sunnyside and parent of TUSD students who spoke of his experience with students experiencing problems that could have been helped if they had had an elementary counselor, and of his daughters' personal experiences with their counselor at Robins who helped them overcome problems and become more successful in school. The counselor also helped him and his wife with parenting classes. Stated the district could not afford to lose even one counselor.

**Patty Mentz** – Principal of Mission View Elementary School who spoke as a veteran elementary school principal about the vital role elementary school counselors play and how they have a direct impact on student achievement. She listed some of the many ways counselors are involved in the daily work of a school and said the Board would never cut counselors if they could see the influence and effect they have on students' lives.

**Jonny Sue Perkins-Snyder** – spoke as the parent of students at Lineweaver Elementary and Doolen Middle School and as a volunteer at Lineweaver who has seen the librarian and the counselor perform in their roles and how their work affects student achievement. Commented on seeking the best education for her children which included looking at charter and private schools but is happy with her children's experience in TUSD; they enjoy and love school. Is worried the cuts would affect all the children in a negative way.

**Liz Hoover** – counselor at Mission View Elementary School who discussed her first hand experience of seeing the importance and balance that educational achievement has with critical, social and personal support. She related the story of a tragedy involving students at Mission View and the outstanding support received from the TUSD elementary school crisis team, inspiring her to remain committed to Mission View and to helping children reach their academic and personal goals.

## ITEM

## ACTION

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

**Jennifer Leigh** – spoke as a librarian who volunteers in the classroom and who supports TUSD, the GATE program, and University High School. Asked for ways to make the best use of her time, whether in the classroom or lobbying the Legislators. Requested that information be posted on the web page and services such as car pooling and babysitting be coordinated. Supports nurses, counselors and librarians.

**Susan Calhoun** – doctoral candidate in educational psychology who presented her philosophy on learning and how counselors are the people who help students develop who they are and who have the skills to teach teachers how to help their students. Asked the Board to listen to these people.

**Carmella Harmon** – Townsend Middle School counselor who spoke about TUSD's progressive, productive and data-driven guidance and counseling department, and about the fact that elementary school counselors are essential to the basic personality of elementary children and to making a significant contribution to a child's development. Implored the Board to reconsider and support the elementary school counselors.

**Wesley Harrimon** – Parent of students at Roskruge Middle Magnet School and Davis Bilingual Elementary Magnet School. Noted that information regarding the budget proposal was not on the agenda for meetings in April, the material for this meeting was not found in any public accessible location on the TUSD website, and that meeting minutes or agendas are all out of date. Believes that reassigning the counselor at Davis would be detrimental to students. Commended TUSD, the Governing Board and staff past and present for the educational opportunities and academic achievement at Davis. Discussed what he and his wife had been looking for in a school for their children and the positive effect the Davis counselor had on their decision to send their children to Davis.

### Persons who had filled out a speaker card but did not appear when their names were called:

Ann Marie Dike  
Sebastian Quinac  
Josephine Vasquez  
Arna Salazar  
Laurie Wagner  
Christine Deresai

**ITEM**

**ACTION**

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


Bruce Burke thanked the audience for their comments, their courtesy and the thoughtfulness with which they addressed the Board.

SPECIAL MEETING RECONVENED AND RECESSED TO EXECUTIVE SESSION -- 9:10 P.M.

SPECIAL MEETING RECONVENED AND ADJOURNED – 10:43 p.m.

Approved this 12<sup>th</sup> day of July, 2005.

TUCSON UNIFIED SCHOOL DISTRICT NO. ONE

By   
Adelita Grijalva, Clerk  
Governing Board

maw  
Minutes\4-11-05Special