

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

**April 15, 2014
4:30 p.m.**

MINUTES

Present:

Adelita S. Grijalva, President
Kristel Ann Foster, Clerk
Michael Hicks, Member
Cam Juárez, Member
Mark Stegeman, Member

Also Present:

Heliodoro T. Sánchez, Ed.D., Superintendent
Julie Tolleson, Lead Legal Counsel
Adrian Vega, Ed.D., Deputy Superintendent for Teaching and Learning
Yousef Awwad, Deputy Superintendent for Operations
Steven Holmes, Assistant Superintendent, Curriculum & Instruction
Abel Morado, Ed.D., Assistant Superintendent, Secondary School 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
Jim Fish, Executive Director, Equity Intervention
Anna Maiden, Chief Human Resources Officer
David Scott, Director, Accountability and Research
Eugene Butler, Interim Director, Exceptional Education
Kevin Startt, Director, Purchasing
Jeff Coleman, Director, School Safety
Bryant Nodine, Acting Director, Planning and Student Assignment
Marcus Jones, Program Manager, Bonds and Architecture
Kent Johnson, Field Technician Lead, Technology Services
Gene Armstrong, Technology Services
John Hald, Dun & Bradstreet Corporation
Robin Serna, Dun & Bradstreet Corporation
Maria Sirvas, Dun & Bradstreet Corporation
Brenda Gary, Dun & Bradstreet Corporation
Representatives from Buck Consultants
Sylvia Lovegreen, Senior Staff Assistant II to the Governing Board
Michele Gutierrez, Senior Staff Assistant I to the Governing Board
Frances Banales, President, Tucson Education Association
Alexis Huicochea, Arizona Daily Star

ITEM

ACTION

REGULAR MEETING CALLED TO ORDER – 4:33 p.m.

No action required.

ITEM

ACTION

ACTION ITEM

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| 1. Schedule an executive meeting at this time to consider the following matters: | Cam Juárez moved approval, Kristel Foster seconded. Approved unanimously in a voice vote. |
| A. Legal Advice/Instruction to Attorney pursuant to A.R.S. §38-431.03 (A)(3) and (A)(4)
1) Fisher-Mendoza | |
| 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 | |

REGULAR MEETING RECESSED – 4:33 p.m.

REGULAR MEETING RECONVENED – 6:09 p.m.

PLEDGE OF ALLEGIANCE

Ms. Grijalva’s goddaughter Avriela Almonte led the Pledge of Allegiance.

No action required.

Cam Juárez asked for a point of privilege to pay respects to 30-year employee of the District Jose Mejia, who recently passed away. Adelita Grijalva pointed out it was the anniversary of the Boston Marathon bombing tragedy and asked for a moment of silence for those victims.

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| 2. Superintendent’s Student Advisory Council (SSAC) Report | Item pulled from the agenda. |
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Ms. Grijalva advised the SSAC report would be pulled.

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| 3. Superintendent’s Report [available with this agenda item posted on the web]. | Information only. |
|--|-------------------|

Dr. Sanchez introduced the Dun & Bradstreet representatives, John Hald, Robin Serna, Maria Sirvas and Brenda Gary, who presented the District with a \$10,000 check, and STEM teachers from Mansfeld, Kirstin Bittel, and Booth-Fickett, Garrett Pierce, who have received \$2500 each from Dun & Bradstreet. One of the Dun & Bradstreet representatives and Ms. Bittel remarked on the program.

Others recognized were: Zachary Bryerton, Catalina Magnet

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ACTION

INFORMATION ITEMS (continued)

3. Superintendent's Report [**available with this agenda item posted on the web**] (continued)

High School student in the Culinary Arts program (Dr. Sanchez commented that students in the Culinary Arts program prepared meals for the principals participating in the Leadership Academy.); winning teams in the Odyssey of the Mind competition: from Vail – Coordinator and Coach Liz Benites, Coaches Lynn Curtis, Elise Kohaguar, Beth Serman and Denise Grijalva, Students Emily Curtis, Lily Clark, Julia Jarrett, Geva Ozeni Ryan Spry, Simon Wilson, Kaitlyn Wright, Jordan Grier, Shay Gutierrez, Halley Hughes, Aaron Hum, Hannah Peskin-Owens, Logan Ruth, Erika Stenson, Emily Carr, Amanda Conrad, Henry Harms, Riley Norris, Lauren Standish, Dana Stenson, Dre Baltierrez, Ben Benites, Mason Carr, Ashlynn Sherman, Kylan Smith, Natalie Reyna and Kami Warren; from Magee – Coach Marjorie Letson, Assistant Coach Joan Flannery, Students Chloe Baughn, Maxwell Breakey, Aaron Chipman, Victoria Decker, Jaqueline Diaz, Kasey Downing, Reece Enfield, Josua Gigstad, Andree Johnson, Austin Killian, Heather Lewis, Laura Letson, Victoria Norton, Victoria Garcia Ojeda, Ayden Orlando, Chase Pope, Matthew Rohrbacker, Sophia Schneider, Christian Trejo, Avalon Swanson-Reid, Marixa Zazueta Switzer and Abby Woods.

The Magee and Vail coaches made remarks. Board members congratulated the students. Dr. Sanchez commented further.

Photographs were taken with the honorees.

4. Board Member Activity Reports

Information only.

Mr. Juárez reported on participation in the Cesar Chavez training at Davis Bilingual, attendance at AIMS pep rallies, attendance at the National School Boards Conference, visits with principals representing ELI, and making site visits to Sabino, Sahuaro, Fruchthendler and Henry.

Mr. Hicks reported on attending the campus beautification project at Santa Rita and thanked central administrators Yousef Awwad and Abel Morado for their participation; attended the Carrillo Celebration of Learning; Tucson High Boys Soccer; attended the Cyclovia and thanked representatives from Ochoa, Drachman, Mission View and Roskrug for their participation; attended the Partnership meeting. He asked for a point of

ITEM

ACTION

INFORMATION ITEMS (continued)

4. Board Member Activity Reports (continued)

personal privilege and lead in the singing of Happy Birthday to Board secretary Michele Gutierrez who was working in the meeting.

Ms. Foster reported attending the opening night of *The Laramie Project* at Tucson High and encouraged everyone to attend; highlighted attendance at the National School Boards Association conference and commented that delegates' badges recorded attendance at workshops for issuing certificates; she reported on attending a session, "From Desegregation to Diversity" and a strategic planning session, and viewing Dr. Sanchez' interaction with his colleagues in the national arena.

Mr. Hicks commented on the technology Ms. Foster alluded to at the NSBA Conference. Ms. Foster elaborated further.

CALL TO THE AUDIENCE

No action required.

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

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

The following cards were held over from March 25, 2014. These persons did not come forward when their names were called:

Daisy Jenkins – African American Community Concerns
Greer Parrish – Non-Discrimination Policy

New for April 15, 2014:

Darrell Eagan – Denial of request for medical leave
Thomas Moore – Cell phones in the classroom
Kelli Gray – AIMS and other testing issues
Jana Happel – Testing pressures
Keith Van Heyningen – Failures of the District
Lillian Fox – Budget
Cesar Aguirre – Standardized testing

Board Member Comments

Ms. Grijalva commented that Dr. Sanchez had provided information in response to Board members' requests concerning

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Board Member Comments (continued)

testing and she asked him to provide that information at this time. Dr. Sanchez reported that he and Ms. Tolleson had reviewed what is required by Arizona Statute, and found that federal funding is tied to NCLB, is levied by the State and contains agreements regarding standardized testing. After legal and administrative review of statutory language and requirements, Dr. Sanchez stated as a public school district and a public school superintendent, the administration of standardized tests is required and the District is bound by legal requirements. He stated there are consequences of not being in compliance including withholding of funding.

In response to Ms. Foster's inquiry on how TUSD could support parents, Dr. Sanchez indicated that the same national bipartisan support that instituted NCLB would be required to end it.

INFORMATION ITEMS (continued)

5. Key Control Overview

Information only.

Dr. Sanchez asked Jeff Coleman to present information on the item. Mr. Coleman presented information using Power Point [available with this agenda item posted on the web]. He referred to a report to the Audit Committee made earlier, and reported on the history of key control, what is being done now, and what is planned to secure TUSD property.

Mr. Hicks commented he agreed with the card access plan and inquired about the plan regarding stolen keys. Mr. Coleman responded a police report is required and penalties are determined on a case by case investigation. He further commented that charges for lost keys at all levels were based on accountability for being responsible for having District keys.

Ms. Foster commented further regarding stolen keys.

Mr. Coleman responded to Mr. Juárez' inquiry about key inventories.

6. Semi-Annual Report of the Governing Board Audit Committee

Information only.

Dr. Sanchez deferred to the Chair of the Audit Committee, Robert O'Toole, who presented the report [available with this agenda item posted on the web]. Mr. O'Toole reported on the

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INFORMATION ITEMS (continued)

6. Semi-Annual Report of the Governing Board Audit Committee (continued)

Committee's concern regarding involvement in the awarding of the external auditor's contract. He asked the Board to consider appointing one or two Board members to the Audit Committee. Other issues highlighted in the report were the management software, the desirability for an internal auditor, and improvement in the District's audit just completed.

Mr. O'Toole indicated the next meeting would be Friday, April 25, at 2:00 p.m. in the Board Conference Room, in response to inquiries by Mr. Hicks, Mr. Juárez and Ms. Foster.

In response to Dr. Stegeman's inquiry concerning the external auditor and opinion for having the same for many years, Mr. O'Toole responded that Heinfeld Meech was the current firm and that different committee members had different opinions on the matter. Mr. O'Toole clarified that he was the Business Manager for TUSD when Heinfeld Meech was first hired. Regarding the issue of the Audit Committee being allowed involvement in the awarding of the contract for the external auditor, Dr. Stegeman commented that greater clarity should be provided and that he personally did not object to District Counsel being allowed to provide legal opinion to the Committee.

In response to an inquiry by Mr. Juárez concerning monthly financial reports, Dr. Sanchez provided information on the current difficulty in providing the reports and the efforts being made to resolve the issue. Mr. Juárez and Mr. O'Toole commented further.

Ms. Foster expressed appreciation for the joint efforts.

Dr. Sanchez stated his support for an internal auditor and commented that there was expectation of a strong recommendation for an internal auditor and for Board presence on the Audit Committee in the efficiency audit when completed.

Dr. Stegeman commented that there was no more pressing issue for the District than the ERP system. He further commented at the time the Audit Committee was chartered in 2007, the District was facing a procurement audit and legal

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ACTION

INFORMATION ITEMS (continued)

6. Semi-Annual Report of the Governing Board Audit Committee (continued)

advice was received that it was advisable for the Committee to be completely independent of the Board. He stated he was a member of the Audit Committee at that time. He added that lack of Board presence was non-typical at that time and expressed his belief there should be Board presence on the Committee now in order to move to a more typical model.

Dr. Sanchez commented on the benefit of ex-officio status of board members on the Technology Oversight Committee. He stated his recommendation post the efficiency audit would be to enact provisions in revision of the charter of the committee to provide Board presence and feedback.

To move agenda item no. 8 before agenda item no. 7.

Ms. Grijalva asked if there was no objection for item no. 8 to be moved up on the agenda to accommodate administrators present in the audience who were in attendance regarding this item.

Adelita Grijalva moved approval, Cam Juárez seconded. Approved unanimously via voice vote.

Dr. Stegeman asked that the Board vote on moving the item.

8. Administrator Professional Development for SY 2013-2014

Information only.

Dr. Sanchez reviewed two different practices implemented. The first was ILA – Instructional Leadership Academies which included elementary, middle, high and K-8 principals and assistant principals to have conversations on improving practices together. Secondly, in an effort to *grow our own*, Dr. Vega formed the LPA - Leadership Preparation Academy for existing administrators to work with SLT – Senior Leadership Team on matters including how to open new schools successfully. He indicated these are related to the Unitary Status Plan, implementation of good practices, and acting as a team and collegially.

Dr. Vega made the presentation using Power Point [available with this item posted on the web]. He invited participants to present regarding their experiences – Sandra Thiffault, Tiffany McKee, Eva Almonte, Seth Aleshire, Frank Armenta and David Davies. He reviewed the components of the Leadership Preparation

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ACTION

INFORMATION ITEMS (continued)

8. Administrator Professional Development for SY 2013-2014
(continued)

Academy program. The following persons spoke [details available via audio and video recordings posted on the web]:

Sandra Thiffault, Principal of Van Buskirk Elementary School.
Eva Almonte, Principal, Maldonado Elementary School.
Tiffany McKee, Principal, Dietz Elementary School
Frank Armenta, Principal, Cholla Magnet High School
Seth Aleshire, Principal, Pueblo Gardens K-8 School
David Davies, Assistant Principal, Gridley Middle School

Hicks commended Mr. Davies. Dr. Vega clarified the acronym “WIGMOS” – “*When I get my own school.*”

Mr. Juárez congratulated staff on the LPA program. In response to Ms. Foster’s inquiry on what made this professional development different than those in the past, Ms. Thiffault, Ms. Almonte and Ms. McKee elaborated on their experiences.

Dr. Stegeman commended this model for professional development.

Dr. Vega recognized Richard Foster for his work in this effort. Dr. Sanchez thanked the team for their work and said it would be continued next year.

Ms. Grijalva asked for a short break.

RECESS REGULAR MEETING – 8:04 p.m.

RECONVENE REGULAR MEETING – 8:23 p.m.

7. Affordable Care Act Impact on TUSD Update Information only.

Dr. Sanchez indicated this item was in response to questions about the impact of the ACA, regarding employees who are less than full time, and the District’s ability to be able to handle the additional cost. He asked Yousef Awwad to address the item.

Mr. Awwad introduced the representatives from Buck Consultants who made the presentation [available with this agenda item posted on the web].

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INFORMATION ITEMS (continued)

7. Affordable Care Act Impact on TUSD Update (continued)

Dr. Stegeman inquired regarding calculation of costs. Mr. Hicks inquired regarding effect of FMLA and how substitutes are affected. Ms. Grijalva, Mr. Juárez and Dr. Stegeman inquired regarding penalties. Mr. Awwad provided additional information.

9. Protocols and Space Planning for Governing Board Meeting Space

Information only.

Dr. Sanchez indicated this presentation is driven by the OCR complaint and the policy developed to address it. He asked Julie Tolleson and Marcus Jones to present the item. **[Information and presentation are available with this item posted on the web.]**

Ms. Tolleson reviewed the history of the OCR complaint and how it is being addressed. The remedy proposed is a system to avoid occurrence of limited space for a meeting happening again in the future.

In response to Mr. Hicks' inquiry on how other districts address this problem, Ms. Tolleson responded some have naturally larger meeting spaces, and those with smaller spaces either have not been faced with this situation, or move to high schools for *hot button* issues.

Dr. Sanchez reported the proposed site is at the former Duffy Elementary School and that adjustments are to make it a functional site. Marcus Jones presented on the project and described the team: Dr. Sanchez, Candy Egbert, Julie Tolleson, Jeff Coleman regarding Security, Mary Canty and Andrea Marafino regarding communications and livestreaming, Ray Stoddard as project manager, and Governing Board Staff. He indicated Duffy is a central location which is important.

Ms. Grijalva inquired regarding Executive Session costs. Mr. Jones and Dr. Sanchez responded. Dr. Sanchez indicated that Duffy will be the permanent site for board meetings while the Board office would remain at 1010.

In response to Mr. Hicks' question about how complaints concerning moving the meetings would be addressed, Dr. Sanchez stated the Duffy site is central and accessible by public

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ACTION

INFORMATION ITEMS (continued)

9. Protocols and Space Planning for Governing Board Meeting Space (continued)

transportation. Mr. Hicks indicated he did not object to the move.

Mr. Juárez commented and inquired regarding feasibility for other growth at the Duffy site. Mr. Jones responded there are other services currently being provided at Duffy. Dr. Sanchez reported there will be a ten-year review on facilities included in the strategic plan which will take uses of all facilities into consideration.

Dr. Stegeman commented there had been a lot of negative feedback on limited space at board meetings and he was pleased to see this was being addressed and also that a closed school was being utilized.

10. Presentation of Budget Status and Update on FY 2015 Budget

Information only.

Dr. Sanchez indicated this item regards planning for FY 2015. He asked Karla Soto to present. She presented information **[available with this item posted on the web]**. She reported that the District's current system is very manually driven and does not allow for easy retrieval of information for reports. She commended staff for their work and indicated she was looking forward to the improved ERP system.

Dr. Stegeman commented and inquired about the lower funding level and the Trust funding. Ms. Soto responded.

Ms. Foster commended on the significant decreased funding for capital funding.

Dr. Stegeman commented on the decrease in 301 funding. Mr. Awwad responded.

Dr. Sanchez commented on the Title 1 funding.

Ms. Foster asked that the Power Point be posted on the web for accessibility by the public.

Mr. Hicks expressed appreciation to Ms. Soto and her staff for

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ACTION

INFORMATION ITEMS (continued)

10. Presentation of Budget Status and Update on FY 2015 Budget (continued)

the update on the budget.

Dr. Stegeman inquired whether the reduction in federal funding affected State funding, and Ms. Soto responded that federal funds are passed through the State which could possibly reduce allocations.

Dr. Sanchez commented on three areas for consideration: student enrollment, sequestration at the federal level, and the adjustment with final formulas put forward after the Auditor General, Arizona Department of Education, and other entities do their analyses. He indicated this is still a projected budget, where the loss of 1500 students would equal \$4m of loss which could affect the \$5m carryover.

CONSENT AGENDA

Dr. Sanchez recommended approval of the Consent Agenda as presented.

11. a) Salaried critical need and replacement hires
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
g) Contracts for Administrators, Psychologists, and Research Project Managers for the 2014-2015 School Year
h) Contracts for Certificated Members of the Tucson Unified School District for the 2014-2015 School Year
i) Acceptance of the Arizona Department of Education-Funded Tucson Unified School District Math-Science Partnership (MSP) High School Project, April 1, 2014 through June 30, 2015 (Catalina, Cholla, Palo Verde, Pueblo, and Tucson Magnet High Schools, Rincon High School, and Project M.O.R.E.)
j) Amendment No. 4 to the Intergovernmental Agreement for the Provision and Administration of Dental Screening and Sealant Services Between

Cam Juárez moved approval of the Consent Agenda, Michael Hicks seconded. Approved unanimously in a voice vote.

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CONSENT AGENDA (continued)

11. Tucson Unified School District and Pima County, for the period February 2, 2014 through February 1, 2015
- k) Amendment No. 4 to the Intergovernmental Agreement Between Tucson Unified School District and Pima County Childhood Immunization Services, beginning December 13, 2013 and ending December 14, 2014
 - l) Award Request for Proposal (RFP) No. 14-68-17 – Supplemental Tutoring Services, awarded to ATS Project Success, Catapult Learning, Inc., Club Z Tutoring Services, and Martin Porres Education Services, LLC, effective upon award with annual renewal options through June 30, 2017, in the amount of \$350,000 per year, for a total of \$1.1m over three years
 - m) Award Request for Proposal (RFP) No. 14-81-14 – Core Network Equipment, awarded to two vendors: World Wide Technology, Inc. – Network security, servers and F5 load balancers with training/installation; and CDW-G-Storage Solution, effective upon award through June 30, 2014, in the amount of \$1.5m.
 - n) FY 2013-2014 Public Gifts and Donations to Schools Quarterly Report (3rd Quarter)
 - o) Acceptance of the Summary of Student Activity Funds for the Period of July 1, 2013 through February 28, 2014
 - p) Ratification of salary and non-salary vouchers for the period beginning March 1, 2014 and Ending March 31, 2014

RECESS REGULAR MEETING – 9:33 p.m.

Ms. Grijalva recessed the meeting for the public hearing and stated that the same rules apply for the public hearing as for the Call to the Audience.

PUBLIC HEARING – Proposed Performance Based Compensation Plan Portion of 2014-2015 Classroom Site Fund Plan Under A.R.S. §15-977 (Proposition 301)

**Speakers during this portion of the Public Hearing will abide by the rules governing Call to the Audience at Board meetings with the exception that each speaker will be allowed 2 minutes.

**REF: Governing Board Policy Code No. BDAA – *Procedures for Governing Board Members*

ITEM

ACTION

PUBLIC HEARING – Proposed Performance Based Compensation Plan Portion of 2014-2015 Classroom Site Fund Plan Under A.R.S. §15-977 (Proposition 301) (continued)

Dr. Sanchez invited Frances Banales and Shelly Duran to come forward to present the information. He commented the teacher evaluation classification system is still pending from the State, and the information being presented is as accurate as is possible currently.

Shelly Duran introduced the members of the 301 Committee which is new this year: Steve Courter representing teachers, Sean Wilkin representing middle schools, Sandra Thiffault representing elementary schools, and Stuart Baker representing alternative schools. Ms. Duran presented information [available on the web with this item].

Ms. Foster commented that the performance pay added this year is a State decision, not a District decision. Ms. Duran confirmed. Dr. Stegeman commented that applies to the one-third or the 40% piece, and Ms. Duran confirmed.

Ms. Banales continued with the presentation and went through the revisions to the Plan and the ratification timeline. She indicated she was asking for the Board's support.

Ms. Grijalva opened the public hearing for speakers and reviewed the protocol for speakers.

There was one Speaker:
Frances Banales, President of Tucson Education Association – requests Board approval of the 301 Performance Based Compensation Plan with over 70% of voters ratifying the Plan.

Ms. Grijalva then closed the public hearing and reconvened the Regular meeting.

RECONVENE REGULAR MEETING – 9:48 p.m.

STUDY/ACTION ITEM

12. Approval of the Performance Based Compensation Plan (Prop. 301) for School Year 2014-2015

Dr. Sanchez recommended approval of the plan as submitted.

Dr. Stegeman asked whether the performance pay goes to the

Cam Juárez moved approval, Kristel Foster seconded.

Approved unanimously in a voice vote.

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ACTION

STUDY/ACTION ITEM (continued)

12. Approval of the Performance Based Compensation Plan (Prop. 301) for School Year 2014-2015 (continued)

teacher or the school, and Ms. Banales confirmed that it goes to the teacher. Dr. Stegeman commented he would support the Plan since it appears to be in compliance with the law.

RECESS REGULAR MEETING INTO EXECUTIVE SESSION – 9:49 p.m.

Ms. Grijalva asked for a motion to recess into Executive Session.

Cam Juárez moved to go into Executive Session, Kristel Foster seconded. Approved unanimously in a voice vote.

RECONVENE REGULAR MEETING – 10:09 p.m.

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.

Cam Juárez moved to extend the meeting to 10:30 p.m., Kristel Foster seconded. Approved unanimously in a voice vote.

ACTION ITEMS

13. Administrative appointments, reassignments, and transfers – Principal, Banks Elementary School

Dr. Sanchez recommended Sean Wilken for the position

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

14. Administrative appointments, reassignments, and transfers – Principal, Borton Magnet Elementary School

Dr. Sanchez recommended Denice Contreras for the position.

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

ITEM

ACTION

ACTION ITEMS (continued)

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| 15. Administrative appointments, reassignments and transfers – Principal, Howell Elementary School

Dr. Sanchez recommended Jaquetta Alexander for the position. | Kristel Foster moved approval, Cam Juárez seconded. Approved unanimously in a voice vote. |
| 16. Administrative appointments, reassignments and transfers – Principal, Lynn-Urquides Elementary School

Dr. Sanchez recommended Samuel Luna for the position. | Kristel Foster moved approval, Cam Juárez seconded. Approved unanimously in a voice vote. |
| 17. Administrative appointments, reassignments and transfers – Principal, Sewell Elementary School

Dr. Sanchez recommended Robert Jewett for the position. | Cam Juárez moved approval, Kristel Foster seconded. Approved unanimously in a voice vote. |
| 18. Administrative appointments, reassignments and transfers – Principal, Pueblo Magnet High School

Dr. Sanchez recommended Dr. Augustine Romero for the position. | Cam Juárez moved approval, Kristel Foster seconded. Approved 3-2 in a roll call vote. Mike Hicks and Mark Stegeman voted no. |
| 19. Administrative appointments, reassignments and transfers – Director of Infrastructure Technology

Dr. Sanchez recommended Rabih Hamadeh for the position. | Cam Juárez moved approval, Kristel Foster seconded. Approved unanimously in a voice vote. |
| 20. Administrative appointments, reassignments and transfers – Director of Project Management

Dr. Sanchez recommended Scott Morrison for the position. | Cam Juárez moved approval, Kristel Foster seconded. Approved unanimously in a voice vote. |

ITEM

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ACTION ITEMS (continued)

21. Administrative appointments, reassignments and transfers – Director of Talent Acquisition Recruitment & Retention

Dr. Sanchez recommended Laura Emslie for the position.

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

22. Administrative appointments, reassignments and transfers – Director of Schools, Middle School Leadership

Dr. Sanchez recommended Michael Konrad for the position.

Dr. Stegeman commented he would not support the appointment based on the Grade received by the candidate's previous school.

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

Dr. Sanchez asked the new principals present to come forward to receive a pin and be congratulated by the board members.

Mr. Juárez and Ms. Grijalva commented.

23. Approval of LEAP 90 Academy as a District Sponsored Charter at C. E. Rose Elementary School

Dr. Sanchez asked for the Board's approval for the LEAP 90 Academy at Rose.

Cam Juárez moved approval, Mark Stegeman seconded. Approved unanimously in a voice vote.

Ms. Foster asked Dr. Sanchez to comment on what implementation of the charter will mean. Dr. Sanchez explained there was no adverse effect on the way the District operates concerning the union agreement; the purpose for innovation at Rose; and the seed money provided for funding.

24. Lease Agreement with Herencia Guadalupana Lab Schools, Inc., for the Use of Portions of the Southwest Education Center, with Authorization for the Acting Director of Planning and Student Assignment to Execute the Agreement

Dr. Sanchez commented that this agreement takes advantage of utilization of space and provides a good relationship to put services in proximity to a neighborhood that can take advantage of what is offered. He recommended approval.

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

ITEM

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ACTION ITEMS (continued)

25. RIF Plan in Accordance with the Unitary Status Plan
Dr. Sanchez indicated this is a USP required plan and recommended moving forward with the Board as presented and discussed. He reported this would be the 17th of the 27 plans required by the USP. He also stated that no one is being RIFed.

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

FUTURE AGENDA ITEMS

Ms. Foster asked for a Resolution regarding support for parents concerned about testing.

Ms. Grijalva asked for time be given to the three board members who attended the National School Boards Association to discuss various subjects they learned about.

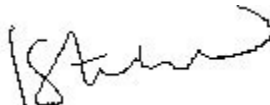
Mr. Juárez asked for an item promoting athletics for Exceptional Education students.

Mr. Hicks asked for an item investigating equity pay for sports coaches.

REGULAR MEETING ADJOURNED – 10:20 p.m.

Approved this 9th day of December, 2014.

TUCSON UNIFIED SCHOOL DISTRICT NO. ONE



By _____
Kristel Ann Foster, Clerk
Governing Board

sll/maw
Minutes\04-15-14