

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

**May 27, 2014  
5:00 p.m.**

**MINUTES**

**Present:**

Adelita S. Grijalva, President  
Kristel Ann Foster, Clerk  
Michael Hicks, Member  
Mark Stegeman, Member  
Michelle Howard, Superintendent's Student Advisory Council President

**Absent:**

Cam Juárez, 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  
Karla Soto, Chief Financial Officer  
Damon Jackson, Chief Information Officer, Technology and Telecommunications Services  
Jim Fish, Executive Director, Equity Intervention  
Brian Lambert, Program Manager, Student Equity  
Sam Brown, Director, Desegregation  
Anna Maiden, Chief Human Resources Officer  
Eugene Butler, Assistant Superintendent, Student Services  
David Scott, Director, Accountability and Research  
Kevin Startt, Director, Purchasing  
Jeff Coleman, Director, School Safety  
Bryant Nodine, Program Manager, Planning Services  
Cara Rene, Director, Communications/Media Relations  
Gene Armstrong, Technical Support Specialist II, Technology Services  
Jes Ruvalcaba, Graphic Designer, Communications  
Mary Alice Wallace, Director of Staff Services to the Governing Board  
Sylvia Lovegreen, Senior Staff Assistant II to the Governing Board  
Phil Tavasci, CEO – Educational Services Inc. (ESI)  
Student Angie Durante  
Frances Banales, President, Tucson Education Association  
Alexis Huicochea, Arizona Daily Star  
TV/Channel(s) 11, 13

**SPECIAL MEETING CALLED TO ORDER** – 5:00 p.m.

Board President Adelita Grijalva called the meeting to order.

**ITEM**

**ACTION**

**ACTION ITEM**

1. Schedule an executive meeting at this time to consider the following matters:
  - A. Student matters pursuant to A.R.S. §§15-342, 15-521, and 15-843; A.R.S. §38-431.03 (A)(2) (consideration of records exempt by law from public inspection); legal advice/instruction to attorney pursuant to A.R.S. §38-431.03 Subsections (A)(3) and (A)(4)
    - 1) Hearing Officer's Recommendations
  - 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
  - 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)
    - 1) Wrightstown

Kristel Foster moved approval, Mark Stegeman seconded. Approved 4-0 in a voice vote. Cam Juárez was not present at the meeting.

**RECESS SPECIAL MEETING** – 5:00 p.m.

**RECONVENE SPECIAL MEETING** – 6:20 p.m.

Board President Adelita Grijalva reconvened the meeting.

**PLEDGE OF ALLEGIANCE**

Student Angie Durante led the Pledge of Allegiance.

No action required.

**ITEM**

**ACTION**

**ACTION ITEM**

2. Administrative appointments, reassignments and transfers – Director, Multicultural Curriculum

Kristel Foster moved approval, Adelita Grijalva seconded.

Dr. Sánchez recommended Desiree Cueto for the position and reviewed the application and review process, including her credentials and qualifications.

The motion was subsequently tabled.

Mark Stegeman requested administrative appointments be addressed after the Call to the Audience. Adelita Grijalva indicated no Board member requested the order of business on this agenda be changed. Ms. Tolleson provided legal advice at Ms. Grijalva's request. Following legal advice, Ms. Grijalva withdrew her second; however, Kristel Foster did not withdraw the motion.

Mark Stegeman made a motion to move the Call to the Audience before the Action item; Michael Hicks seconded. Approved 4-0 in a voice vote. Cam Juárez was not present at the meeting.

Michael Hicks shared his understanding regarding the reasoning behind Action Items being agendaized after the Call to the Audience.

Ms. Grijalva then withdrew her withdrawal of the second and tabled the motion. Ms. Grijalva then asked for a motion to move the Call to the Audience before the Action Item

**CALL TO THE AUDIENCE (20 minutes)**

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:

**Gloria Copeland** – Exclusion of the public on appointments  
**Lorraine Richardson** – African American Studies Department  
**Lillian Fox** – Cost of school closings; Opt out provision for retirement  
**Sylvia Campoy** – Curriculum Audit – Desegregation and inadequate implementation of the Unitary Status Plan  
**Betts Putnam-Hidalgo** – Call to the Audience

There were no comments by Board members in response to the Call to the Audience.

## ITEM

## ACTION

### ACTION ITEM (continued)

2. Administrative appointments, reassignments and transfers – Director, Multicultural Curriculum (continued)

Ms. Grijalva reviewed Dr. Sanchez' recommendation of Desiree Cueto for the position.

Ms. Tolleson responded to Dr. Stegeman's point of order question whether a new motion and a second were required, by indicating that the motion had been tabled.

Dr. Stegeman commented on correspondence received concerning the qualifications of the candidate.

Dr. Sanchez acknowledged Ms. Cueto's presence at the meeting and the Board congratulated her.

The item was previously moved by Kristel Foster and seconded by Adelita Grijalva.

Approved 3-0 in a roll call vote. Michael Hicks abstained. Cam Juárez was not present at the meeting.

### INFORMATION ITEM

3. Boundary Review Plan Status Update

Dr. Sanchez indicated this is a required aspect of the Unitary Status Plan. He explained that the Plaintiffs were included in the process and encouraged to provide options in addition to the District's. He explained the timetable had been adjusted at the Special Master's request.

Bryant Nodine distributed materials and presented information [details available posted with the agenda item and the audio and video recordings posted on the web]. Public forums will be held beginning this week and revisions will be made afterward. The plan is to present drafts to the Board in June with the final version on July 15. He explained the Magnet Plan leads on how to look at boundaries. The plan is to present the magnet plan to the Board in either late August or early September. He explained the procedure for presentation to the Court for approval.

Dr. Sanchez commented that the magnet plan is on line and information on dates, places and time for public forums for community review is posted along with distribution made via Parent Link.

Mr. Nodine confirmed that the Court has the final decision in response to an inquiry by Mr. Hicks. Dr. Sanchez clarified that Administration is not proposing any school closing option even though that was recommended in the Efficiency Audit.

Information only.

**ITEM**

**ACTION**

**INFORMATION ITEM** (continued)

3. Boundary Review Plan Status Update (continued)

Dr. Stegeman commented that the deseg order is the law for us to comply with. Mr. Hicks expressed appreciation for the work of the Boundary Committee and Mr. Nodine.

**CONSENT AGENDA**

- 4. Salaried Critical Need and Replacement Hires
- 5. Hourly Critical Need and Replacement Hires
- 6. Substitute New Hires
- 7. Salaried Separations
- 8. Hourly Separations
- 9. Substitute Separations
- 10. Requests for Leave of Absence for Certified Personnel
- 11. Requests for Leave of Absence for Classified Personnel

Kristel Foster moved approval of the Consent Agenda Items 4-11, Michael Hicks seconded. Approved 4-0 in a voice vote. Cam Juárez was not present at the meeting.

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

**ACTION ITEMS** (continued)

12. Tucson Unified School District Medical Plan Rates for 2014-2015

Dr. Sanchez introduced the item for consideration. He pointed out that medical rates have gone up, but the Employee Benefits Trust Board, which includes Dr. Stegeman, Mr. Awwad, and Ms. Soto, has been able to maintain the cost and present opportunities to employees and dependents for savings and benefits toward a healthy lifestyle.

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

Yousef Awwad presented the Plan **[details posted on the web with the item and available via the audio and video recordings on the web]**. He reported the Trust Board voted to leave the premium the same.

Dr. Sanchez pointed out that the District is absorbing costs that are not being passed on to the employee. Ms. Grijalva commented. Dr. Stegeman pointed out additional benefits to be offered.

## ITEM

## ACTION

### ACTION ITEMS (continued)

13. Governing Board Policy JFB – *Enrollment and School Choice*

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

Dr. Sanchez commented that there was a question on why historically the enrollment process begins in December and explained that situation would be addressed. He further stated that Policy JFB does not specify a date, and that approval of the modified policy was being requested in order to be in compliance with the Unitary Status Plan.

Mr. Awwad presented information [details available posted on the web and via the audio and video recordings]. Dr. Sanchez stated flexibility is being provided to give parents more opportunity to complete the enrollment process, by beginning in December and extending to February. He also stated that at the next board meeting Technology Services would unveil the Data Dashboard which will provide detailed information on demographics and campus data in real time.

Mr. Hicks expressed appreciation that this will provide better customer service to parents and the community.

Ms. Foster stated it was her understanding that the policy was also aligning with the USP. Dr. Sanchez clarified that Legal Counsel was ensuring the policy aligned with the USP and that the improved customer service component was being enabled by real time data.

Dr. Stegeman commented on extending the open enrollment deadline and making the information available to the public. Dr. Sanchez responded on plans to do this.

Mr. Hicks emphasized that it was customer service driving this policy, not the USP.

### STUDY/ACTION ITEMS

14. Agreement with Pepper Viner Investment Company II, LLC, for the Purchase of the Former Wrightstown Elementary School, with Authorization for the Acting Director for Planning and Student Assignment to Execute the Agreement

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

Dr. Sanchez explained the history of the Wrightstown project

**ITEM**

**ACTION**

**STUDY/ACTION ITEMS** (continued)

14. Agreement with Pepper Viner Investment Company II, LLC, for the Purchase of the Former Wrightstown Elementary School, with Authorization for the Acting Director for Planning and Student Assignment to Execute the Agreement (continued)

since his arrival in the District and the agreement for sale currently being proposed **[details posted with the agenda item on the web]**. Dr. Sanchez acknowledged the work of Bryant Nodine and the Planning staff on this project.

15. Educational Services Incorporated (ESI) Presentation and Proposal for FY 2014-2015 Studied Only.

Dr. Sanchez presented information on expanding the ESI program **[details available via audio and video recordings posted on the web]** for retired administrators returning to the District, and as an incentive for teachers coming from other countries and states who are already retired to fill hard-to-fill positions.

In response to Ms. Grijalva's inquiry concerning the reason the District has two systems for returning retirees, Mr. Awwad responded that the transition is being made to having all retirees be under the ESI contract. Dr. Sanchez commented an additional ESI benefit for a retiree is not having to wait a year after retirement to return to work in the District.

Mr. Awwad introduced Phil Tabasi, a partner at Educational Services Incorporated (ESI), who reviewed the ESI program and presented the proposal using a Power Point presentation **[available posted on the web]**. His presentation also included details regarding the voluntary Opt-Out choice from the Arizona State Retirement System (ASRS).

Dr. Sanchez commented the District would be piloting the program, first for out of country, overseas, or retired persons later in their careers, to see if it proves beneficial for recruiting and retention, and it would be an option, not a requirement. He stated it would be brought back to the board after results with retired administrators are determined.

Ms. Grijalva stated this item is a Study/Action item, and that she personally felt more comfortable with the post retirement option and had many more questions about the optional retirement

**ITEM**

**ACTION**

**STUDY/ACTION ITEMS** (continued)

15. Educational Services Incorporated (ESI) Presentation and Proposal for FY 2014-2015 (continued)

plan. She indicated she wanted employee groups to have the opportunity to provide feedback, specifically about the optional retirement plan.

Ms. Foster asked for clarification concerning whether there would be two contracts and what the use of the word “lease” indicated. Dr. Sanchez responded the word is used to recruit/retain someone to fill a position who may have already retired and does not want to participate in ASRS, and that it is an option, not a requirement. Ms. Foster asked to see the two types of contracts and the differences and to study further.

Mr. Hicks stated his support for options and choices. He indicated he would want the explanation to employees to be clear if they made a decision to opt out. He expressed concern about the reactions of the employee groups.

Ms. Grijalva indicated participation in employee groups is voluntary and a choice and requires annual renewal.

Dr. Stegeman commented he saw a benefit in this option to provide mobility for persons who might not stay in Arizona.

Ms. Grijalva asked Dr. Sanchez to provide information when the item comes back to the Board about pros and cons of participation and non-participation in the retirement system.

16. Enterprise Resource Planning (ERP) Analysis

Dr. Sanchez reviewed the history of the implementation of PeopleSoft and Lawson and the problems associated with the inability of the functions to be compatible. He referred to the recommendations of the Efficiency Audit and acknowledged the expertise of Karla Soto, Damon Jackson and Anna Maiden in implementation of the ERP.

Mr. Awwad presented using Power Point **[details posted with the agenda item and via audio and video recordings on the web]**, including the selection process regarding Tyler Infinite Visions **[details posted]**. Dr. Sanchez provided additional information regarding the importance of training.

Kristel Foster moved approval of the purchase of Tyler Infinite Visions, Adelita Grijalva seconded. Approved 3-1 in a roll call vote. Mark Stegeman voted no. Cam Juárez was not present at the meeting.



**ITEM**

**ACTION**

**STUDY/ACTION ITEMS** (continued)

16. Enterprise Resource Planning (ERP) Analysis (continued)

Dr. Stegeman commented on the purchase of Lawson and the inadequate implementation of upgrades. Mr. Awwad discussed the lessons learned from past practices. Ms. Grijalva commented on the history of the Board's review prior to making an informed decision on past purchases. Dr. Sanchez commented on the change in personnel midway through implementation of the purchased software which contributed to problems. Mr. Awwad responded to Ms. Foster's questions on what contributed to the current situation. Dr. Stegeman commented that he believed the Lawson process was set up for failure from the beginning. Mr. Hicks stated proper project management and collective, consistent leadership are critical to successful implementation of systems.

Karla Soto provided information on the various features available and why Infinite Visions was selected for purchase. Dr. Sanchez commented on the automated tracking of inventory and fixed assets the ERP system will provide and integrate with the purchasing and depreciation schedule. Ms. Soto highlighted the security and business features of the system and the support provided by the vendor. Dr. Sanchez provided additional information regarding the benefits and advantages of purchasing this system. He recommended the purchase of Tyler Infinite Visions system for \$1.7m.

Ms. Soto responded to Ms. Grijalva's question regarding what the purchase price includes, the time frame for implementation, and who bears the responsibility for training. Dr. Sanchez provided additional information concerning optimum project management and training functions. Mr. Awwad responded to Ms. Grijalva's question concerning ongoing contracts with Lawson and PeopleSoft, and the expected time frame for beginning. Dr. Sanchez indicated the beginning of implementation would be a transition process between the old and new processes.

In response to Dr. Stegeman's inquiry concerning how many large districts are using this system, Mr. Awwad responded only Mesa and Gilbert are not using Infinite Visions, but that Mesa is looking at it as an option. Dr. Stegeman expressed surprise there was no competitive process, and Mr. Awwad responded on the reasoning. Dr. Sanchez responded that Tyler was an

**ITEM**

**ACTION**

**STUDY/ACTION ITEMS** (continued)

16. Enterprise Resource Planning (ERP) Analysis (continued)

approved State vendor and the advantages that provides to the District in terms of cost and time.

Mr. Hicks commented on the Audit Committee's concerns at not being included in the selection process and stated that he was doing so at the Committee's request. He inquired if the Technology Oversight Committee had been consulted. Dr. Sanchez responded to Mr. Hicks' inquiry whether business practices had been aligned to Infinite Visions related to the complicated and inflexible employee agreements; transportation; student information system. Dr. Sanchez and Mr. Awwad responded to Mr. Hicks' questions about financial information. Damon Jackson responded to Mr. Hicks' inquiry about the use of the Cloud and SharePoint systems. In response to Mr. Hicks' request, Dr. Sanchez provided assurances that this system will provide the needed resources for the District.

Ms. Foster expressed appreciation for the time and effort of staff to solve this issue.

Dr. Stegeman expressed appreciation also, but stated his concern that TUSD is the only large District in the state to use the system, and that the efficiency audit recommended a competitive process. He indicated he would not support the purchase.

Ms. Grijalva stated decisions are made with the best information available, and that the District's current systems are inefficient, require too many people, and take too long.

Dr. Sanchez assured the Board that staff would be working to ensure successful implementation of the ERP system.

**STUDY ITEMS**

17. Update to the Guidelines for Student Rights and Responsibilities (GSRR)

Studied Only.

Dr. Sanchez reviewed the Guidelines and the work being done by Brian Lambert, Jim Fish and Dani Terry in consultation with the police department, prosecutors and juvenile justice system in identifying reasons for their involvement. He also stated that

**ITEM**

**ACTION**

**STUDY ITEMS** (continued)

17. Update to the Guidelines for Student Rights and Responsibilities (GSRR) (continued)

board members were consulted regarding their specific concerns with the GSRR. Jim Fish presented results of consultations with board members. He discussed the formation of a committee to receive feedback and the main result was there was a lack of training for principals and staff regarding discipline. He encouraged board members to provide any other concerns they might have before voting on the item in June. Brian Lambert presented recommendations for changes being proposed for updating the GSRR [details posted with the agenda item on the web]. Mr. Fish provided additional information regarding training of staff in addition to teachers.

Dr. Sanchez responded to Ms. Grijalva's inquiry and explained the restructuring of staff was based on the curriculum audit and staff's being able to use the data dashboard for gathering relevant information. Mr. Fish emphasized the importance of teachers and staff having a complete understanding of the GSRR and Dr. Sanchez elaborated. Ms. Grijalva requested the timeline for training be included in the agenda item when the GSRR is brought back to the Board for approval in June.

Mr. Hicks suggested setting up information sessions for students for their understanding of the GSRR. Dr. Sanchez commented on expectations relayed to students at the beginning of each school year and Mr. Fish commented further.

Dr. Stegeman stated he liked the changes being proposed and appreciated doing training, but stated a well-written document should be clear without a lot of training. Mr. Fish responded.

Ms. Grijalva said board members should present suggestions to the Superintendent.

(During Study of Agenda Item No. 18): 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.

Mike Hicks moved to extend the meeting, Adelita Grijalva seconded. Approved 4-0 in a voice vote. Cam Juárez was not present at the meeting.

**ITEM**

**ACTION**

**STUDY ITEMS** (continued)

18. Study of Proposed FY 2014-2015 Unitary Status Plan (USP) Budget

Studied Only.

Dr. Sanchez explained the proposed budget has been sent to the Plaintiffs for review. This will be a comprehensive presentation including the timeline, staffing formulas which show increases in counseling, librarians and office personnel, and the budget.

Karla Soto presented the timeline and staffing formulas [details are available with the agenda item and via the audio and video recordings posted on the web]. Dr. Sanchez commented.

Dr. Sanchez responded to comments and inquiries by board members Foster (number of counselors), Grijalva (increasing high school librarians; magnet coordinators; Dropout Prevention and Family Outreach Coordinators; variety of curriculum); Hicks (Title 1 funding of family outreach; middle school athletic coordinators; high school athletic coordinators; coaching equity; staffing formulas); and Stegeman (class size reduction including K-1; principal discretion in budget allocation; curriculum offerings).

Sam Brown presented the proposed USP budget [details are available with the agenda item and via the audio and video recordings posted on the web].

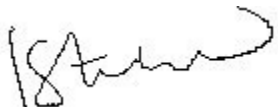
Mr. Brown and Dr. Sanchez responded to Dr. Stegeman’s question concerning funding for CRC teachers. Dr. Sanchez responded to Ms. Grijalva’s inquiry whether high school librarians were required to have a MLS (Master’s of Library Science).

Ms. Grijalva announced that Board members should submit any agenda items they wished for future meetings.

**SPECIAL MEETING ADJOURNED** – 10:25 p.m.

Approved this 10<sup>th</sup> day of March, 2015.

TUCSON UNIFIED SCHOOL DISTRICT NO. ONE



By \_\_\_\_\_

Kristel Ann Foster, Clerk  
Governing Board