Governing Board Regular Meeting
Board Room, Morrow Education Center
1010 East Tenth Street
Tucson, Arizona 85719

June 14, 2011
6:30 p.m.

MINUTES

Present:
Mark Stegeman, President
Judy Burns, Clerk
Miguel Cuevas, Member
Adelita S. Grijalva, Member
Michael Hicks, Member

Also Present:
John Pedicone, Ph.D., Superintendent
Maria Menconi, Ed.D., Interim Deputy Superintendent
Adrienne Sanchez, Interim Chief Financial Officer
Nancy Woll, Chief Human Resources Officer
John Gay, Chief Information Officer
Candy Egbert, Interim Chief Operations Officer
Martha Durkin, Lead Legal Counsel
Maggie Shafer, Assistant Superintendent, Elementary School Leadership
Edith Macklin-Iquierdo, Ph.D., Assistant Superintendent, High School Leadership
Lupita Garcia, Ph.D., Assistant Superintendent, Government Programs & Community Outreach
David Scott, Director, Accountability and Research
Shannon Roberts, Director, Employee Relations
Sean Arce, Director, Mexican American Studies
Donna Lewis, Director, Middle School Leadership
Richard Gastellum, Interim Director, High School Leadership
Holly Colonna, Director, Counseling and Guidance
Leon George, Director, Purchasing Department
Scott Bakus, Director, Alternative Education
Stuart Baker, Interim Coordinator, Distance Learning
Charlotte Patterson, Principal, Project MORE
Aaron Ireland, Teacher, Project MORE
Frank Armenta, Principal, Cholla Magnet High School
Abel Morado, Principal, Tucson High Magnet School
Dr. Brenda Even, Board Member, Pima Community College
Dr. Don Enz, State Department of Education
Mary Alice Wallace, Director of Staff Services to the Governing Board
Michele Gutierrez, Senior Staff Assistant I to the Governing Board
Jeff Coleman, Director, School Safety
Marilyn Roybal, President, Tucson Education Association
Frances Banales, Vice-President, Tucson Education Association
Bruce Slabaugh, President, AFSCME Local
Brenda Lambach, TUSD Division Chair for AFSCME
Josh Brodsky, Arizona Daily Star
TV Channels 9, 11, 13
<table>
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<tr>
<th>ITEM</th>
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<tr>
<td>REGULAR MEETING CALLED TO ORDER – 7:23 p.m.</td>
<td>No action required.</td>
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<tr>
<td>PLEDGE OF ALLEGIANCE</td>
<td>No action required.</td>
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<td>Michael Hicks led the Pledge of Allegiance.</td>
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<td>SUPERINTENDENT’S REPORT</td>
<td>No action required.</td>
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<td>During his report, John Pedicone honored</td>
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<td>the work of custodians across TUSD,</td>
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<td>particularly those receiving the work</td>
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<td>achievement <em>Best of the Best</em> for this</td>
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<td>year. Custodians from Dunham Elementary,</td>
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<td>Secrist Middle and Sahuaro High Schools</td>
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<td>were recognized for their remarkable</td>
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<td>service. He also reported on the</td>
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<td>walk-through at the new McCorkle School</td>
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<td>and the district’s new CFO, Yousef Awwad.</td>
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<td>BOARD MEMBER ACTIVITY REPORTS</td>
<td>No action required.</td>
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<td>Miguel Cuevas mentioned that he attended</td>
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<td>Sabino High School’s commencement</td>
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<td>ceremony.</td>
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<td>Judy stated that she participated in Palo</td>
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<td>Verde Magnet High School’s graduation</td>
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<td>ceremony.</td>
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<td>Adelita Grijalva reported that she</td>
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<td>attended Pueblo Magnet High School’s</td>
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<td>graduation ceremony and the Wakefield</td>
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<td>Middle School promotion.</td>
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<td>Michael Hicks commented that he recently</td>
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<td>attended the following: Bond Fiscal</td>
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<td>Oversight Committee meeting, an ABEC</td>
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<td>meeting in Phoenix, the walk-through at</td>
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<td>the new McCorkle School, graduation</td>
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<td>at Santa Rita High School and the Secrist</td>
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<td>Middle School promotion.</td>
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<td>CALL TO THE AUDIENCE</td>
<td>No action required.</td>
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<td>Mark Stegeman outlined the guidelines for</td>
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<td>speaking at Call to the Audience.</td>
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<td>The following names are carryovers from</td>
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<td>the meeting of May 10 with the subject of</td>
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<td>their comments;</td>
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<td>Clyde Phillips – Mexican American Studies;</td>
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<td>Roberto Rodriguez – Mexican American</td>
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<td>Studies;</td>
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CALL TO THE AUDIENCE (continued)

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

**Michael Ames** – AIMS scores;
**Bruce Slabaugh** – Blue Collar concerns;
**Gloria Copeland** – TUSD students needing assistance;
**Laura Leighton** – Curriculum;
**Alice Novoa** – Raza Studies;
**Marivel Roybal** – Negotiations and Reduction in Force (RIF);
**Frances Banales** – Negotiations;
**Charles Collingwood** – Turnaround model;
**Randall Bergeron** – Ethnic Studies.

Individuals whose names were called but were not present: **Tom Prezelski, Geoff Kelly, Eric Streicher, John White**

Board members commenting following Call to the Audience were Judy Burns, Adelita Grijalva, and Mark Stegeman.

INFORMATION ITEM

1. Policy Advisory Discussion as Amended by Senate Bill 1308, 2010 Legislature in Reference to Dating Abuse

   Information only. No action required.

   John Pedicone made brief introductory comments, followed by comments from Mark Stegeman, Adelita Grijalva, Miguel Cuevas and Lupita Garcia.

CONSENT AGENDA

2. a) Hourly new hires
   b) Salaried separations
   c) Hourly separations
   d) Separations for Food Services Department
   g) Addendum to Contract List for Members of the Tucson Education Association Bargaining (MBU) for the 2011-2012 School Year Approved by Board May 10, 2011
   h) Requests for Leave of Absence for Certified Personnel
   i) Requests for Leave of Absence for Classified Personnel
   j) Reauthorization of Student Activity and Auxiliary Fund Bank Accounts for FY 2011-2012

   Judy Burns moved approval of Item Nos. 2 (a-d, g-n, p-w, y-ab); Adelita Grijalva seconded. Approved unanimously.
ITEM

CONSENT AGENDA (continued)

2. k) Reauthorization of Petty Cash and Change Funds for FY 2011-2012
   l) Reauthorization of Revolving Fund and Designation of Custodian for FY 2011-2012
   m) Reauthorization of Electronic Payments Clearing Accounts for FY 2011-2012
   n) Reauthorization of Miscellaneous Receipts, Food Services Fund Clearing Account, and Electronic Payments Clearing Account for FY 2011-2012
   m) Intergovernmental Agreement between the Arizona Board of Regents on Behalf of the University of Arizona (UA) and Tucson Unified School District (TUSD) for Providing Math Training for Parents and Teachers, July 1, 2011 through June 30, 2012, with Authorization for the Superintendent to Execute the Agreement
   p) Funding Proposal: Toyota Tapestry Grant for $10,000 Awarded to Tucson High Magnet School for “Capturing Sunshine, Rainfall, and Imaginations in the Desert” Project, Effective June 15, 2011 through June 15, 2012, with Authorization for Contracts Manager to Execute the Necessary Documents
   q) Funding Proposal: Research Corporation Supplemental Partners in Science Grant for $7,000 Awarded to Tucson High Magnet School, with Authorization for Contracts Manager to Execute Necessary Documents
   r) Award of Request for Proposal (RFP) No. 12-04-16 – Consultant Services for Systemic Approach to Building Instructional Expertise and Instructional Leadership, awarded to Ardor Health Solutions; Community Outreach Program for the Deaf; Creative Networks LLC, DBA Care Resources; Dependable Nurses; Favorite Healthcare Staffing; Gabriela Rochin; Jacqueline Ortega; Jennifer Tapia, M.S., CCC-SLP, LLC; Lori Barnes, MA CCC-SLP; Mary O'Mara, SLP-PC; Premier Health Care Staffing, LLC; Team Ed; Therapy Rehabilitation; Top Echelon Contracting; VOCES; and Zarina Ltd., in an estimated amount of $150,000.00
ITEM ACTION

CONSENT AGENDA (continued)

2.  s) Award of Request for Proposal (RFP) No. 12-06-16 – Supplemental Comprehensive Exceptional Education Services, awarded to Arizona K-12 Center; AVID Center; Cambridge Education; Chris Confer Associates; Curiousita Educational; Houghton Mifflin Harcourt; G and M Consulting; Mary Bouley, M.A.; Office of the Pima County Superintendent; Pearson; Scholastic; School Improvement Network; Solution Tree; Susie Heintz; and West Ed in the estimated amount of $9,000,000.00 over five (5) years

t) Award of Construction Contract – Roskruge Elementary School – Upgrades and Renovations (Bond), awarded to Lefco, Inc., in the amount of $704,822.00 which includes the Base Bid and a 10% Contingency

u) Award of Construction Contract – High School Grandstand Renovations for Three High Schools – Catalina and Tucson High Magnet Schools and Rincon High School (Bond), awarded to Sellers and Sons, Inc., in the amount of $993,885.00 which includes the Bid and a 5% Contingency

v) Authorization to Increase Contract for Bonillas Elementary School – Upgrades and Renovations (Bond), amount increased by $30,000

w) Authorization to Increase Contract for Ochoa Elementary School – Upgrades and Renovations (Bond), amount increased by $25,000.00

y) Minutes of Tucson Unified School District Governing Board Meetings
   1) Regular Board Meeting, December 14, 2010
   2) Regular Board Meeting, January 11, 2011
   3) Special Board Meeting, January 25, 2011
   4) Regular Board Meeting, February 8, 2011
   5) Special Board Meeting, May 10, 2011
   6) Special Board Meeting, May 23, 2011
   7) Special Board Meeting, May 24, 2011

z) Acceptance of Summary of Districtwide Gifts and Donations and Student Activity Fund for the Eleven Months Ending May 31, 2011
**ITEM**

**ACTION**

### CONSENT AGENDA (continued)

2. **aa)** Ratification of salary and non-salary vouchers for the period beginning May 1, 2011, and ending May 31, 2011
   - **ab)** Statement of Charges and Resolution to Send Notice of Intent to Dismiss Certified Teacher and appoint a hearing officer as necessary to conduct dismissal hearing pursuant to A.R.S. §15-541 (Dell Hammond)

Requests to consider specific Consent Agenda items separately:
Judy Burns – 2(e, f and x); Mark Stegeman - 2(o).

In response to comments and questions from Mark Stegeman about the Consent Agenda items included in Ms. Burns’ motion, Maria Menconi, John Pedicone, Lupita Garcia, Edith Macklin-Isquierdo and Abel Morado provided additional information. Miguel Cuevas also commented.

2. **e)** Letters of Assurance for Members of the Superintendent’s Cabinet for the 2011-2012 School Year
   - **f)** Letters of Assurance for Administrators, Psychologists and Research Project Managers for the 2011-2012 School Year

Following comments from Judy Burns, John Pedicone provided additional information and recommended approval.

2. **o)** Ratification of 2010-2011 Supplementary Textbooks and Technology Materials

In response to comments from Mark Stegeman, Judy Burns, and Michael Hicks, Maria Menconi, Maggie Shafer and John Pedicone provided additional information.

2. **x)** FY 2011-2012 Utility Expenditures

Judy Burns commented.
<table>
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| 3.   | Administrative appointments, reassignments and transfers  
     – Principal, Utterback Middle School | Miguel Cuevas moved approval;  
     Mark Stegeman seconded.  
     Approved unanimously.  
     John Pedicone recommended the appointment of Cindy Mady. |
| 4.   | Administrative appointments, reassignments and transfers  
     – Principal, Fort Lowell/Townsend K-8 School | Miguel Cuevas moved approval;  
     Michael Hicks seconded.  
     Approved unanimously.  
     John Pedicone recommended John Bellisario. |
| 5.   | Administrative appointments, reassignments and transfers  
     – Assistant Principal, Vesey Elementary School | Miguel Cuevas moved approval;  
     Michael Hicks seconded.  
     Approved unanimously.  
     John Pedicone recommended Ryan Wilson. |
| 6.   | Administrative appointments, reassignments and transfers  
     – Assistant Principal, Hohokam Middle School | Miguel Cuevas moved approval;  
     Michael Hicks seconded.  
     Approved unanimously.  
     John Pedicone recommended Lupe Duran. |
| 7.   | Administrative appointments, reassignments and transfers  
     – Assistant Principal, Valencia Middle School | Miguel Cuevas moved approval;  
     Michael Hicks seconded.  
     Approved unanimously.  
     John Pedicone recommended Julio Moreno. |
| 8.   | Appointment of Student Member to the Technology  
     Oversight Committee | Michael Hicks moved to appoint  
     Damian Shindler;  
     Miguel Cuevas seconded.  
     Approved unanimously.  
     Mark Stegeman made introductory comments and pointed out that  
     the appointment is for one year. |
ACTION ITEMS (continued)

9. Appointment of Member to the Tucson Unified School District Governing Board Audit Committee

Mark Stegeman commented and clarified that this appointment is for a four-year term.

Miguel Cuevas moved to appoint Jimmy J. Lovelace; Michael Hicks seconded. Approved unanimously.

10. Adopt and Approve the TEA Consensus Agreement between TUSD and Tucson Education Association (Revised Articles Effective July 1, 2011 – June 30, 2012)

John Pedicone commented briefly and introduced Shannon Roberts. Mr. Roberts outlined the criteria included in the staff recommendation. Shannon Roberts and John Pedicone provided additional information in response to questions and comments from Adelita Grijalva, Michael Hicks, Judy Burns, Mark Stegeman and Miguel Cuevas. (Motion to approve with recommended terms and conditions, as attached and made part of these minutes. Decision does include White Collar/Food Services.)

Michael Hicks moved approval as recommended by staff; Miguel Cuevas seconded. Approved 3-1. Adelita Grijalva voted no; Judy Burns was not present for the vote.

11. Adopt and Approve the Terms and Conditions for Blue Collar Employees with Revised Articles, Effective July 1, 2011 – June 30, 2012

Shannon Roberts outlined the staff recommendations for approval. Adelita Grijalva, Miguel Cuevas and Mark Stegeman commented. (Motion to approve with recommended terms and conditions as attached and made part of these minutes.)

Michael Hicks moved to approve staff recommendation; Miguel Cuevas seconded. Approved 3-1. Adelita Grijalva voted no; Judy Burns was not present for the vote.

12. Adopt and Approve the CWA Agreement between TUSD and Communications Workers of America with the Revised Articles Effective July 1, 2011 – June 30, 2013

John Pedicone and Shannon Roberts made brief statements about the Agreement between TUSD and CWA, followed by comments from Miguel Cuevas.

Miguel Cuevas moved approval; Michael Hicks seconded. Approved 4-0. Judy Burns was not present for the vote.
## Governing Board Regular Meeting Minutes

**June 14, 2011 – 6:30 p.m.**

### ACTION ITEMS (continued)

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<td>13. Adopt and approve the ELI Agreement between TUSD and (ELI) Educational Leaders Incorporated with the Revised Articles Effective July 1, 2011 – June 30, 2012</td>
<td>Miguel Cuevas moved approval; Michael Hicks seconded. Approved 4-0. Judy Burns was not present for the vote. John Pedicone made introductory comments about the Agreement between TUSD and ELI.</td>
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<td>15. Fiscal Year 2011-2012 Tucson Unified School District Proposed Budget and Presentation</td>
<td>Judy Burns moved approval; Michael Hicks seconded. Approved 4-0. Adelita Grijalva was not present for the vote. Following brief comments from John Pedicone, Yousef Awwad presented the proposed budget and outlined factors that impact the budget. Dr. Pedicone and Mr. Awwad responded to comments and questions from Judy Burns, Mark Stegeman, Michael Hicks, and Miguel Cuevas.</td>
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<tr>
<td>16. Approval of the Notice for the <em>Truth in Taxation Public Hearing</em> (Proposed FY 2011-2012 Budget)</td>
<td>Michael Hicks moved approval; Miguel Cuevas seconded. Approved 4-0. Adelita Grijalva was not present for the vote. Yousef Awwad made a brief presentation followed by comments from Judy Burns, Mark Stegeman, Michael Hicks and John Pedicone.</td>
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**ITEM**

**ACTION ITEMS** (continued)

17. Arizona School Boards Association Legislative Action
    Agenda Proposals for FY 2011, with Directions to the
    Governing Board’s Representative to the Delegate
    Assembly for Voting Priorities

Judy Burns shared her perspectives on how the Board’s
representative should address the proposals during the Delegate
Assembly. Mark Stegeman also commented. The motion included
authorization for Board Member Miguel Cuevas to take action on
behalf of board members during the ASBA Legislative Meeting on
June 25, 2011 and to act on other proposals during the meeting
for the benefit of TUSD.

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<td>17.</td>
<td>Judy Burns moved approval; Michael Hicks seconded. Approved unanimously.</td>
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**STUDY/ACTION ITEMS**

18. Board Leadership – Requested by Board Clerk Judy Burns

Judy Burns outlined her rationale for bringing this item to the
Board. Miguel Cuevas commented.

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<td>18.</td>
<td>Judy Burns moved to remove Mark Stegeman as President as of July 1 and place Miguel Cuevas in the position of President. Motion died for lack of a second.</td>
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Michael Hicks moved to request that Dr. Pedicone arrange a retreat for
Governing Board Members to address Board practices; Mark Stegeman
seconded. Approved 4-1. Judy Burns voted no.
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<td><strong>STUDY/ACTION ITEMS</strong> (continued)</td>
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<td>19. Alternative Education Re-Design</td>
<td>Adelita Grijalva moved approval; Michael Hicks seconded. Approved 4-1. Judy Burns voted no.</td>
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<td>John Pedicone made introductory comments followed by a presentation from Edith Macklin-Isquierdo. Also providing information during the presentation were Charlotte Patterson, Aaron Ireland, Frank Armenta, Stuart Baker, Don Enz and Brenda Even. Board members commenting and/or asking questions were Judy Burns, Miguel Cuevas, Adelita Grijalva, and Mark Stegeman.</td>
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<td>Consideration of extending the meeting beyond the 10:00 p.m. curfew in accordance with Governing Board Policy BDAA – <em>Procedures for Governing Board Members</em></td>
<td>Michael Hicks moved to extend the meeting; Mark Stegeman seconded. Approved 4-1. Judy Burns voted no.</td>
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<td>21. Addition of Public Relations Coordinator/Director Position for TUSD – Requested by Board Member Michael Hicks</td>
<td>Michael Hicks moved to create the position; Adelita Grijalva seconded. Approved unanimously.</td>
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<td>John Pedicone provided information on the proposed addition of the position. Michael Hicks, Judy Burns, Mark Stegeman and John Pedicone discussed several aspects related to the creation of such a position—job title, e.g., director, coordinator, etc.; number of employees to be included in the department; possible costs; approach to marketing our school district; and the supervisory chain of command.</td>
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<td>In addition to authorizing the position, the motion included the development of a job description for Board review and approval prior to advertising the position.</td>
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<td>FUTURE AGENDA ITEMS</td>
<td>No action required.</td>
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Adelita Grijalva requested a presentation on data tracking high school students from entrance in 2007 to graduation in 2011, including a breakdown on numbers for each class. She also requested an update on the curriculum and professional development departments and plans for them in 2011-2012.

John Pedicone commented.

REGULAR MEETING ADJOURNED – 10:07 p.m.

Approved this 14th day of February, 2012.

TUCSON UNIFIED SCHOOL DISTRICT NO. ONE

By Michael Hicks, Clerk
Governing Board
We recommend that the Board adopt all tentative agreements between TEA and TUSD.
Additionally,
We recommend the following:
For the Consensus Agreement
- Cap the health insurance contribution at $5,007.80 and guarantee no more than a 9.5% premium increase
- Eliminate the Employee Profile that is used to determine who will be placed in the transfer pool and if all certified staff assigned in an area to be reduced are highly qualified and appropriately certified and none are on a Plan for Improvement, Principals are required to determine who will be placed in the transfer pool in the event a reduction of staff is required at the site.
- Adopt the consolidated contract language as proposed by staff
- Eliminate the requirement for written recommendations for improvement.
- Eliminate the requirement that if the District creates a Charter School all teachers will be members of the bargaining unit.

For the White Collar Food Service agreement
- Cap the health insurance contribution at $5,007.80 and guarantee no more than a 9.5% premium increase
- Applications for employment are submitted electronically only.
- Elimination of the “bumping” process in which any layoff is determined by the inverse order of classification seniority
- All minimally qualified applicants as screened by Human Resources will be forwarded to the hiring authority for further screening if necessary and the district will not be limited to only the five (5) most senior applicants.
- Layoff and wage protection dates will be set at 2000.
- Promotions and Voluntary Demotion compensation will be consistent with CWA language.

And finally, we recommend the Board approve a 3% increase to the base pay for these
We recommend that the Board adopt all tentative agreements between AFSCME and TUSD. Additionally,

   We recommend the following:

   • Cap the health insurance contribution at $5,007.80 and guarantee no more than a 9.5% premium increase

   • Temporarily suspend certain portions of Article 23 so that the District may work collaboratively with AFSCME to ultimately create a pilot program for bus routing and assignments to be in effect no later than January 2012,

   • For Leaves of Absence other than Family Medical Leaves, the employees will pay the cost of their insurance premiums

   • Implement a progressive and cumulative discipline program.

And finally, we recommend the Board approve a 3% increase to the base pay for these employees.