Tucson Unified School District No. 1  
Governing Board Special Meeting  
Duffy Community Center  
5145 E. Fifth Street  
Tucson, Arizona

September 23, 2014  
4:00 p.m.

MINUTES

Board Members 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, Teaching and Learning  
Steven Holmes, Assistant Superintendent, Curriculum & Instruction  
Abel Morado, Ed.D., Assistant Superintendent, Secondary Leadership  
Ana Gallegos, Assistant Superintendent, Elementary/K-8 Leadership  
Eugene Butler, Assistant Superintendent, Student Services  
Stuart Duncan, Chief Operations Officer, Engineering, Facilities and Planning  
Damon Jackson, Chief Information Officer, Technology and Telecommunications Services  
Anna Maiden, Chief Human Resources Officer  
Clarice Clash, Senior Director, Curriculum Development  
Richard Foster, Senior Director, Professional Development  
Holly Colonna, Director, Counseling and Guidance  
Scott Morrison, Director, Project Management  
Herman House, Director, Secondary School Leadership  
Michael Konrad, Director, Middle School Leadership  
Jimmy Hart, Director, African American Studies  
Maria Figueroa, Director, Mexican American Student Services  
Roxanne Begay-James, Director, Native American Studies  
Donna Johnson, Director, Health Services  
Martha Taylor, Director, Advanced Learning Experiences  
Charles McCollum, Interim Director, Career & Technical Education, and Sponsor, Superintendent’s Student Advisory Council  
Jeff Coleman, Director, School Safety and Staff  
Bob Kramer, Acting Director, Instructional Technology  
Nancy Mueller, Senior Budget Analyst, Financial Services  
James Baker, CWA – Calendar Committee Member  
George Youngerman, Parent – Calendar Committee Member  
Sandra Thiffault, Principal, Mary Belle McCorkle Academy of Excellence K-8  
Lourdes Vidrio, 4th Grade Teacher, Van Buskirk Elementary School
SPECIAL MEETING CALLED TO ORDER – 4:02 p.m.
Board President Adelita Grijalva called the meeting to order.

ACTION ITEM

1. Schedule an executive meeting at this time to consider the following matters:
   
   A. Legal Advice/Instruction to Attorney pursuant to A.R.S. §38-431.03 (A)(3) and (A)(4)

   1) Fisher-Mendoza

   Mr. Juárez moved approval, Dr. Stegeman seconded. Approved 3-0 in a Voice Vote. Ms. Foster and Mr. Hicks were not present for the vote.

RECESS SPECIAL MEETING – 4:02 p.m.

RECONVENE SPECIAL MEETING – 5:08 p.m.

Board President Adelita Grijalva reconvened the meeting.

PLEDGE OF ALLEGIANCE
The Pledge of Allegiance was led by Cam Juárez.

STUDY ITEMS

Ms. Grijalva stated she had a request to move agenda item no. 5 up on the agenda and if there were no objections, it would be addressed now. There were no objections.

5. 2015-2016 Tucson Unified School District Calendar
   Studied only.

Dr. Sanchez indicated there were three calendar options to be reviewed by the Board. He indicated the options would be on the
STUDY ITEMS (continued)

5. 2015-2016 Tucson Unified School District Calendar (continued)

Internet for a survey and vote by staff and community members prior to being presented to the Board for action. He asked Dr. Vega to make the presentation.

Dr. Vega introduced the calendar options [available on the web with this agenda item] worked on by the committee. Committee members Frances Banales and George Youngerman presented the options. Ms. Banales presented the process for developing the options. She explained that Option A is a rollover of the current calendar with a start date of August 8, and presented the parameters. Mr. Youngerman presented Option B with a start date of August 6 with a shorter fall break and a week-long Thanksgiving break. He presented Option C with a start date of August 10, a similar fall break, a week long Thanksgiving break, and a shorter Spring break. Ms. Banales reviewed the summary of the calendars [available on the web with this agenda item]. She indicated the community and staff would be surveyed, with the information being brought back to the Committee prior to a recommendation being presented to the board for approval.

Dr. Sanchez asked for any recommendations or considerations for the Committee before surveying would begin. He addressed another option which was administratively driven but wasn’t recommended by the Calendar Committee.

In response to Ms. Grijalva’s question if the Committee had looked at high absentee days when developing the calendars, Ms. Banales said that was a consideration when the calendar for the past two years had been developed, but the new proposal of the week-long Thanksgiving break was a result of high absenteeism when the break consisted of only Thursday and Friday. When Ms. Grijalva asked how these options compare with neighboring districts, Mr. Youngerman indicated only BASIS ends after Memorial Day, and other districts are starting around August 10.

Ms. Banales responded to Ms. Foster’s inquiry about the grading periods in Options B and C.

Dr. Stegeman asked what the fourth option was. Dr. Sanchez explained Option D would have a later start date on August 24, but after feedback from teachers, it was determined the earlier start date was important for students to have preparation time for AP
ITEM

STUDY ITEMS (continued)

5. 2015-2016 Tucson Unified School District Calendar (continued)

tests and the later start date would take away time for other assessments. He also indicated it would have a $1 million implication. In response to Dr. Stegeman’s inquiry why there would be a cost for the same 180 days of instructional time, Ms. Banales explained the ending date would be after Memorial Day which would add another paid holiday to the school year. Dr. Vega asked Nancy Mueller to explain the cost. She explained Option D would mean there would be eleven paid holidays in the school year rather than the ten currently, and that every additional day of contract time costs $1 million. She further explained that eliminating another holiday in order to add Memorial Day would have to be negotiated in the employee agreements, and that this was not in the charge to the Calendar Committee. Ms. Grijalva commented that the significantly later start date of August 24 would present a problem to parents who would have to arrange for child care between the time summer programs end and the school year began. Ms. Banales also stated the Committee decided three options for the community to consider would be more desirable than providing too many to choose from. Option D was ruled out because of all the significant changes it would cause.

Mr. Juárez expressed appreciation to the Calendar Committee for its work and his agreement that fewer options to choose from was a good idea. He inquired how the potential conflict with sports programs would be resolved. Ms. Banales explained that the fall and spring break are no longer mandatory so sports activities can continue. Schedules for sports events that may occur during the Thanksgiving break are not available yet.

Mr. Youngerman commented further on the reasons for limiting the options to three, and Mr. Juárez agreed and asked about any feedback on the proposal for the shorter spring break in Option B. Ms. Banales stated the expectation that the survey would provide that feedback. She indicated teachers were reluctant for too much of a change in the calendar since the current calendar has been in effect for only two years.

Ms. Banales responded to Dr. Stegeman’s question if a three day break for Thanksgiving had been considered – Wednesday, Thursday and Friday, by indicating it was likely absences would begin a day earlier on Tuesday. He asked about the difference in the length of the fall and spring semesters. Dr. Vega indicated it was merely the way the dates fell and options were similar to the
ITEM

STUDY ITEMS (continued)

5. 2015-2016 Tucson Unified School District Calendar (continued)

current calendar. Dr. Stegeman asked if information could be received on calendars in the neighboring districts.

Ms. Banales responded to Mr. Hicks’ inquiry that there is no additional financial impact from the three options presented.

Mr. Youngerman commented that the calendar options would result in an earlier August start if projected for roll over in the 2016 and 2017 school years.

Mr. Juárez asked if the week-long Thanksgiving break in Options B and C would have implications for preparation for testing. Ms. Banales indicated the options were not increasing time off, just rearranging days by shortening the fall break and increasing Thanksgiving days off.

Dr. Sanchez indicated a recommendation would be brought back to the Board supported by a majority of persons responding to surveys presented through various means to the community and staff, e.g., the TUSD web, Facebook, etc.

At this point Ms. Grijalva excused the Spanish interpreter as no one indicated a need for interpreter services.

INFORMATION ITEMS

2. Superintendent’s Report [available on the web with this agenda item] Information only.

Dr. Sanchez acknowledged the work of Jes Ruvalcaba for the photos both in his presentation and the pre-meeting slide show, and for his photography of many special events in the District. He reviewed the monies owed to Arizona School Districts by the State resulting from the 301 Proposition approved by the voters in 2000. TUSD’s share for this year would have been $15 million. He reviewed the State’s funding per pupil which was also reduced by the State this year. He reviewed the enrollment at the Early Childhood Learning Centers which has exceeded the goal of 150 by December for Brichta at 150 today and at Schumaker at 170 today. He explained that finding qualified teachers and care givers was preventing a further increase in enrollment. He invited Board members to visit the Centers. He stated some parents are
INFORMATION ITEMS (continued)

2. Superintendent’s Report (continued)

considering TUSD for their children’s future education. Using the data from the Data Dashboard contained in the report, he provided an update on the 27:1 classroom ratio initiative. In response to a previous question from Dr. Stegeman, he provided information on the cost in dollars and additional teachers required to lower the classroom ratio in Kindergarten to 18:1. He explained that the current classroom ratio in Kindergarten is already fairly close to 18:1. He reported to the Board that the District’s 5-year Strategic Plan has been nominated as a semi-finalist by the Metropolitan Pima Alliance Common Ground Award for its unique community involvement. He also reported that TUSD won the Arizona Forward Governor’s Award for Energy and Technology Innovation for the Solar Generation Project, and reported on the ongoing solar project implementation in the District. He invited the Board to attend the first quarterly update on the Strategic Plan to be held on Saturday, September 27, to report to the public on the status of progress on the Strategic Plan.

Ms. Foster offered congratulations on the District recognitions, and asked how the $45 reduction per student by the State translates to the budget. Dr. Sanchez explained the formula would be ($45 x 49,000 students) ÷ 12 to give the monthly reduction, and outlined other consistent costs to the District which would not be replenished or replaced. Ms. Foster indicated by calculation that would be $2.2 million.

Dr. Sanchez responded to Dr. Stegeman’s request for additional information on current Kindergarten classes and which sites have space available for additional Kindergarten classes. He explained the available space information would be part of the report on the Superintendent’s goal regarding facilities assessment.

INFORMATION AND STUDY ITEMS (continued)

3. Presentation on Unitary Status Plan (USP) Implementation – Advanced Learning Experiences (ALE)
7. Breakout Sessions for Roundtable Discussions concerning the Development of Policies Resulting from the Findings of the Curriculum and Efficiency Audits

Dr. Sanchez explained that items 3, 4 and 7 would be merged into
ITEM | ACTION
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INFORMATION AND STUDY ITEMS (continued)

3. Presentation on Unitary Status Plan (USP) Implementation – Advanced Learning Experiences (ALE) (continued)
7. Breakout Sessions for Roundtable Discussions concerning the Development of Policies Resulting from the Findings of the Curriculum and Efficiency Audits (continued)

He asked Dr. Vega to introduce Mr. Butler to make the first presentation on Diversity. Dr. Vega reviewed the strategic priorities related to Diversity and introduced Mr. Eugene Butler.

**Strategic Priority 1: Reflective Curriculum and Breakout Session** [presentation on Priority 1 available posted on the web with agenda item #4; curriculum materials regarding the Breakout Session available posted on the web with agenda item #7]

Mr. Butler presented the information on the development of a consistent curriculum. He noted that information would be updated throughout the course of the year. Dr. Sanchez noted that the work of the Multicultural and Culturally Relevant Pedagogy Directors is done within this priority.

Mr. Juárez commented.

Dr. Sanchez randomly drew names for the two groups of Board Members for the breakout session on curriculum policy. Ms. Foster and Dr. Stegeman worked with Dr. Clarice Clash as facilitator, and Mr. Hicks, Mr. Juárez and Ms. Grijalva worked with Mr. Steve Holmes as facilitator. Using articles provided in the agenda packets or from personal beliefs, Dr. Sanchez instructed Board members to identify ten ideas, phrases, thoughts, or concepts essential and necessary for TUSD to be successful in the future. Two minutes and 30 seconds were allotted for the exercise.

Dr. Sanchez then asked Dr. Clash and Mr. Holmes to facilitate in
ITEM ACTION

INFORMATION AND STUDY ITEMS (continued)

3. Presentation on Unitary Status Plan (USP) Implementation – Advanced Learning Experiences (ALE) (continued)
7. Breakout Sessions for Roundtable Discussions concerning the Development of Policies Resulting from the Findings of the Curriculum and Efficiency Audits (continued)

Strategic Priority 1: Reflective Curriculum and Breakout Session [presentation on Priority 1 available posted on the web with agenda item #4; curriculum materials and the roundtable report regarding the Breakout Session available posted on the web with agenda item #7] (continued)

their respective groups a common list of ten terms based on the previous ideas compiled. Three and a half minutes were allotted for this part of the exercise.

Dr. Sanchez asked each group, using their lists of ten terms, to prioritize the top five terms relevant to a written component of a curriculum specific policy. A few minutes were allotted for this part of the exercise.

Dr. Sanchez asked each group, using the five terms collected, to write a one sentence, high-level statement as the objective of the policy. Four minutes were allotted for this part of the exercise.

As the final step in this exercise, Dr. Sanchez asked each group to write a one-sentence, encompassing purpose statement, beginning with “The purpose of this policy is …” A few minutes were allotted for this part of the exercise.

Dr. Sanchez asked Mr. Holmes and Dr. Clash to read the purpose and objective statements prepared by each group. Mr. Holmes and Dr. Clash presented the statements concerning a curriculum policy.

Dr. Sanchez asked one board member from each group to work together with Mr. Holmes and Dr. Clash to consolidate the objective and purpose statements. [The round table report on curriculum is posted on the web with agenda item #7].
ITEM

INFORMATION AND STUDY ITEMS (continued)

- Presentation on Unitary Status Plan (USP) Implementation – Advanced Learning Experiences (ALE) (continued)
- Update on the Superintendent’s Goals for 2014-2015 – Diversity (continued)
- Breakout Sessions for Roundtable Discussions concerning the Development of Policies Resulting from the Findings of the Curriculum and Efficiency Audits (continued)

**Strategic Priority 4: Advanced Learning Opportunities and Breakout Session** [presentation on Priority 4 available posted on the web with agenda item #4; professional development materials and the roundtable report regarding the Breakout Session available posted on the web with agenda item #7]

In response to a request for an update on dual language programs, Dr. Vega stated that dual language is classified as an advanced learning opportunity (ALE), so that would be included with this priority of the strategic plan. He asked Martha Taylor to present the item. Ms. Taylor presented information on the successes of the program in three categories: outreach to families; targeted recruitment of students in collaboration with Jimmy Hart in African American Studies, Maria Figueroa in Mexican American Student Services, Holly Colonna in Counseling and Guidance and Helen LePage in GATE; and programmatic changes in access and provision of opportunities. She indicated there were successes for all students district-wide in the various programs of ALE. She reported on support programs put in place this year for all students.

Ms. Taylor indicated she has worked closely with Ignacio Ruiz and that he would make the presentation on the dual language program.

Mr. Ruiz presented the update on the dual language program, the progression of the immersion model, increased enrollment, professional development, parent engagement, marketing and recruitment, collaboration and partnership with the University of Arizona, and the creation of a two-way dual language website. He also mentioned the partnership with the Embassy of Spain and a Cultural Center in Mexico and the hiring of two teachers from Spain.

Mr. Ruiz invited three persons to present: Sandra Thiffault, Principal of Mary Belle McCorkle Academy of Excellence K-8;
ITEM (continued)

INFORMATION AND STUDY ITEMS (continued)

3. Presentation on Unitary Status Plan (USP) Implementation – Advanced Learning Experiences (ALE) (continued)


7. Breakout Sessions for Roundtable Discussions concerning the Development of Policies Resulting from the Findings of the Curriculum and Efficiency Audits (continued)

Strategic Priority 4: Advanced Learning Opportunities and Breakout Session [presentation on Priority 4 available posted on the web with agenda item #4; professional development materials and the roundtable report regarding the Breakout Session available posted on the web with agenda item #7] (continued)

Lourdes Vidrio, 4th Grade Teacher, Van Buskirk Elementary School; and Mrs. Maria Chavez Barajas, Parent, Hollinger K-8 and Tucson High Magnet School. Ms. Thiffault presented a brief report on the dual language program at McCorkle. She thanked the Board for its support for dual language. Ms. Vidrio commented regarding teaching dual language in fourth grade at Van Buskirk.

Mrs. Barajas commented in Spanish with Mr. Ruiz translating concerning her children’s dual language education at Hollinger and Tucson High.

Dr. Sanchez commented on the strength and support for the dual language program being offered currently.

Mr. Ruiz and Dr. Sanchez responded to Ms. Grijalva’s questions concerning the dual language program as a District-initiated program and not subject to changes by sites.

Ms. Foster commented on the higher salaries and bonuses Call Centers offer for bilingual employees; that she looked forward to dual language be included in ALE presentations next year with achievement data, highlighting not only Mexican American and African American students, but also Native American and Asian American students. Dr. Sanchez indicated information would be presented again in the Spring with updates included on those areas referenced by Ms. Foster.

Ms. Grijalva commented on the difficulty in recruiting dual language teachers and suggested working with employee groups to pay them more. Dr. Sanchez indicated all high needs areas would be reviewed to ways to increase recruitment.
ITEM ACTION

INFORMATION AND STUDY ITEMS (continued)

3. Presentation on Unitary Status Plan (USP) Implementation – Advanced Learning Experiences (ALE) (continued)
7. Breakout Sessions for Roundtable Discussions concerning the Development of Policies Resulting from the Findings of the Curriculum and Efficiency Audits (continued)

**Strategic Priority 4: Advanced Learning Opportunities and Breakout Session** [presentation on Priority 4 available posted on the web with agenda item #4; professional development materials and the roundtable report regarding the Breakout Session available posted on the web with agenda item #7] (continued)

Dr. Stegeman asked for hard copies of the presentations. Ms. Grijalva responded that electronic copies might be sufficient for those who could view them online. Dr. Sanchez said the presentation would be sent to the Board and posted online.

**Regarding Professional Development**, Dr. Sanchez randomly drew names for the two groups of Board Members for the breakout session on professional development. He asked Damon Jackson to facilitate discussions with Mr. Juárez and Ms. Grijalva, and Richard Foster to facilitate discussions with Ms. Foster, Dr. Stegeman and Mr. Hicks.

Using articles provided in the agenda packets or from personal beliefs, Dr. Sanchez instructed Board members to identify ten ideas, phrases, thoughts, or concepts related to professional development. Two minutes and 30 seconds were allotted for the exercise.

After the groups reduced their lists of ten to five, Dr. Sanchez asked the groups to consolidate the list to an Executive Summary.

Dr. Sanchez asked the facilitators to report from their respective groups. Mr. Jackson reported on the discussions with Mr. Juárez and Ms. Grijalva. Mr. Foster reported on the discussions with Ms. Foster, Dr. Stegeman and Mr. Hicks.

Dr. Sanchez reported that at the conclusion of the meeting, Ms. Grijalva and Ms. Foster will work with Mr. Holmes to merge the results of the discussions on curriculum policy, and that Mr. Juárez and someone from the Foster/Stegeman/Hicks group would work
INFORMATION AND STUDY ITEMS (continued)

3. Presentation on Unitary Status Plan (USP) Implementation – Advanced Learning Experiences (ALE) (continued)
7. Breakout Sessions for Roundtable Discussions concerning the Development of Policies Resulting from the Findings of the Curriculum and Efficiency Audits (continued)

**Strategic Priority 4: Advanced Learning Opportunities and Breakout Session** [presentation on Priority 4 available posted on the web with agenda item #4; professional development materials and the roundtable report regarding the Breakout Session available posted on the web with agenda item #7] (continued)

with Mr. Foster to merge the results of the discussions on professional development policy.

**Strategic Priority 2: Recruitment and Retention** [presentation on Priority 2 available posted on the web with agenda item #4]

Dr. Sanchez stated that Anna Maiden would present on the Strategic Priority 2. Ms. Maiden stated the District’s commitment to diversity and the goal of matching the teacher and student populations. She stated that the collection of data is required under the Unitary Status Plan. Referring to the Power Point, she presented the information on the four areas in each of the recruitment and retention categories in the plan as stated in the Unitary Status Plan.

In response to Ms. Foster’s question concerning whether the District conducts surveys on job satisfaction, or exit surveys, and Ms. Grijalva’s suggestion that exit surveys would be a good idea, Ms. Maiden indicated exit interviews could be implemented with the new software being used by Human Resources, and advised that the Unitary Status Plan requires data to be collected on various aspects of job applications and reasons for accepting or rejecting positions.

Ms. Maiden responded to Mr. Juárez’ inquiry that there were plans to attend various conferences [list included in the Power Point] and colleges/universities to recruit as required in the Unitary Status Plan, based on standards of evaluation.

In response to Ms. Foster’s inquiry concerning which of the
ITEM ACTION

INFORMATION AND STUDY ITEMS (continued)

3. Presentation on Unitary Status Plan (USP) Implementation – Advanced Learning Experiences (ALE) (continued)
7. Breakout Sessions for Roundtable Discussions concerning the Development of Policies Resulting from the Findings of the Curriculum and Efficiency Audits (continued)

Strategic Priority 2: Recruitment and Retention [presentation on Priority 2 available posted on the web with agenda item #4] (continued)

colleges in the list were historically African American institutions, Dr. Sanchez identified those as Tuskegee, Texas Southern University and Prairie View A&M, and indicated that the African American community under the leadership of Daisy Jenkins was reaching out to contacts for them, and also contacting local fraternities and sororities.

In response to Ms. Grijalva’s inquiry concerning Chicano and African American Studies at the University of Arizona, Arizona State University and NAU, Ms. Maiden indicated the District would partnership with the College of Education at these institutions.

Mr. Juárez suggested considering both cultural and science programs, and commented that the National Association of Multicultural Education Conference would be meeting in Oro Valley in November.

RECESS SPECIAL MEETING – 7:56 p.m.

RECONVENE SPECIAL MEETING – 8:06 p.m.
ITEM  

INFORMATION AND STUDY ITEMS (continued)

3. Presentation on Unitary Status Plan (USP) Implementation – Advanced Learning Experiences (ALE) (continued) 3. Information only.

Committee Governance and Breakout Session [committee governance materials and the roundtable report regarding the Breakout Session available posted on the web with agenda item #7]

Dr. Sanchez stated that the session on committee governance was the result of a recommendation from the Efficiency Audit. He randomly drew names for the two groups of Board Members for the breakout session on committee governance. He asked Julie Tolleson to facilitate discussions with Dr. Stegeman and Ms. Grijalva, and Anna Maiden to facilitate discussions with Ms. Foster, Mr. Juárez and Mr. Hicks.

Using articles provided in the agenda packets by Ms. Tolleson and Ms. Maiden, Dr. Sanchez instructed Board members to identify ten key components – purpose, function, and necessity – related to committees. Two and a half to three minutes were allotted for the exercise.

The lists of ten were reduced to five components, from which the objective and purpose of a policy were derived. Ms. Tolleson and Ms. Maiden reported on the discussions of the two groups.

There was an approximate ten-minute interruption in the audio and video livestreaming and recordings at this point in the meeting due to an automatic rebooting of the computers.

Strategic Priority 3: World Language Options [presentation on Priority 3 available posted on the web with agenda item #4]

Ignacio Ruiz presented the information on the World Language Options Strategic Priority. He responded to Mr. Hick’s inquiry about other languages such as French by indicating there may be others added, that these – Chinese, Arabic and Korean – are the examples identified by data points.
ITEM 5

INFORMATION AND STUDY ITEMS (continued)
3. Presentation on Unitary Status Plan (USP) Implementation – Advanced Learning Experiences (ALE) (continued)
7. Breakout Sessions for Roundtable Discussions concerning the Development of Policies Resulting from the Findings of the Curriculum and Efficiency Audits (continued)

Strategic Priority 5: Community Engagement [presentation on Priority 5 available posted on the web with agenda item #4]

Dr. Vega called on Eugene Butler to make the presentation. Mr. Butler presented the information on the goal of community engagement included in strategic priority 5 and highlighted the activities and programs for accomplishing the goals. He indicated this is a requirement of the Unitary Status Plan.

Mr. Hicks commented.

In Summary – Dr. Sanchez summarized the list of priorities and the policies addressed at this meeting – curriculum, professional development and committee governance. Policies remaining to be addressed are early education and data analysis. The policies addressed at this meeting will be presented to the Board for study in October for possible action in November. He emphasized that the Board’s input into policies was critical to provide direction to the Superintendent and the Administration.

6. Arizona Revised Statutes §15-511 – Requested by Board President Adelita Grijalva

Ms. Grijalva requested this item to be brought back on another date.

SPECIAL MEETING ADJOURNED – 8:47 p.m.

Approved this __14th__ day of October, 2014.

TUCSON UNIFIED SCHOOL DISTRICT NO. ONE

By ____________________________
Kristel Ann Foster, Clerk
Governing Board