

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

**August 28, 2012
4:00 p.m.**

MINUTES

Present:

Miguel Cuevas, President
Michael Hicks, Clerk
Adelita S. Grijalva, Member – *arr. @ 4:18 p.m.*
Mark Stegeman, Member
Alexandre Borges Sugiyama, Ph.D., Member – *arr. @ 4:05 p.m.*

Also Present :

John Pedicone, Ph.D., Superintendent
Martha Durkin, Lead Legal Counsel
Maria Menconi, Ed.D., Interim Deputy Superintendent
Abel Morado, Ed.D., Assistant Superintendent, Secondary Leadership
Maggie Shafer, Assistant Superintendent, Elementary/K-8 Leadership
Lupita Garcia, Ph.D., Assistant Superintendent, Government Programs & Community Outreach
Candy Egbert, Chief Operations Officer
John Gay, Chief Information Officer
Pam Palmo, Interim Executive Director of Human Resources
Jim Fish, Executive Director, Student Equity and Intervention
David Scott, Director, Accountability and Research
Cara Rene, Director, Communications and Media Relations
Augustine Romero, Ph.D., Director, Multicultural Curriculum
Jeff Coleman, Director, School Safety, & Staff
Sam Brown, Interim Director, Desegregation
Marcus Jones, Program Manager, Bonds and Architecture
Bryant Nodine, Program Manager, Planning Services
Chris Baker, Strongpoint Research
Mary Alice Wallace, Director of Staff Services to the Governing Board
Sylvia Lovegreen, Senior Staff Assistant II to the Governing Board
Frances Banales, President, Tucson Education Association
Alexis Huicochea, *Arizona Daily Star*
TV Channels 4, and 11/13

SPECIAL MEETING CALLED TO ORDER – 4:03 p.m.

ITEM

ACTION

ACTION ITEMS

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| 1. Schedule an executive meeting at this time to consider the following matters – | |
| A. 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) | Mark Stegeman moved approval; Michael Hicks seconded. Approved 3-0. Adelita Grijalva and Alex Sugiyama were not present for the vote. |
| 1) Superintendent's contract | |
| 2) Superintendent evaluation based on achievement of goals | |
| 3) 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 | |
| 4) Administrative appointments, reassignments and transfers | |
| B. Legal advice/instruction to attorney pursuant to A.R.S. §38-431.03 Subsections (A)(3) and (A)(4) | |
| 1) Settlement of OCR complaint - Hamway | |
| C. Discussions or consultations with designated representatives of the public body in order to consider its position and instruct its representatives regarding negotiation for the purchase, sale or lease of real property pursuant to A.R.S. §38-431.03 Subsection (A)(7) | |
| 1) School sites update on agreements | |
| D. Discussions or consultations with designated representatives of the public body in order to consider its position and instruct its representatives pursuant to A.R.S. §38-431.03 Subsection (A)(5) | |
| 1) Negotiations with employee organizations | |

ITEM

ACTION

SPECIAL MEETING RECESSED – 4:03 p.m.

SPECIAL MEETING RECONVENED– 6:38 p.m.

PLEDGE OF ALLEGIANCE

Lupita Garcia led the Pledge of Allegiance.

Miguel Cuevas and John Pedicone expressed appreciation for Lupita Garcia’s service to the TUSD educational community.

CALL TO THE AUDIENCE (20 minutes)

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

- Leigh Burkey** – TUSD school calendar
- Terry Higuera** – Contract for John Pedicone
- Gloria Copeland** – Fair play and equity for students
- Lisa Stark** – 2013 school calendar
- David Morales** – Frustrations with TUSD
- Frances Banales** – Facilities plan and collaboration

Miguel Cuevas commented briefly following the Call to the Audience.

INFORMATION ITEMS

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|---------------------------------|------------------------------------------|
| 2. Update on School Master Plan | Information only.
No action required. |
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Bryant Nodine and Chris Baker presented the update and participated in the discussion with Mark Stegeman, Martha Durkin, Miguel Cuevas, John Pedicone, Michael Hicks, Adelita Grijalva, and Alex Sugiyama.

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|------------------------------------------------------|------------------------------------------|
| 3. Analysis of School Improvement – School by School | Information only.
No action required. |
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John Pedicone, Maggie Shafer, and Abel Morado provided the analysis and responded to comments and questions from Miguel Cuevas, Mark Stegeman, Michael Hicks, and Alex Sugiyama.

ITEM

ACTION

INFORMATION ITEMS (continued)

4. Board Member Report on Technology Oversight Committee (TOC)

Information only.
No action required.

Mark Stegeman and Michael Hicks reported that since neither of them was able to attend the TOC meeting, there was no report.

ACTION ITEMS

5. Superintendent's Contract

Mark Stegeman, Adelita Grijalva, Miguel Cuevas, and Alex Sugiyama shared their perspectives on the vote for the Superintendent's contract. John Pedicone commented on the process allowed through Arizona statute for boards to approve contracts for superintendents. Dr. Pedicone expressed his appreciation for the vote of confidence. The contract is for the period July 1, 2012 – June 30, 2014.

Miguel Cuevas moved approval of the contract discussed in executive session; Alex Sugiyama seconded. Approved 3-1. Mark Stegeman voted no and Michael Hicks abstained.

6. Superintendent Performance Pay Based on Evaluation of Achievement of Goals, July 2011 – June 2012

Miguel Cuevas reported that pursuant to Arizona Revised Statute, the Board evaluated the Superintendent in executive session. Using a performance evaluation instrument with the goals delineated, the Board assessed the measure of achievement attained for each goal. In accordance with Dr. Pedicone's contract, the total eligible Pay for Performance amount would be \$73,858.00. Based on the Board's weighted evaluation, the award of \$35,248.73 (47.72% of the eligible amount), would be made to Dr. Pedicone as pay for performance.¹

Miguel Cuevas moved approval as presented; Michael Hicks seconded. Approved 4-0. Mark Stegeman abstained.

Mark Stegeman commented briefly.

¹See Minutes of Regular Board Meeting for September 11, 2012 for Correction in the Calculation of the Superintendent's Pay for Performance Award for 2011-2012

ITEM

ACTION

ACTION ITEMS (continued)

7. Administrative Appointments, Reassignments and Transfers – Assistant Principal, Roberts/Naylor K-8
Michael Hicks moved approval; Alex Sugiyama seconded. Approved unanimously.
John Pedicone recommended Sean Wilken. Adelita Grijalva commented briefly.

8. Administrative Appointments, Reassignments and Transfers – Assistant Principal, Tucson High Magnet School
Michael Hicks moved approval; Alex Sugiyama seconded. Approved 4-1. Mark Stegeman voted no.
John Pedicone recommended Carolyn Jones. Abel Morado provided additional information in response to comments and questions from Mark Stegeman, Adelita Grijalva and Miguel Cuevas.

9. Award of Construction Contract – Borton Magnet School – Renovation for K-5 Status, Phase II (bond), awarded to ESB Modular Manufacturing, Inc., in the amount of \$1,922,200.00 which includes the bid and a 10% contingency (Note: Final approval and issuance of a purchase order is subject to approval of the Desegregation Court.)
Michael Hicks moved approval; Mark Stegeman seconded. Approved unanimously.

John Pedicone introduced this item and commented during the discussion. In response to comments and questions from Michael Hicks and Miguel Cuevas, Sam Brown and Marcus Jones provided additional information. Martha Durkin provided legal advice.

10. 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 (Richard Powell)
Alex Sugiyama moved approval; Mark Stegeman seconded. Approved 4-0. Michael Hicks was not present for the vote.

John Pedicone recommended approval pursuant to executive session.

ITEM

ACTION

STUDY/ACTION ITEMS

11. Report to the Board on the Multicultural Social Studies Curriculum Development Process and Discussion of Processes for Community Input on Multicultural Education

Studied only.
No action taken.

John Pedicone, Maria Menconi and Augustine Romero presented the report and participated in the discussion with Miguel Cuevas, Mark Stegeman, Michael Hicks, Adelita Grijalva and Alex Sugiyama.

12. Report of the Subcommittee on Policies

Approved policies may be viewed on the District web page – www.tusd1.org

Action

- a) Governing Board Policy Code EI – *Insurance Programs* (revision)

Miguel Cuevas moved approval; Alex Sugiyama seconded.

Miguel Cuevas provided an overview of this policy. Martha Durkin responded to comments and questions from Mark Stegeman, Michael Hicks, Alex Sugiyama and Adelita Grijalva.

Following further discussion, the motion was withdrawn.

Studied only. No action taken.

- b) Governing Board Policy Code EBAA – *Reporting of Hazards/Warning Systems – Pesticide/Herbicide* (revision)

Mark Stegeman moved approval; Alex Sugiyama seconded. Approved unanimously.

Miguel Cuevas commented briefly.

- c) Governing Board Policy Code IHBA – *Education of Section 504 Disabled Students*

Michael Hicks moved approval; Alex Sugiyama seconded. Approved unanimously.

Following introductory comments from Miguel Cuevas, Michael Hicks, Mark Stegeman, John Pedicone, Maria Menconi, Martha Durkin and Adelita Grijalva participated in a discussion.

ITEM

ACTION

STUDY/ACTION ITEMS (continued)

12. Report of the Subcommittee on Policies (cont.)

Approved policies may be viewed on the District web page – www.tusd1.org

Action (cont.)

- d) Governing Board Policy Code GBDA – *Procedure for Resolution of Conflicts between Staff and Administration* (eliminate)

Alex Sugiyama moved approval; Adelita Grijalva seconded.

Miguel Cuevas, Mark Stegeman, Martha Durkin, and Adelita Grijalva briefly discussed this policy.

Following further discussion, the motion was withdrawn.

Studied only. No action taken.

- e) Governing Board Policy Code JIHB – *School Resource Officer Program* (eliminate)

Mark Stegeman moved approval; Alex Sugiyama seconded. Approved unanimously.

Miguel Cuevas commented briefly.

- f) Governing Board Policy Code EDA – *Efficient Paper Utilization* (eliminate)

Mark Stegeman moved approval; Michael Hicks seconded. Approved unanimously.

Brief comments were made by Miguel Cuevas.

- g) Governing Board Policy Code GBD – *Resolution of Matters of Mutual Concerns* (eliminate)

Alex Sugiyama moved approval; Michael Hicks seconded. Approved 4-1. Mark Stegeman voted no.

Miguel Cuevas outlined rationale for eliminating the policy. Mark Stegeman and Martha Durkin also commented.

Study

*12(h, i, l, m, n and o) were studied as a group. No action was taken.

- h) Governing Board Policy Code DD – *Funding Proposals, Grants, and Special Projects* (new)

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- i) Governing Board Policy Code DDA – *Funding Sources Outside the School System* (new)

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ITEM

ACTION

STUDY/ACTION ITEMS (continued)

12. Report of the Subcommittee on Policies (cont.) Approved policies may be viewed on the District web page – www.tusd1.org

Study (continued)

*12(h, i, l, m, n and o) were studied as a group. No action was taken.

- j) Governing Board Policy Code EEAEAA – *Drug and Alcohol Testing for Commercially Licensed Drivers* (new) Studied only. No action taken.
- k) Governing Board Policy Code EGAEA – *Electronic Mail* (new) Studied only. No action taken.
- l) Governing Board Policy Code KCD – *Public Gifts and Donations to Schools* (new) *
- m) Governing Board Policy Code IHBF – *Homebound Instruction* (revision) *
- n) Governing Board Policy Code IIEA – *High School Subject Taken in Seventh and Eighth Grades* (revision) *
- o) Governing Board Policy Code A – *District Mission, Vision and Values* (revision) *
- p) Governing Board Policy Code EJC – *Electronic Mail* (eliminate) Studied only. No action taken.
- q) Governing Board Policy Code GBBCA – *Staff Health – Communicable Disease* (eliminate) Studied only. No action taken.

Miguel Cuevas commented briefly about the policies submitted for study, Item Nos. (h-q). Michael Hicks, Mark Stegeman and Martha Durkin commented briefly, particularly on Items No. 12 (j) and (k).

SPECIAL MEETING ADJOURNED – 9:41 p.m.

Approved this 12th day of March, 2013.

TUCSON UNIFIED SCHOOL DISTRICT NO. ONE

By _____
Kristel Ann Foster, Clerk
Governing Board

ba
Minutes\8-28-12Special