

TUCSON UNIFIED SCHOOL DISTRICT  
GOVERNING BOARD  
AGENDA FOR SPECIAL MEETING\*

TIME: May 22, 2018  
4:00 p.m.

PLACE: Multipurpose Room  
Duffy Community Center  
5145 East Fifth Street  
Tucson, Arizona

In Attendance: Board Members Mark Stegeman, President; Kristel Ann Foster, Clerk; Adelita S. Grijalva, Michael Hicks and Rachael Sedgwick; Superintendent Dr. Gabriel Trujillo and General Counsel Robert S. Ross, Jr. The complete attendance record is attached.

Details regarding presentations and discussions are available via agenda items and the audio and video recordings posted on the Governing Board page on the TUSD Internet at [www.tusd1.org](http://www.tusd1.org).

CALL TO ORDER – 4:21 p.m.

Board Member Attendance was established via a call for the roll. Those in attendance were Rachael Sedgwick, Adelita Grijalva, Michael Hicks and Mark Stegeman. Kristel Foster was not present for the roll call. Superintendent Dr. Gabriel Trujillo and General Counsel Robert Ross were present for this action.

ACTION ITEM

- 4:00 p.m.
1. Schedule an executive meeting at this time to consider the following matters: **APPROVED** Moved: Sedgwick; **Seconded: Stegeman. Passed 4-0 (Voice Vote).** Kristel Foster was not present for the vote.
    - 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 Officers' Recommendations (3)
    - 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); and consideration of records exempt by law from public inspection (A)(2)
      - 1) Administrative Appointments, Reassignments and Transfers
        - Principal, Steele Elementary School
        - Principal, Lawrence 3-8 School
        - Principal, Utterback Middle School of the Arts
    - 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) Verizon Wireless Lease – Dunham Elementary School
- 2) Child-Parent Centers Lease Agreement
- 3) Former Keen Elementary School – Amendment to Flowers and Bullets Lease

D. Discussions or consultations with designated representatives of the public body in order to consider its position and instruct its representatives pursuant A.R.S. §38-431.03 Subsections (A)(5); legal advice/instruction to attorney pursuant to A.R.S. §38-431.03 (A)(3) and (A)(4)

- 1) Negotiations with employee organizations

#### ACTION ITEM

MOTION AND VOTE TO RECESS SPECIAL MEETING TO EXECUTIVE SESSION **SPECIAL MEETING RECESSED TO EXECUTIVE SESSION – 4:21 p.m.**

#### RECESS SPECIAL MEETING TO EXECUTIVE SESSION

#### ACTION ITEM

MOTION AND VOTE TO ADJOURN EXECUTIVE MEETING AND RECONVENE SPECIAL MEETING – appx 6:00 p.m. **6:12 p.m. – Reconvene Special Board Meeting** Multipurpose Room  
Duffy Community Center  
5145 East Fifth Street  
Tucson, Arizona 85711

6:00 p.m.

**PLEDGE OF ALLEGIANCE – Led by Hugo Valenzuela, Maximilien Lautaine and Edouard Lautaine, 3<sup>rd</sup>, 2<sup>nd</sup> and 1<sup>st</sup> grade Tully Elementary Magnet School student, respectively.**

**Board Member Attendance was established via a call for the roll. Those in attendance were Kristel Foster, Adelita Grijalva, Michael Hicks and Mark Stegeman. Rachael Sedgwick was not present for the roll call. Superintendent Dr. Gabriel Trujillo and General Counsel Robert Ross were present for the roll call.**

#### INFORMATION ITEMS

2. Awards and Recognitions **INFORMATION ONLY** Dr. Trujillo presented the Awards and District Recognitions. Details are available via the video and audio recordings on the web.

3. Superintendent's Report **INFORMATION ONLY** Dr. Trujillo thanked Board members who were able to attend end-of-year student and staff recognition events and thanked the departments that worked to make them happen. Additionally, Dr. Trujillo congratulated Herman House for being named President of the Arizona Interscholastic Board.
4. Board Member Activity Reports **INFORMATION ONLY** Board Members reporting activities were Michael Hicks, Rachael Sedgwick, Adelita Grijalva, Kristel Foster and Mark Stegeman.

CALL TO THE AUDIENCE (20 Minutes) *(Pursuant to Governing Board Policy No. BEDB, at the conclusion of the Call to the Audience, the Governing Board President will ask if individual members wish to respond to criticism made by those who have addressed the Board, wish to ask staff to review a matter, or wish to ask that a matter be put on a future agenda. No more than one board member may address each criticism.)* Board President Mark Stegeman read the protocol for CTA. Persons who spoke at Call to the Audience were: Jerry Schuster re: Substitute teacher benefits; Wanda Buchanan re: School counselor ratio of 500 to 1; Cindy Graybill re: Request for regular-size Payday; Blanca Arredondo (via Spanish Interpreter) re: Against elimination of Tully Magnet Elementary School Community Liaison Position; Jeff Anglin re: Do not renew ESI contract; Valetina Lautaine re: Support for the School Community Liaison at Tully Magnet Elementary School; Heather Bartlett re: Healthcare increases; Michael Boreale re: Request that employees in ELI do not get overlooked for pay increase.

Board President Mark Stegeman asked for a motion to extend the Call to the Audience until such time that everyone who had submitted a card could speak. **APPROVED** Moved: Foster; Seconded: Grijalva. Passed Unanimously (Roll Call Vote). Michael Hicks, Mark Stegeman and Kristel Foster commented.

CALL TO THE AUDIENCE (continued):

Carlos Cardona Morales re: TUSD and quality schools; Susie Anderson re: Board's Mission Statement and how can the public help; Cece Alday re: Support for school counselors; Audrey Cunneely re: Support for Budget Scenario 4; CC White re: Support for school counselors; Jude Glass re: Share the wealth when it comes to raises; Dolores de Vera re: Substitute teachers and outsourcing; Janetta Peck re: Fair compensation for all; Aracely Huney re: Support for the School Community Liaison at Tully Magnet Elementary School; Courtney Farmer re: Pay raises for school bus drivers; Lillian Fox re: Budget and Deseg attorneys; Jay Christopher re: School counselors at TUSD; Paul Stapleton-Smith re: Budget and fair wage allocation; Steven Valencia re: Fair wage allocation; Jane Locke re: Retain quality teachers with pay increase; Guadalupe Heinnger re: Support for REDforED; Maria Mendez re: Recognize school bus drivers as support staff; Arthur Bassett re: Asked for a moment of silence for Santa Fe, Texas victims and display budget data in ways that people can understand; and Peter Herran re: Support for Budget Scenario 2.

Board President Mark Stegeman asked if Board members wanted to respond to Call to the Audience.

Adelita Grijalva asked that the Board be provided with information regarding the DIT (District Initiated Transfer) of the School Community Liaison at Tully Magnet Elementary School addressed by several individuals.

Kristel Foster (speaking in Spanish) thanked and expressed her appreciation for the individuals whose English is not their primary language and who addressed the Board in Spanish. Kristel Foster then repeated her comments in English.

Rachael Sedgwick responded to comments made by several individuals regarding the ESI contract and asked for the contract to be agendaized for the next Board meeting as well as the addition of an item regarding desegregation as it pertains to the lawyers the district is working with the arguments that have been filed recently.

Board President Mark Stegeman responded to comments made by several individuals regarding the DIT situation at Tully Magnet Elementary School, desegregation counsel, USP and funding for teachers.

CONSENT AGENDA (Items 5-7) Dr. Trujillo recommended approval of the Consent Agenda. Michael Hicks asked to address item #7 separately. Board President Mark Stegeman proposed to address items on the Consent Agenda Individually. Rob Ross provided legal advice.

5. Impact Aid Application Process Documentation **APPROVED** Moved: Stegeman; Seconded: Sedgwick. Passed Unanimously (Voice Vote).
6. Approval to use a Cooperative Contract for Expenditures in Excess of \$250,000 for Student Information System Software Licenses Renewal **APPROVED** Moved: Foster; Seconded: Grijalva. Passed Unanimously (Voice Vote). Dr. Trujillo and Blaine Young presented information and responded to Board inquiries. Board members commenting and/or asking questions were Rachael Sedgwick, Mark Stegeman and Kristel Foster. Rob Ross provided legal advice.
7. Approval of Request for Proposals (RFP) 18-78-C20 – District Wide Visitor Tracking System **NO ACTION TAKEN – ITEM MAY COME BACK WITH FURTHER INFORMATION PROVIDED** Dr. Trujillo, Blaine Young, Martha Taylor, Alma Iniquez and Andrew Agnew provided information and responded to Board inquiries. Board members commenting and/or asking questions were Mark Stegeman, Adelita Grijalva, Michael Hicks, Kristel Foster and Rachael Sedgwick.

### ACTION ITEMS

8. Administrative Appointments, Reassignments and Transfers – Principal, Steele Elementary School **APPROVED – JESSICA HARRIS** Dr. Trujillo recommended Jessica Harris for the position. Moved: Hicks; Seconded: Foster. Passed Unanimously (Voice Vote).
9. Administrative Appointments, Reassignments and Transfers – Principal, Lawrence 3-8 School **APPROVED – ZULEMA STANDBROOK** Dr. Trujillo recommended Zulema Standbrook for the position. Moved: Grijalva; Seconded: Hicks. Passed Unanimously (Voice Vote).
10. Administrative Appointments, Reassignments and Transfers – Principal, Utterback Middle School of the Arts **APPROVED – TARANIKA SANDERS** Dr. Trujillo recommended Taranika Sanders for the position. Moved: Foster; Seconded: Hicks. Passed Unanimously (Voice Vote).

RECESS SPECIAL MEETING – 8:48 p.m.

RECONVENE SPECIAL MEETING – 8:53 p.m.

### STUDY/ACTION ITEM

11. Budget Study Session #6, to Include Discussion of the ESI Contract **APPROVED SCENARIO 2 (SEE ATTACHED?)** Moved: Hicks; Seconded: Grijalva. Passed 3-2 (Roll Call Vote). Rachael Sedgwick and Mark Stegeman voted no. Dr. Trujillo introduced Renee Weatherless who presented information to the Board. Board members commenting and/or asking questions were Mark Stegeman, Michael Hicks, Adelita Grijalva, Kristel Foster and Rachael Sedgwick. Rob Ross provided legal advice.

Board President Mark Stegeman asked for a motion to address item #18 next. **APPROVED** Moved: Foster; Seconded: Grijalva. Passed Unanimously (Voice Vote).

### INFORMATION ITEM

18. Update on the Family Life Curriculum **INFORMATION ONLY** Dr. Trujillo introduced Cindy Coleman and Rev. Stephanie Hamilton who presented information and responded to Board inquiries. Board members commenting and/or asking questions were Rachael Sedgwick, Kristel Foster, Mark Stegeman and Michael Hicks.

Following legal advice, Board President Mark Stegeman asked and received unanimous consent to address Future Meeting Dates and Agenda Items next.

**FUTURE MEETING DATES AND AGENDA ITEMS (A board member may propose future agenda item(s), with limited discussion. The discussion should center around the purpose of placing the item on the next most appropriate agenda for consideration and action as necessary. Ref: Governing Board Policy BEDB)**

Kristel Foster requested an item regarding TUSD's non-discrimination policy including where the district stands on students and gender and use of bathrooms.

Rachael Sedgwick reminded administration that she has requested two agenda items previously which have not been addressed, and asked that they be agendaized for the next meeting. She also asked that all of the items that were not addressed tonight automatically go onto the next meeting agenda.

10:00 p.m. MOTION AND VOTE TO ADJOURN OR EXTEND SPECIAL BOARD MEETING  
10:10 p.m. – Special Board Meeting Adjourned

The following agenda items were not addressed:

**ACTION ITEMS**

12. Governing Board Policy BEDB – *Board Meeting Agenda Posting and Organization*
13. Governing Board Policy DIF – *Audits/Financial Monitoring* (new)
14. Proposed Revisions to the Charter of the Technology Oversight Committee (TOC) – Requested by Board Member Rachael Sedgwick

**STUDY/ACTION ITEMS**

15. 2018-2019 School Year Renewal of Employee Benefits
16. Revision of Administrative and Instructional Spending Targets – Requested by Board President Mark Stegeman

**INFORMATION ITEM**

17. GSRR (Guidelines for Student Rights and Responsibilities) Code of Conduct Update

## STUDY ITEM

### 19. Performance Based Compensation Plan (Prop 301) for School Year 2018-2019

#### ADJOURNMENT

- One or more Governing Board members will/may participate by telephonic or video communications.
- Names and details, including available support documents, may be obtained during regular business hours at the TUSD Governing Board Office.
- Persons with a disability may request a reasonable accommodation, such as a sign language interpreter, by contacting Translations/Interpretations Services at 225-4600. Requests should be made as early as possible to arrange the accommodation.
- Upon request, TUSD will provide a certified interpreter to interpret Governing Board meetings whenever possible. Please contact Translations/Interpretations Services at 225-4672 at least 72 hours prior to the event. Every effort will be made to honor requests for interpretation services made with less than 72 hours' notice.
- Previa petición, TUSD proporcionará un intérprete certificado para interpretar la agenda de las reuniones de la Mesa Directiva o de proporcionar los servicios de interpretación en la reuniones de la Mesa Directiva cuando sea posible. Favor de contactar los Servicios de Traducción/Interpretación al teléfono 225-4672 cuando menos 72 horas antes del evento. Se hará todo lo posible para proporcionar los servicios de interpretación realizados con menos de 72 horas de anticipación.
- If authorized by a majority vote of the members of the Governing Board, any matter on the open meeting agenda may be discussed in executive session for the purpose of obtaining legal advice thereon, pursuant to A.R.S. 38-431.03 (A)(3). The executive session will be held immediately after the vote and will not be open to the public.
- The order of items on this agenda may be modified during the meeting at the discretion of the Board President or upon a motion to amend the order of business which is approved by a 2/3 vote of the Board.

Record of Attendance

Present:	Mark Stegeman Kristel Ann Foster Adelita S. Grijalva Michael Hicks Rachael Sedgwick	President Clerk Member Member Member <i>[arr @ 6:15 p.m.; after the second roll call]</i>
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Also Present Senior Leadership:	Gabriel Trujillo, Ed.D. Robert S. Ross, Jr. Blaine Young Mark Alvarez  Renee Weatherless Janet Rico-Uhrig	Superintendent General Counsel Chief Technology Officer Interim Assistant Superintendent, Elementary/K-8 Leadership Executive Director, Finance Executive Director, Human Resources
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Administrative Staff:	Demetrius Lee Martha Taylor Maura Clark-Ingle Maricela Meza Kevin Startt Jeff Coleman + Staff Jimmy Hart Maria Federico Brummer Lorenzo Lopez  Roxanne Begay-James Alma Iniquez  Janna Acevedo Tina Stephens Dan Erickson Michael Konrad Matt Munger Kathleen Scheppe Michelle Valenzuela  Andrew Agnew Sally Jacunski  Jeff Sawyer  Theresa Tenace	Internal Auditor Senior Director, Desegregation Director, Exceptional Education Director, Employee Relations Director, Purchasing Director, School Safety Director, African American Studies Director, Multicultural Curriculum Director, Culturally Responsive Pedagogy & Instruction Director, Native American Studies Director, Family Engagement and Community Outreach Director, Magnet Department Director, Title I, Grants and Federal Programs Director, Advanced Learning Experience (ALE) Director, Middle School Leadership Director, Secondary Leadership Director, Elementary/K-8 Leadership Interim Director, Communications and Media Outreach Manager, Support Services, Technology Services Sr. Graphic Designer, Communications and Media Outreach Behavior Specialist, African American Student Services Principal, Mary Meredith K-12 School
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Support Staff:	Mary Alice Wallace Sylvia L. Lovegreen Michele Gutierrez Nicholas Roman Miguel Carrion	Director of Staff Services to the Governing Board Senior Staff Assistant II to the Governing Board Senior Staff Assistant I to the Governing Board Administrative Assistant, Superintendent's Office Video Technician, Communications and Media Outreach
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Special Board Meeting  
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	Gene Armstrong Jes Ruvalcaba	Technical Support Specialist II, Technology Services District Photographer, Communications & Media Outreach
	Jose Luis Medina	Spanish Interpreter, Language Acquisition
Employee Group Representatives:	Michael Boreale Jason Freed Peter Herran	Executive Director, Educational Leaders, Inc. (ELI) President, Tucson Education Association (TEA) President, AFSCME
Guest Presenters:	Cynthia Coleman Rev. Stephanie Hamilton	Committee Member, Family Life Curriculum Committee Member, Family Life Curriculum
Media:	TV Channel 9	

There were approximately 150+ people in the audience.  
Mark Stegeman presided and called the meeting to order at 4:21 p.m.  
Special Meeting recessed to Executive Session at 4:21 p.m.  
Special Meeting reconvened at 6:12 p.m.  
Special Meeting recessed at 8:48 p.m.  
Special Meeting reconvened at 8:53 p.m.  
Special Meeting Adjourned at 10:10 p.m.

Approved this 12<sup>th</sup> day of June, 2018.

TUCSON UNIFIED SCHOOL DISTRICT NO. ONE

By \_\_\_\_\_  
Kristel Ann Foster, Clerk  
Governing Board

*\*Revised 5/22/18*

## Scenario 2 – Apply \$11M to Teachers and \$3.8M to All Other Non-Admin Staff

		Amount (incl. benefits)
Teachers (TDR A)	\$3,000	10,201,645
Other Certified (TDR B)	\$2500 + Step \$500	1,209,528
TEA Consensus OT/PT	2%	*158,019
AFSCME	4%	1,126,870
CWA	2%	284,308
White Collar	4%	1,941,177
Non-Bargaining Other	2%	261,438
Non-Bargaining Crossing Guards/School Monitors	4%	<u>107,004</u>
Total		*15,289,990
New Funding		<u>15,095,903</u>
Variance		*(194,087)

## Scenario 2 – Apply \$11M to Teachers and \$3.8M to All Other Non-Admin Staff

Step	TDR(A) Base	New Base	\$ Increase Excl. 301	% Increase Excl. 301
Step 1	\$32,300	\$35,300	\$3,000	9%
Step 2	\$32,800	\$35,800	\$3,000	9%
Step 3	\$33,300	\$36,300	\$3,000	9%
Step 4	\$33,800	\$36,800	\$3,000	9%
Step 5	\$34,300	\$37,300	\$3,000	9%
Step 10	\$36,800	\$39,800	\$3,000	8%
Step 20	\$41,800	\$44,800	\$3,000	7%
Step 30	\$46,800	\$49,800	\$3,000	6%

## Scenario 2 – Apply \$11M to Teachers and \$3.8M to All Other Non-Admin Staff

Step	TDR(A) Base	New Base	\$ Increase Excl. 301	% Increase Excl. 301	301 Suppl. Base/ Menu	Total Salary	301 Perf Pay	Step from 301	% Increase Incl. 301
Step 1	\$32,300	\$35,300	\$3,000	9%	\$4,300	\$39,600	\$2,670	\$500	11%
Step 2	\$32,800	\$35,800	\$3,000	9%	\$4,300	\$40,100	\$2,670	\$500	11%
Step 3	\$33,300	\$36,300	\$3,000	9%	\$4,300	\$40,600	\$2,670	\$500	11%
Step 4	\$33,800	\$36,800	\$3,000	9%	\$4,300	\$41,100	\$2,670	\$500	11%
Step 5	\$34,300	\$37,300	\$3,000	9%	\$4,300	\$41,600	\$2,670	\$500	11%
Step 10	\$36,800	\$39,800	\$3,000	8%	\$4,300	\$44,100	\$2,670	\$500	10%
Step 20	\$41,800	\$44,800	\$3,000	7%	\$4,300	\$49,100	\$2,670	\$500	9%
Step 30	\$46,800	\$49,800	\$3,000	6%	\$4,300	\$54,100	\$2,670	\$500	8%