

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

**June 17, 2014
5:00 p.m.**

MINUTES

Present:

Adelita S. Grijalva, President
Kristel Ann Foster, Clerk
Michael Hicks, Member
Cam Juárez, Member

Absent:

Mark Stegeman, Member

Also Present:

Heliodoro T. Sánchez, Ed.D., Superintendent
Julie Tolleson, Lead Legal Counsel
Steven Holmes, Assistant Superintendent, Curriculum & Instruction
Damon Jackson, Chief Information Officer, Technology and Telecommunications
Services
Jeff Coleman, Director, School Safety and Staff
Mary Alice Wallace, Director of Staff Services to the Governing Board
Sylvia Lovegreen, Senior Staff Assistant II to the Governing Board
Alexis Huicochea, Arizona Daily Star
TV Channel(s) 11/13

ITEM

ACTION

SPECIAL MEETING CALLED TO ORDER – 5:07 p.m.

Board President Adelita Grijalva called the meeting to order.

PLEDGE OF ALLEGIANCE

Sylvia Lovegreen led the Pledge of Allegiance.

ITEM

ACTION

CALL TO THE AUDIENCE

Following is the name of the individual who spoke and the subject of her comments:

Lillian Fox – Superintendent’s Performance Plan

ACTION ITEM

1. Superintendent Pay for Performance Award for 2013-2014

Dr. Sanchez discussed the goals he set through conversations with board members to get ideas on major items to be addressed. He commented on the top three items of accomplishment – teacher salary compensation, no Reduction in Force, and the curriculum and efficiency audits, as well as the Strategic Plan launch. Other achievements included reduction in class size, items in line with recommendations included in previous audits, handbooks for Purchasing, Finance manuals, and school safety protocols for compliance purposes. He acknowledged the Board’s support in these and other areas such as updating technology services to move to a high level of performance and provide services to students; implementation of the culturally relevant curriculum moving forward; early learning literacy; fine arts on every campus; culturally responsive pedagogy for teaching to diverse backgrounds; advanced learning experiences through dual language; increase of students in advanced placement courses; the leadership academy to *grow our own*; reorganization of the Superintendent’s Leadership Team; and 15 initiatives driven by the USP cited as completed.

Adelita moved approval, Cam Juárez seconded. Approved 4-0 by voice vote. Dr. Stegeman was not present at the meeting.

Adelita Grijalva commented that the Board had reviewed the Superintendent’s goals and achievements in Executive Session and invited other board members to comment. Cam Juárez and Kristel Foster commented and expressed support.

Adelita Grijalva read the following statement in the form of a motion: *I move that in the absence of Governing Board established goals under our performance-based compensation plan, that Dr. Sanchez be given 100% of the performance-based compensation for which he is eligible for his work in the 2013-2104 school year. Specifically, that he be awarded an additional 6% of his annual base salary for his successful achievement in the initiatives described in his self-evaluation memo.*

[The Pay for Performance Award is \$12,600.]

SPECIAL MEETING ADJOURNED – 5:18 p.m.

Approved this 12th day of August, 2014.

TUCSON UNIFIED SCHOOL DISTRICT NO. ONE

By _____
Kristel Ann Foster, Clerk
Governing Board

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