

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

**March 19, 2013  
4:00 p.m.**

**MINUTES**

**Present:**

Adelita S. Grijalva, President  
Kristel Ann Foster, Clerk  
Michael Hicks, Member  
Cam Juárez, Member – *arr. @ 4:10 p.m.*  
Mark Stegeman, Member – *arr @4:04 p.m.*

**Also Present:**

John Pedicone, Ph.D., Superintendent  
Maria Menconi, Interim Deputy Superintendent  
Martha Durkin, Legal Counsel  
Abel Morado, Ed.D., Assistant Superintendent, Secondary Leadership  
Maggie Shafer, Assistant Superintendent, Elementary/K-8 Leadership  
Yousef Awwad, Chief Financial Officer  
Candy Egbert, Chief Operations Officer, Engineering, Facilities and Planning  
John Gay, Chief Information Officer, Technology and Telecommunications Services  
James Fish, Executive Director, Equity Intervention  
Pamela Palmo, Interim Executive Director, Human Resources  
Lorraine McPherson, Interim Executive Director, Exceptional Education  
David Scott, Director, Accountability and Research  
Cara Rene, Director, Communications and Media Relations  
Jeff Coleman, Director, School Safety, and Staff  
Kevin Startt, Interim Director, Purchasing  
Shirley Sokol, Interim Director, Food Services  
Sam Brown, Legal Counsel  
Kent Johnson, Field Technician Lead, Technology Services  
Mohit Goel, Senior Financial Systems Analyst  
Elizabeth Moll, Principal, University High School  
Susan Carlson, Executive Director, Arizona Business and Education Coalition (ABAC)  
Christina Valdez, Assistant Principal, Mary Belle McCorkle Academy of Excellence K-8  
Skyler Shenk, Instructional Specialist  
Mary Alice Wallace, Director, 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 Channel(s) 11/13

## ITEM

## ACTION

SPECIAL MEETING CALLED TO ORDER – 4:02 p.m.

### ACTION ITEM

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)
    - 1) Administrative appointments, reassignments and transfers
    - 2) Administrative Positions
  - B. 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) School Sites Update on Agreements
  - C. 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

Michael Hicks moved approval, Adelita Grijalva seconded. Approved 3-0. Cam Juárez and Mark Stegeman were not present for the vote.

RECESS SPECIAL MEETING – 4:02 p.m.

RECONVENE SPECIAL MEETING – 6:38 p.m.

### PLEDGE OF ALLEGIANCE

John Pedicone led the Pledge of Allegiance.

Adelita Grijalva announced that the following items were being removed from the agenda:

9. Budget Recommendations for FY 2013-2014 (Study/Action)
10. Governing Board Policies (Action)
  - a) Policy Code BG – Board Policy Process (revision)
  - b) Policy Code BEDBA Board Meeting Agenda Preparation (revision)

Items 9, 10(a) and 10(b) were removed from the agenda.

**ITEM**

**ACTION**

**SUPERINTENDENT'S REPORT**

No action required.

Dr. Pedicone introduced Susan Carlson, the Executive Director of the Arizona Business and Education Coalition (ABEC), who was in attendance to present to the Governing Board the banner earned by University High School as one of only nine Arizona Higher Performing Schools.

Ms. Carlson made brief comments concerning the purpose of ABEC and congratulated University High School on this outstanding achievement.

On behalf of University High School, Principal Elizabeth Moll thanked ABEC for honoring University High School.

Dr. Pedicone thanked Ms. Carlson for coming tonight to present the banner. He expressed how much pleasure it was to attend the ceremony and have one of TUSD's schools receive this recognition.

Cam Juárez asked Ms. Moll to express his congratulations to the University High School staff.

**CALL TO THE AUDIENCE (20 Minutes)**

No action required.

Adelita Grijalva reviewed the rules and protocol for the Call to the Audience.

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

**Nancy Tepper** – Dodge Middle School success and its value and possible move to Townsend

**Barb Zagona** – Parent of former Sam Hughes student now at Basis, wishing to return to Dodge Middle School

**Matthew Cline** – Executive Director, AFSCME local 449, regarding benefits and bonuses for Cabinet members

**Jose Hernandez** – AFSCME listed on the card as his topic (Spanish speaker)

**Micaela De Haro** – In favor of increased money for in-house suspension programs

**Cindy Graybill** – support for Blue Collar workers

**Frances Banales** – Collaboration on evaluation program; integrity and timeliness of the negotiation process

**Victor Muñoz** – Importance of paid benefits for Blue Collar, especially bus drivers

**ITEM**

**ACTION**

Ms. Grijalva asked if Board members had comments in reaction to speakers at Call to the Audience. She commented, in response to the speakers regarding Dodge, that the issue has not come before the Board and no decision has been made concerning Dodge.

**STUDY ITEM**

2. Food Services Update

Studied only. No action required.

Dr. Pedicone introduced the item as an opportunity to learn about Food Services and the direction for the future, and turned the presentation over to the Interim Director for Food Services, Shirley Sokol. Using Power Point, Ms. Sokol presented an overview of Food Services. [The Power Point is available on the TUSD web attached to the agenda item.] She stated the District is committed to serving healthful meals to students through the National School Lunch Program as part of the educational experience for students. She reviewed the history of legislation concerning school lunches and the history of meal service to students and nutrition problems that still exist today. The goal of Food Service is to deliver food of high quality to students within the required guidelines of compliance with regulations. Other information delivered included number of employees in Food Services, how the budget deficit is being addressed, numbers of meals being served, percentage of students eligible for Free and Reduced Lunch, inspections, audits, reimbursement, operational challenges and resolutions, the global experience, nutrition concerns and their impact on diets and trends, the intricate operation of the Food Services system and the cost, emphasis on food quality and safety, cultivation of a culture of stewardship toward resource management and cost, update on consolidation of equipment from closed schools, new catering service, community events, inventory control and risk management, and special funding, partnering projects and awards. Ms. Sokol emphasized the effort to align Food Services operations with the mission and goals of the District.

Mark Stegeman commented on the outstanding presentation with particular attention to cost control and menu improvements.

## ITEM

## ACTION

### STUDY ITEM (continued)

#### 2. Food Services Update (continued)

Ms. Sokol responded to a question from Mike Hicks about a food item he had at Pueblo, which was crispy kale and was served to the Assistant Secretary of Agriculture Dr. Janie Thornton upon her visit to TUSD.

Ms. Sokol responded to questions from Kristel Foster about supplementing food during testing time, also about which schools get after-school snacks and how eligibility is determined for who gets the snacks.

Cam Juárez expressed his appreciation for the presentation and the Food Services programs.

Adelita Grijalva expressed appreciation for Food Services exposing her children to new foods.

Mike Hicks indicated he has visited various schools and eaten lunch with students.

Kristel Foster expressed appreciation for the sensitivity shown to students of other cultures and their foods. Ms. Sokol reported on a project to integrate nutrition standards into recipes from students at Catalina High School who are from foreign countries.

Ms. Sokol responded to Cam Juárez' inquiry about how food allergies are addressed.

Dr. Pedicone expressed appreciation to Ms. Sokol for her extensive and passionate report.

### INFORMATION ITEMS

#### 3. School Consolidation Plan Update

Information only. No action required.

Dr. Pedicone called on Candy Egbert to present the update. Using Power Point, Ms. Egbert reported briefly on the status of the School Consolidation Plan. She reported the Court has approved the closures. An analysis of square footage in the District has been conducted not only in schools to be closed but also in schools that are candidates to have space closed to

**ITEM**

**ACTION**

**INFORMATION ITEMS** (continued)

3. School Consolidation Plan Update (continued)

reduce cost and expenses. 498 classrooms and 151 portables have been identified. The estimated savings from closure of the portables could be as much \$400,000 and \$300,000 from the classrooms. Negotiations will take place in order to ensure the spaces proposed for closure are really in excess. She reported over three thousand letters were sent to everyone who would be affected by the closures, 60 different versions, regarding boundaries for all levels of schools; responses to letters have been positive; personal contact will be made. Many decisions are on hold pending the final results of student enrollment. Other updates included transition work being done for both closing and receiving schools – focused on students; HR meetings with staff; newsletter and website postings; program placements; the Special Master has forwarded the facility enhancements to the Court; the historic value of buildings and the effort to maintain the integrity of buildings; technology planning team efforts to ensure records are maintained.

Mr. Juárez inquired whether space would be closed at receiving schools, and whether schools with wait lists, such as Tucson High, could have space opened up for increased enrollment. Ms. Egbert reported that portables being closed are at non-receiving schools. She further reported that schools with wait lists will have extensive review to determine space for increased enrollment. Concerning Tucson High, bond dollars would be required in order to expand and that is not in the current bond plan. She indicated she would work with the Tucson High Principal to identify increased space.

Ms. Egbert responded to Mr. Hicks' inquiry about identifying a way to preserve artifacts from schools being closed. She indicated that Kristina Allen is photographing and cataloging at every site and tracking items that will be moved.

Ms. Foster made three inquiries: for samples of the letters sent out; a report on whether families are going to schools predicted, based on the 2000 responses received; and more information on the process for

**ITEM**

**ACTION**

**INFORMATION ITEMS** (continued)

3. School Consolidation Plan Update (continued)

notifying teachers where they would be placed. Ms. Egbert reported on the process being implemented to identify placement matched with requests, how teachers are being given choices for placement, and how classified staff are being placed. She complimented Human Resources and School Community Services in their responses to staff and parents.

In response to Dr. Stegeman's inquiries on when letters were sent out and when the Board will get information on where students from the closed schools went, Ms. Egbert indicated the letters were sent out two weeks ago and she expected a summary would be available the week after March 23<sup>rd</sup>.

In response to Dr. Stegeman's question if there was a projection on how many or the 151 portables might be closed or removed, Ms. Egbert said she would check and provide an answer later.

In response to Mr. Juárez' inquiry about incorporating names of closed schools into other properties, Ms. Egbert indicated that the transition teams are looking at how to preserve the names and history of closed schools and make them evident in other properties. She reminded the Board that naming of any school or portion of a school will require approval of the Board. Ms. Grijalva commented that some schools are merely being mothballed and may be used again, so their names may not be lost.

4. Update on the Assessment of the Enterprise Resource Program (ERP) Information only. No action required.

Dr. Pedicone introduced the item and indicated that Yousef Awwad would provide an update on the status of this process that was begun about a year ago. Mr. Awwad commented on the excellent presentation by Shirley Sokol and highlighted her report on TUSD's impact on the local economy through its purchases. He distributed materials and discussed four phases of the

ITEM

ACTION

INFORMATION ITEMS (continued)

4. Update on the Assessment of the Enterprise Resource Program (ERP) (continued)

assessment: the first phase is the initiation and has been completed including surveys of administrators, end users, and cabinet members to determine the features needed; phase two will be the creation of scenarios and site visits to do analyses; phase three will be analyses of cost and development of a business case study; phase four will be closing the project and documenting what has been done. Four points of focus from phase one were emphasis on flexibility, ability to respond quickly, functionality, and ease of use. These will be used in the phase two analyses.

ACTION ITEMS

5. Administrative appointments, reassignments and transfers – Assistant Principal, Utterback Middle Magnet School

Michael Hicks moved approval, Cam Juárez seconded. Approved unanimously in a roll call vote.

Dr. Pedicone recommended Claudia Gaxiola for the position.

6. Approval of an Extra Curricular Fee for Mary Belle McCorkle Academy of Excellence PreK-8 Mariachi Program

Adelita Grijalva moved approval, Michael Hicks seconded. Approved unanimously in a voice vote.

Dr. Pedicone indicated this item is to establish a fee for Mariachi which is a new activity at the school.

Michael Hicks inquired if the \$10/week per student was in line with fees for other extracurricular activities.

Maggie Shaffer introduced Assistant Principal Christina Valdez, representing Principal Liz Redondo who was ill. Ms. Valdez introduced Skyler Shenk, orchestra teacher, and provided information on the new Mariachi program which is in collaboration with the Mariachi program at Pueblo. She reported there are 125 students interested in the program which would meet two times a week. Ms. Shaffer reported on the fees as comparable to those at Davis and that Mariachi requires more competent and skilled teachers than other activities.



**ITEM**

**ACTION**

**ACTION ITEMS** (continued)

6. Approval of an Extra Curricular Fee for Mary Belle McCorkle Academy of Excellence PreK-8 Mariachi Program (continued)

Adelita Grijalva commented on the value and opportunity the program provides.

Mr. Shenk responded to Kristel Foster's comment on how the Mariachi program has been integrated into the math program.

7. Award of Request for Proposal (RFP) No. 14-01-18 – Basic Life/AD&D and Supplemental Life/AD&D Benefits, awarded to Minnesota Life in the amount of \$2.1 million per year, estimated.

Michael Hicks moved approval, Cam Juárez seconded. Approved unanimously in a voice vote.

Dr. Pedicone introduced the item. Yousef Awwad provided information and responded to Mark Stegeman's inquiry concerning the 30% reduction in cost.

8. Request for Approval to Increase Funding for Request for Proposal (RFP) No. 12-11-16 – Educational Consultant for Implementation of the Unitary Status Plan, for SY 12-13, Hogan Lovells US LLP, in the amount of \$60,000

Kristel Ann Foster moved approval, Cam Juárez seconded. Approved 4-1 in a roll call vote. Mark Stegeman voted no.

Dr. Pedicone explained that unexpected barriers and challenges have resulted in the amount for the RFP for the educational consultant working with Sam Brown on the Unitary Status Plan to be exceeded, and that the requested increase in the amount is to cover the consultant through the end of the 2012-2013 year. Sam Brown reported the RFP was originally planned for six months, but the extended time was necessitated by how long it took for the USP to come out and other delays.

Mr. Brown responded to Cam Juárez' question that there was no impact on other USP project teams.

Mr. Brown and Dr. Pedicone responded to Mark Stegeman's inquiry that the original amount of the RFP was \$125,000, that it began in June 2012, and this is an increase of \$60,000 to the end of this year for additional work the consultant has done that was unexpected.

## ITEM

## ACTION

### ACTION ITEMS (continued)

8. Request for Approval to Increase Funding for Request for Proposal (RFP) No. 12-11-16 – Educational Consultant for Implementation of the Unitary Status Plan, for SY 12-13, Hogan Lovells US LLP, in the amount of \$60,000 (continued)

Adelita Grijalva commented on the value of the additional work the consultant performed.

Sam Brown responded to Michael Hicks' inquiries that the possibility of another extension was unknown based on the areas of implementation of the USP remaining to be done and the benefit of continuing with the consultant. He reported there are no TUSD employees who can provide the expertise the consultant can.

Mr. Brown responded to Kristel Foster's inquiry concerning the consequences of not having the consultant that it was critical to continue with the consultant based on the current situation with the USP including negotiations and school closures.

Dr. Pedicone provided additional information concerning Dr. (Maree) Sneed's expertise which lends credibility and strength to the work being done. He commented that the consultant's fee was about one-fourth of that being paid to the Special Master as required by law. He indicated that Dr. Sneed is sensitive to the District's budget restraints. He suggested that future emergency requirements in excess of the contract amount would be presented to the Board in advance of exceeding the contract.

Mr. Brown responded to Ms. Grijalva's inquiry if the contract has already been exceeded that Dr. Sneed has not been working since she was getting close to the contract amount. He noted that as a legal case, the Special Master and other parties have several experts and the District has only one, which could be seen as a cost savings when compared to what others have.

Mr. Brown responded to Dr. Stegeman's inquiry if the District is in litigation that the District is not in litigation but is still working on deadlines and objections the Parties could file, and that every attempt to mitigate objections

**ITEM**

**ACTION**

**ACTION ITEMS** (continued)

- 8. Request for Approval to Increase Funding for Request for Proposal (RFP) No. 12-11-16 – Educational Consultant for Implementation of the Unitary Status Plan, for SY 12-13, Hogan Lovells US LLP, in the amount of \$60,000 (continued)

will save money.

During the roll call vote:

Ms. Foster commented that she is committed to doing the USP in the right way.

Mr. Hicks indicated support but will be watching closely to make sure the scope of RFPs for consultants is not exceeded.

Mr. Juárez indicated some concerns but will support the increase.

**STUDY/ACTION ITEMS**

- 9. Budget Recommendations for FY 2013-2014

Item was removed from the agenda at the beginning of the meeting.

- 10. Governing Board Policies

**Action**

- a) Policy Code BG – *Board Policy Process* (revision)

Item was removed from the agenda at the beginning of the meeting.

- b) Policy Code BEDBA – *Board Meeting Agenda Preparation* (revision)

Item was removed from the agenda at the beginning of the meeting.

**Study**

- c) Policy code GBGC – *Professional Staff Supplementary Pay* (new)

Studied Only – No Action Taken

Dr. Pedicone asked Martha Durkin to present. Ms. Durkin indicated this policy was for Study only. It came from the Human Resources Director to meet specific requirements. Since the Board has no current policy,

**ITEM**

**ACTION**

**STUDY/ACTION ITEMS** (continued)

10. Governing Board Policies (continued)

Study (continued)

- c) Policy code GBGC – *Professional Staff Supplementary Pay* (new) (continued)

adoption of a new policy will be required and regulations developed with specifics.

There was no discussion.

Ms. Grijalva announced the Board would recess into Executive Session and adjourn the Special meeting from there.

**RECESSED SPECIAL MEETING INTO EXECUTIVE SESSION** – 8:58 p.m.

**SPECIAL MEETING RECONVENED AND ADJOURNED**  
– 10:08 P.M.

Approved this 12<sup>th</sup> day of November, 2013.

TUCSON UNIFIED SCHOOL DISTRICT NO. ONE

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