

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

**May 10, 2005
6:30 p.m.**

MINUTES

Present:

Bruce Burke, President
Adelita Grijalva, Clerk
Judy Burns, Member – left at 11:30 p.m.
Joel Ireland, Member
Alex Rodriguez, Member
Andrew Buchanan, Student Advisory Council Representative

Also Present:

Roger F. Pfeuffer, Superintendent
Rex Shumway, Legal Counsel
Patricia Lopez, Ed.D., Deputy Superintendent/Chief Academic Officer
Judith Knight, Ph.D., Chief Business Officer
Estella Zavala, Interim Director, Public Relations
Kelly Langford, Senior Academic Officer – Student Services
Harriet Scarborough, Ph.D., Senior Academic Officer – Professional Development and Academics
Dea Salter, Principal Supervisor
Ross Sheard, Principal Supervisor
Pat Beatty, Executive Director, Financial Services
Susan Wybraniec, Executive Director, Human Resources
Kathy Rucker, Executive Director, School Health Services
Marcus Jones, Director, Engineering and Planning Services
Guyton Campbell, Director, Technology and Telecommunications Services
Alex Gallego, Director, Facilities Management
Tom Scarborough, Ph.D., Principal Coach
Norma Johnson, Policy Coordinator
Richard Foster, Principal, Duffy Elementary School
Stephen Trejo, Principal, C. E. Rose Elementary School
Steven Holmes, Interim Director, Language Acquisition/School Improvement
Thea Canzio, Middle School Science Specialist
Jennifer Sprung, Student Advisory Council Sponsor
Bridget Auvenshine, Director of Staff Services to the Governing Board
Mary Alice Wallace, Senior Staff Assistant II to the Governing Board
Paul Karlowicz, President, Tucson Education Association
James Baker, TUSD Division Chair for AFSCME
Linda Hatfield, President, Communication Workers of America
Jeannette Haas, Moderator, School Community Partnership Council, 2005-2006
Phil Brenfleck, Board Liaison, School Community Partnership Council, 2005-2006
Arizona Daily Star

ITEM

ACTION

REGULAR MEETING CALLED TO ORDER – 6:30 p.m.

PLEDGE OF ALLEGIANCE

Alex Rodriguez led the Pledge of Allegiance.

No action required.

SUPERINTENDENT'S AWARDS, RECOGNITION

Roger Pfeuffer acknowledged TUSD teachers who were recognized during National Teacher Appreciation Week May 1-8 and the celebrations held in their honor by various schools and individuals. Board members assisted Mr. Pfeuffer in recognizing the following persons:

No action required.

Maria Alday, Wells Fargo Bank Market President, who presented TUSD with a check for \$28,130 raised during Wells Fargo's "Team Up for Schools" campaign.

Contributors who helped refurbish a playground at C.E. Rose Elementary School on March 5, 2005 with money and manpower. From Tucson Orthopaedic Institute: **Lawrence Housman, M.D.**, President; **John Cole**, CEO (not present), **Jeff McCord, CPA**, Controller (not present), **Susan Gieseler**, Director, Human Resources (not present), **Rachael Rodziewicz**, Executive Assistant (not present), **Brian Nielsen, M.D.** (not present), **Ken Brailsford** (not present); from Tucson Medical Center Foundation: **Michael Duran**, Vice President and Chief Development Officer, **Hope Thomas**, Manager, Community Outreach (not present); from Zimmer, Inc. (Warsaw, IN): **Ray Elliott**, Chairman & CEO (not present), **Todd Davis**, Vice President, US Marketing (not present), **John Kramer**, President, US Sales (not present), **Jim Colbourne**, Regional Manager, (Placitas, NM) (not present); from JSmith Business Development Group: **Joanne Smith**, Owner; from Private Practice: **Sam Anaya**, PT, DPT (not present); from C.E. Rose: **Stephen Trejo**, Principal, **Delia Arvizu**, Teacher, **Leticia Arvizu**, **Alex Arvizu**, **Maria Elena Gastelum**, **Ralph Vega**; from Kaboom: **Whitney Hampton** (not present); from Granite Construction Company: **Art Trujillo**; from All Star Window Tinting: **Joel Moreno** (not present); from Trees for Tucson: **Doug Koppinger**; from Kazal Fire Protection **Jim Kazal** (not present). C.E. Rose Principal Stephen Trejo presented a certificate of appreciation from the students and the school to the Tucson Orthopaedic Institute.

Jane Fairall, former TUSD Legal Counsel, for taking on additional duties when the Senior Legal Counsel position became vacant in 2004.

Layla Samandi, Bloom Elementary School fifth grade student, who won the 2004 Daughters of the American Revolution American History Essay Contest.

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SUPERINTENDENT'S AWARDS, RECOGNITION (continued)

Students who represented the District in the Pima County Spelling Bee: **Tyler Edgecombe**, Blenman; **Alex Gleckman**, Townsend (not present); **Kristina Guice**, Vail; **Serina Hubbard**, Mansfeld; **Via Matias**, Lineweaver (not present); **Andrew McIntyre**, Safford; and **Isabel Rodriguez**, Maxwell (not present).

Students taking state honors at the 2005 High School Mock Trial State Championship: Winning team from University High School – **Benjamin Brysacz**, **Tim Kalimov**, **Nicole Molenda**, **Lisa Pferdeort**, **Nura Saleh**, **Grace Shigetani**, and **Scott Tobin**; Teacher Coach **Patrick McAndrew** (not present) and Attorney Coaches **Jan Wezelman** and **Susan Shetter**. Third place team from Sahuaro High School – **Ashley Basij**, **Daniel Humphrey**, **Chelsey Nelson**, **Jeremy Samoy**, **Caitlin Simonson**, and **Nicholas Simpson**; Teacher Coach **Lisa Jones** and Attorney Coaches **Lindsey Hunter** and **Katrina Conway**. Selected as “*outstanding attorneys*” and receiving scholarships were: **Tim Kalimov**, UHS, first place, \$500; **Scott Tobin**, UHS, second place, \$300; and **Caitlin Simonson**, Sahuaro, third place, \$200. Selected for the All-State Team were: **Aaron Fair** and **Mary Anderson**, UHS, and **Kyle Esham**, Sahuaro. The UHS Team placed third in the national competition.

Students from Pueblo High Magnet School who won the State Mathematics, Engineering, Science Achievement (MESA) competition: **Esther Blue**, **Nathan Garcia**, **Johnnie Gasper**, and **Rosie Mankel**; Teacher Advisor **Lolita Levine**.

Students from University High School who won the Arizona Envirothon competition, the sixth year in a row that the UHS team has won: **Elizabeth Baker** (not present), **Dorothy Chen** (not present), **Amanda Confer** (not present), **Ruoli Ni** (not present), and **Uyen Tran**; Teacher Advisor **Dr. Tom Tobin** (not present), and Principal **Stuart Baker**.

Students who received the Metropolitan Education Commission's 2005 Outstanding Teen Citizens recognition: **Gina Gonzales**, PACE Alternative High School (not present); **Manuel Navarro**, Maxwell (not present); and **Nicole Thurlow**, University High School (also Crystal Apple Award Winner)(not present).

Students winners in the Metropolitan Education Commission *Goal One: Graduate! Poster Contest*: **Monica Brumfield**, Palo Verde; **Adam Hernandez**, Pueblo Gardens; **Lisa Timpani**, Carson.

ITEM

ACTION

SUPERINTENDENT'S AWARDS, RECOGNITION (continued)

Students from Catalina High Magnet School who won the ConQwest 2005 Competition: **Joshua Barajas, Danielle Blazeovich, Luis Camargo, Dario Carrillo, Shaun Cooper, Androuw Carrasco, Jacqueline Dominguez, Anthony Federico, Megan Hawkes, Christopher Irby, Jason Johnson, Daniel Khuu, Trianna Majalca, Jonathan McClune, Emmanuel Millanes, April Morales, Zoar Morales, Eli Otero, Drake O'Donnell, Daniel Ruiz, Danielle Schulter, Craig Trimmings, Kyle Walton, Reagan Ward and Kyle Woods.**

Employees who received Supervisory Certificates: **Harry Ain, Carol Champion, Norma Cota, Paul Davis, Sylvia Lovegreen, Karen Perry, Cal Rushing and Mark Smith.**

BOARD MEMBER ACTIVITY REPORTS

No action required.

Joel Ireland reported on attending the National School Boards Association meeting in San Diego and discussed topics of interest and/or impact that were presented in the legal seminar.

Alex Rodriguez reported on attending the National School Boards Association meeting in San Diego; meeting with Exceptional Education staff; and attending the recent Teen Congress.

Adelita Grijalva reported on attending Law Day at Cholla High Magnet School.

Bruce Burke reported that Judy Burns has been appointed to the Environmental Services Committee for the City of Tucson.

CALL TO THE AUDIENCE

No action required.

Bruce Burke reviewed the procedure for speaking at Call to the Audience. He began by calling names of persons who had filled out cards to speak at the April 12th board meeting.

Linda Hatfield – Communication Workers of America president, spoke in support of a speedy and timely resolution to negotiations.
Phil Brenfleck – School Community Partnership Council outgoing Moderator and Secrist parent, spoke in support of counselors and monitors; discussed problems with shared-decision making process.

ITEM

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CALL TO THE AUDIENCE (continued)

Persons who had filled out a speaker card for April 12th but did not appear when their names were called: Andrea Haber, Jeremy Dobler, Diane Skorupski, Barbara Reed, Cathy Besich, Les Caid, David Sorton, Rebecca Durham, Carlos Cardona-Morales, Chelsey Yingling, Michelle Barghout, Karen Lohse, Shawn Barghout, Ben-David Pflug, Kelly Pflug, Abraham Ortega, Shylah Moreno and Shelleena Moreno.

Bruce Burke then called names of persons who filled out cards to speak at the May 10th meeting:

Paul Karlowicz – speaking for the last time as president of Tucson Education Association, in support of the adoption of the 301 Task Force recommendation for the classroom site fund implementation before summer; settlement of negotiations; for the Board and Superintendent to set a timetable for lobbying the Legislature next year and to write bills to give legislators in advance.

Bruce Slabaugh – Chief Steward of AFSCME, commended Board and Superintendent on working to reduce budget, but could not endorse reduction of services or personnel – not a way to stop the loss of students to charter schools; discussed inequities and problems related to Blue Collar employees; pledged to continue to be team players but expect others to hold up their end also.

Richard Lippman – Steele third grade teacher, critical of actions taken to downsize the district without looking at viable suggestions made in response to the Bright Ideas program; encouraged acting in advance of the dispensation of the desegregation order to keep students.

John O'Dowd – presented a site plan and elevation for new building at Sam Hughes Elementary School and expressed concern and unhappiness with the architect being hired and the fact that the school neighborhood was excluded from the process; does not believe moving the sixth grade back to the school is compatible with the neighborhood.

Judy Winter – expressed unhappiness with the non-renewal of an educator, that the matter was not kept confidential and that a confidential investigation should be conducted by the Equity Officer.

Frank Soltys – spoke representing people on the edge of the Sam Hughes neighborhood who are enthusiastic about TUSD and new construction at Sam Hughes Elementary School.

Zena Mitchell – spoke about gang violence increasing and the need for TUSD and the police department to unite with citizens of the community to seek resolution to this problem.

ITEM

ACTION

CALL TO THE AUDIENCE (continued)

A person who had filled out a speaker card for May 10th but did not appear when her name was called: Terry Nordbrock

As a continuation of the Superintendent's Recognition, Bruce Burke invoked his prerogative to call Paul Karlowicz back and expressed publicly his and the Board's appreciation for all he had done for the District in his role as president of the Tucson Education Association.

In response to the Call to the Audience, Board Member Judy Burns expressed the need for the District to deal with the Sam Hughes Neighborhood Association and resolve the issues discussed.

REGULAR MEETING RECESSED – 7:40 p.m.

PUBLIC HEARING – Revision of the FY 2004-2005 Tucson Unified School District Annual Expenditure Budget in accordance with A.R.S. §15-905

Roger Pfeuffer announced that this revision of the budget is routine at this time of year.

Bruce Burke invited persons to speak about the budget revision.

Debe Fleenor – Suggested a committee be formed to look at ways of adjusting the budget other than cutting employees.
Louise Anthony – Spoke in opposition to fast food in vending machines at schools.

REGULAR MEETING RECONVENED – 7:45 p.m.

ACTION ITEMS

1. Revision of the FY 2004-2005 Tucson Unified School District Annual Expenditure Budget in accordance with A.R.S. §15-905

Judy Burns moved approval, Alex Rodriguez seconded.
Approved unanimously.

Roger Pfeuffer stated the revision is a state requirement to amend the budget at this time of year.

In response to Board member Judy Burns' question if this action would affect Tucson taxes, Pat Beatty stated it would not.

ITEM

ACTION

INFORMATION ITEMS

2. Student Advisory Council (SAC) Report

Sahuaro Senior Andrew Buchanan presented information to the Board about Student Advisory Council activities. SAC officers for 2005-2006 are Maurice Ellis of Palo Verde, President, and Destiny Ortiz of Pueblo, Vice President.

Board member Adelita Grijalva requested e-mail notification of the next SAC meeting. SAC Sponsor Jennifer Sprung will send an e-mail notice.

Information only.
No action required
or taken.

3. School Community Partnership Council (SCPC) 2004-2005
Year End Report

Outgoing SCPC Moderator Phil Brenfleck presented the year end report to the Board. He thanked staffs of Technology and Telecommunication Services and the Governing Board office for their assistance with SCPC matters. He reviewed events of SCPC including training for school council members, the development of accounts on student information for viewing by parents, progress on Dad's Project tax credit donation program, and service on district committees. SCPC officers for 2005-2006 are Jeannette Haas, Moderator; Darcy Revay, Co-Moderator; Terry Kilcran, Secretary; and Phil Brenfleck, Board Liaison. Focus for 2005-2006 includes development of a recognition program, formation of a legislative action team, development of a website for public comment to legislators, and solicitation of Student Advisory Council representation to SCPC.

Information only.
No action required
or taken.

4. Update on Teacher Appraisal Pilot Program

Using Power Point Tom Scarborough, Richard Foster and Paul Karlowicz presented the preliminary report on the New Teacher Performance Evaluation Pilot and responded to questions.

Board member Alex Rodriguez asked questions regarding the current instrument and the objective for the new one.

Information only.
No action required
or taken.

5. Summary of Selected Financial Activity and Supplemental
Information for the Ten Months Ending April 30, 2005

Roger Pfeuffer stated this is a routine report to the Board.

Information only.
No action required
or taken.

ITEM

ACTION

CONSENT AGENDA

- | | | | |
|----|----|--|--|
| 6. | a) | New positions/replacements/reinstatements of salaried personnel for the 2004-2005 school year | Judy Burns moved approval of Consent Agenda Items 6(a, c, d, f-o, q[2], t-y), Adelita Grijalva seconded. Approved unanimously. |
| | c) | Contract changes for salaried personnel for the 2004-2005 school year | |
| | d) | Salary changes for hourly personnel for the 2004-2005 school year | |
| | f) | Separations of salaried personnel for the 2004-2005 and 2005-2006 school years | |
| | g) | Separations of hourly personnel for the 2004-2005 school year | |
| | h) | Requests for leave of absence and issuance of contracts for certificated personnel | |
| | i) | Requests for leave of absence for classified personnel | |
| | j) | Requests for released time | |
| | k) | Requests for released time and travel expenses | |
| | l) | Authorization to dispose of student and administrative records for Pistor Middle School and the Food Service Department | |
| | m) | General Statement of Assurance Authorization for participation in Arizona Department of Education (ADE) administered programs | |
| | n) | Arizona School Health Insurance Program (ASHIP) Expenditure related to Direct Service Claiming for Exceptional Education claims to Medicaid | |
| | o) | Authorization of staff to sign for Federal and State Surplus Property | |
| | q) | 2) RFP No. 7222 – <i>Flight Instruction for Catalina High Magnet School</i> , with renewal for three years beginning 2005-2006 FY, awarded to Arizona Aero-Tech in the amount of \$90,000 annually | |
| | t) | School Workstation Replacement, purchase to be made from Hewlett Packard via State contract in the amount of \$461,066 | |
| | u) | Plans and specifications for resurfacing of the running track, Sabino High School, with authorization to advertise for sealed bids | |
| | v) | Request of Waiver from the Arizona School Facilities Board of Two Deficiency Corrections Projects, Mary Meredith K-12 School | |

ITEM

ACTION

CONSENT AGENDA (continued)

- 6. w) Grant Easements, with authorization for the Director of Engineering and Planning to execute the documents
 - 1) To Southwest Gas Corporation, Rincon High School
 - 2) To City of Tucson for necessary roadway and intersection improvements, Townsend Middle School
 - 3) To Tucson Electric Power Company, revised electrical right-of-way easement, Roberts Elementary School
- w) Minutes of Tucson Unified School District Governing Board Meetings
 - 1) Regular Board Meeting, January 18, 2005
 - 2) Special Board Meeting, February 8, 2005
 - 3) Regular Board Meeting, February 8, 2005
- x) Ratification of salary and non-salary vouchers for the period beginning April 1, 2005, and ending April 30, 2005

Adelita Grijalva requested that item 6(b) be considered separately.

- 6. b) New hires/replacements/reinstatements of hourly personnel for the 2004-2005 school year

Board member Adelita Grijalva asked questions regarding five new positions in language acquisition, Translator Assistants.

Steven Holmes responded that these individuals work with students who speak other than Spanish, and are on full time (6.5 hrs), temporary contracts.

Judy Burns requested that item 6(e) be considered separately.

- 6. e) Temporary certified changes – temp to regular contracts for the 2005-2006 school year

Board member Judy Burns asked for clarification.

Roger Pfeuffer responded that due to personnel turnover, the district was able to offer regular contracts to teachers who had been temporary.

Adelita Grijalva moved approval, Judy Burns seconded. Approved 4-0. Alex Rodriguez was not present for the vote.

Judy Burns moved approval, Adelita Grijalva seconded. Approved 4-0. Alex Rodriguez abstained.

ITEM

ACTION

CONSENT AGENDA (continued)

Judy Burns asked that items 6(p)(1-5) be considered as a separate item.

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| 6. | p) | Award of Bids | Judy Burns moved approval of items 6(p)(1-5), Adelita Grijalva seconded. Approved unanimously. |
| | | 1) Bid No. 05-10-05 – Tucson Unified School District #1 Vehicle Maintenance Facility, awarded to Corona Sierra Construction in the total amount of \$2,125,400* (Insurance Recovery funds \$1,500,000 minimum; balance to be covered by Bond funds pending final insurance settlement) | |
| | | 2) Bid No. 05-11-05 – Parking Lot Renovation, Sahuaro High School, awarded to K & B Asphalt Company in the total amount of \$467,000* (Bond) | |
| | | 3) Bid No. 05-12-05 – Science Wing 100 Renovation, Sabino High School, awarded to Division II Construction Company, Inc. in the total amount of \$1,240,700* (Bond) | |
| | | 4) Bid No. 05-13-05 – Fire Alarm System Replacement, Sabino High School, awarded to Mountain Power Electrical Contractors in the total amount of \$328,600* (Bond) | |
| | | *Total awards for items 6(p)(1-4) include a base bid, Alternates 1, 2 & 3, and a 10% contingency amount. | |
| | | 5) Bid No. 06-11-08 – Automotive Supplies, Parts, & Labor for TUSD Maintenance & Repair, 2005-2008 school years, awarded to Auto Safety House, Inc., Breck Dodge, Inc., Fleetpride, Inland Kenworth, Merle's Automotive Supply, Rush Truck Center, Utility Trailer Sales Company and W. W. Williams, in the amount of \$650,000 annually for three years (\$1,950,000 estimated total)(M&O) | |

Board members asking questions and/or commenting were Judy Burns, relative to whether the items were bond items and if the Bond Oversight Committee had reviewed them, and Adelita Grijalva, relative to having separate sections on the agenda for bond items and M&O items.

Roger Pfeuffer responded that the Bond Oversight Committee had said to proceed, that future bond items would indicate the recommendation of the Committee, and that bond items would be listed separately from M&O items.

ITEM

ACTION

CONSENT AGENDA (continued)

Joel Ireland asked that item 6(q)(1) be considered separately.

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| 6. | q) | Award of Requests for Proposal (RFP) | Bruce Burke |
| | 1) | RFP No. 238 – Open-End Contract for Professional Architectural Services for Various TUSD Projects. To add a recommended vendor [Sakellar Associates] whose name was inadvertently left off of the award recommendation of RFP No. 238 on 4-12-05, to ten firms approved 4-12-05, for one year with the option to extend on a year-to-year basis not to exceed five consecutive fiscal years (\$ amounts dependent on project; Bond) | moved approval, Alex Rodriguez seconded. Approved 3-2. Judy Burns and Joel Ireland voted no. |

Board members asking questions and/or commenting were Joel Ireland, relative to a firm not selected, and Bruce Burke, relative to consequences of not approving the item.

Roger Pfeuffer and Marcus Jones provided information that omission from the previous agenda item was a typographical error; that the firm not selected missed the deadline; and that not approving the item would negate eligibility of the firm being added.

Joel Ireland asked that items 6(q)(3) and (4) be considered separately.

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| 6. | q) | Award of Requests for Proposals (RFP) | Adelita Grijalva |
| | 3) | RFP No. 06-02 – Employee Group Dental Plans, awarded to Delta Dental of Arizona and Employers Dental Service, for FY 2005-2006 beginning October 1, 2005, with the option to renew for up to five consecutive fiscal years | moved approval, Judy Burns seconded. Approved unanimously. |
| | 4) | RFP No. 06-03 – Employee Vision Plans, awarded to Avesis Incorporated, for FY 2005-2006 beginning October 1, 2005, with the option to renew for up to five consecutive fiscal years | |

Board member Joel Ireland asked for details on the awards.

Sue Wybraniec provided information on the process and bids which resulted in lower than current rates for both the dental and vision plans.

ITEM

ACTION

CONSENT AGENDA (continued)

Judy Burns asked that items 6(r) and (s) be considered separately.

- 6. r) School Network Infrastructure Replacement
- s) PeopleSoft System Server Replacement

No action at this time. See page 23 of these Minutes.

Board members asking questions and/or commenting regarding the source of funding and supporting documentation were Judy Burns, Joel Ireland, Alex Rodriguez, Adelita Grijalva and Bruce Burke.

Roger Pfeuffer and Guyton Campbell provided information.

After discussion, consideration of these items was delayed until later in the meeting contingent upon locating the supporting documentation.

ACTION ITEMS

- 7. Proclamation of *School Nurse Day* in Tucson Unified School District, May 11, 2005

Adelita Grijalva moved approval, Judy Burns seconded. Approved unanimously.

Adelita Grijalva read the Proclamation as a motion to approve:

School Nurse Day
Wednesday, May 11, 2005

WHEREAS, school nurses have been actively involved in educating American children since 1902;

WHEREAS, registered professional school nurses are a vital part of ensuring the optimum health and well-being of all Arizona's school children; and

WHEREAS, school nurses are an integral component of a district-wide comprehensive health program, actively participating in screenings, counseling, substance abuse awareness and identification, human growth and development to facilitate the comprehensive management of each child's physical and psychological state of being; and

WHEREAS, school nurses assist many students with special educational needs to successfully manager their conditions, thus maximizing their potential to complete their studies and their social development; and

WHEREAS, professional school nurses assess, plan and implement nursing services within the school setting to maintain the optimal emotional and physical well-being of all school children

ITEM

ACTION

ACTION ITEMS (continued)

7. Proclamation of *School Nurse Day* in Tucson Unified School District, May 11, 2005 (continued)

in Tucson Unified School District; **NOW, THEREFORE**, the Governing Board of Tucson Unified School District does hereby proclaim May 11, 2005, as TUCSON UNIFIED SCHOOL DISTRICT SCHOOL NURSE DAY, and encourages all TUSD parents and students to become more aware of the roles of school nurses and their importance to our children.

Bruce Burke acknowledged the presence of nurses at the meeting.

8. Administrative appointments, reassignments and transfers

- a) Principal, Banks Elementary School

Roger Pfeuffer recommended the name of Vicky Vickroy for the position of Principal of Banks Elementary School.

Alex Rodriguez moved approval, Joel Ireland seconded. Approved unanimously.

- b) Principal, Erickson Elementary School

Roger Pfeuffer recommended the name of Helen LePage for the position of Principal of Erickson Elementary School.

Alex Rodriguez moved approval, Joel Ireland seconded. Approved unanimously.

Board member Adelita Grijalva commented on having members of an interview committee be representative of the community for which the appointment is being made.

- c) Principal, Mission View Elementary School

Roger Pfeuffer recommended the name of Elizabeth Redondo for the position of Principal of Mission View Elementary School.

Adelita Grijalva moved approval, Joel Ireland seconded. Approved unanimously.

- d) Principal, Tully Accelerated Elementary Magnet School

Roger Pfeuffer recommended the name of Roman Soltero for the position of Principal of Tully Accelerated Elementary Magnet School.

Judy Burns moved approval, Adelita Grijalva seconded. Approved unanimously.

ITEM

ACTION

ACTION ITEMS (continued)

9. Statement of Charges and Resolution to Send Notice of Intent to Dismiss Certificated Teacher, and determine whether to appoint hearing officer to conduct teacher dismissal hearing pursuant to A.R.S. §15-541

Joel Ireland moved approval, Alex Rodriguez seconded. Approved unanimously.

Joel Ireland made the following motion: *I move to adopt the statement of charges and notice of intent to dismiss teacher Michael Kunz at the expiration of thirty days. He will be placed on administrative leave pending the expiration of the thirty days. Should Mr. Kunz request a hearing, I move to designate a hearing officer to hold the hearing, hear the evidence, issue subpoenas, prepare a record and issue a recommendation to the Governing Board for action. I further move that any letter of assurance and/or employment contract later issued to Mr. Kunz be subject to the statement of charges adopted by this motion.*

10. Letters of Assurance for the 2005-2006 School Year

Joel Ireland moved approval of items 10(a-f), Adelita Grijalva seconded.

Roger Pfeuffer explained that letters of assurance are sent when final contracts are not available to assure members of the bargaining units that they have jobs for the next year, and he recommended approval.

The motion was withdrawn when Judy Burns asked that items 10(a-f) be considered separately.

Board member Judy Burns asked for clarification on the format of the list of names presented.

Sue Wybraniec provided information on the change in the format and the reasons for it.

- a) Members of the Tucson Education Association (TEA) Bargaining Unit

Judy Burns moved approval, Adelita Grijalva seconded. Approved unanimously.

Board members asking additional questions and/or commenting were Alex Rodriguez, regarding the list of names and the letter sent out, Judy Burns and Bruce Burke.

ITEM

ACTION

ACTION ITEMS (continued)

10. Letters of Assurance for the 2005-2006 School Year
(continued)

b) Certified and Classified Administrators

Board members commenting and/or asking questions were Judy Burns regarding reasons for voting no and Adelita Grijalva whether any retired administrators were included on the list.

Roger Pfeuffer provided information regarding retired administrators.

Joel Ireland moved approval, Alex Rodriguez seconded. Approved 4-1. Judy Burns voted no.

c) District Exempt Administrators, the Senior Leadership Team and the Leadership Team

Board member Judy Burns commented.

Alex Rodriguez moved approval, Joel Ireland seconded. Approved 4-1. Judy Burns voted no.

d) Psychologists

Board members Adelita Grijalva and Bruce Burke asked for clarification on the differences in the definitions of psychologist, social worker and counselor.

Roger Pfeuffer stated that the information would be provided.

Joel Ireland moved approval, Adelita Grijalva seconded. Approved unanimously.

e) Research Project Managers

Board members Judy Burns and Bruce Burke requested information on Research Project Managers, where they are located, their bargaining unit and their funding.

Roger Pfeuffer provided information that Research Project Managers are located for the most part in Accountability and Research, are part of the Educational Leaders, Inc. unit, and are often funded by Title 1.

Alex Rodriguez moved approval, Joel Ireland seconded. Approved 3-2. Judy Burns and Adelita Grijalva voted no.

ITEM

ACTION

ACTION ITEMS (continued)

10. Letters of Assurance for the 2005-2006 School Year
(continued)

- f) Members of the Tucson Education Association (TEA) Bargaining Unit who may be subject to a statement of charges

Joel Ireland moved approval, Adelita Grijalva seconded. Approved unanimously.

Board members commenting were Judy Burns and Bruce Burke.

STUDY/ACTION ITEMS

11. Discussion and possible action concerning 2005-2006 specific budget reduction measures

Roger Pfeuffer reviewed the reductions in the budget made to date, the additional budget capacity gained through Legislative action and other district and state actions, the pending issues that could affect the budget, and stated that the previous \$17 million deficit had been reduced and the projection is now +\$1.1 million. He then reviewed his recommendations for additional cuts to “rightsize” the district in the Accountability and Research Department, the Governing Board Office, the Office of Business Services, the Facilities Management Department and the Transportation Department, totaling a projected \$1.4 million in additional cuts.

Board members asking questions and/or commenting about the budget issues in general were Adelita Grijalva, Judy Burns, Alex Rodriguez

Patti Lopez provided information regarding instructional coaches and their funding at sites. Roger Pfeuffer also provided information about budget reductions being made in M&O money, projections for the preliminary 2005-2006 budget total to be considered in June, and what a contingency budget would be used for.

Roger Pfeuffer presented his proposal to reduce the budget of the **Accountability and Research Department in the Superintendent’s Unit** by \$81,000.

Judy Burns moved approval, Adelita Grijalva seconded. Approved unanimously.

Board members asking questions and/or commenting were Judy Burns, Alex Rodriguez and Adelita Grijalva.

ITEM

ACTION

STUDY/ACTION ITEMS (continued)

11. Discussion and possible action concerning 2005-2006 specific budget reduction measures (continued)

Roger Pfeuffer provided information on the composition of the cuts and the number of FTE's in Accountability and Research.

Governing Board Office

Bruce Burke affirmed that the Governing Board Office would remain as an independent department within TUSD and reviewed primary functions of the Board office. Judy Burns requested that items for reduction be considered separately.

Reduction of the vacant Staff Assistant I position, for a savings of \$32,219.

Judy Burns moved approval, Alex Rodriguez seconded. Approved unanimously.

Reduction in Force of the Staff Assistant II, for a savings of \$55,307

Board member Judy Burns spoke in opposition to further reduction of staff based on the fact that a reduction had taken place when the vacant position was not filled, and spoke in support of the Board Office staff for services provided and for being an extension of the Board members to the public and district staff.

Alex Rodriguez moved approval, Bruce Burke seconded. Approved 4-1. Judy Burns voted no.

Board member Alex Rodriguez commented and asked a question about potential placement for this staff member.

Board member Adelita Grijalva commented regarding the reduction in staff and potential services and in support of the institution of more technology utilizing less paper.

Board member Joel Ireland expressed concern about cutting the staff further than the one-sixth reduction already made, considering the need for support services for board members, constituent services, and work associated with upcoming projects that are in addition to regular, ongoing work.

ITEM

ACTION

ACTION ITEMS (continued)

11. Discussion and possible action concerning 2005-2006 specific budget reduction measures (continued)

Governing Board Office (continued)

Board member Bruce Burke spoke in support of the reduction citing the need to lead with the Board's own staff in reducing the deficit and to achieve efficiencies in constituent services.

Roger Pfeuffer responded concerning placement rights for Supervisory/Confidential employees and employment possibilities for this staff member.

Student Workers, for a savings of \$1,100.

No action taken.

Board members commenting and/or asking questions were Judy Burns, Joel Ireland and Bruce Burke.

Roger Pfeuffer responded to questions concerning student internships and offering academic credit.

Council of the Great City Schools Membership, for a savings of \$34,000

Judy Burns moved to not renew membership in the CGCS for 2005-2006, Adelita Grijalva seconded. Approved 3-2. Joel Ireland and Bruce Burke voted no.

Board member Joel Ireland spoke regarding the benefits of being a member and encouraged the Board not to cut any of the organization memberships held. Board member Adelita Grijalva expressed belief the benefits of membership did not warrant the expenditure. Board members Bruce Burke and Alex Rodriguez commented.

Roger Pfeuffer responded to a question about the dues for the National School Boards Association (\$10,500) and the Arizona School Boards Association (\$6,000).

Due to the length of the meeting, the following items were moved up on the agenda and considered at this time.

16. Uniforms for C. E. Rose Elementary School

Judy Burns moved approval, Joel Ireland seconded. Approved unanimously.

C. E. Rose Principal Stephen Trejo presented the chronology of events and process description for recommending uniforms for C. E. Rose students, to begin with the 2005-2006 school year.

ITEM

ACTION

STUDY/ACTION ITEMS (continued)

16. Uniforms for C. E. Rose Elementary School (continued)

Board members Judy Burns and Alex Rodriguez commented and/or asked questions about opt out provisions and other schools having uniform policies.

Steven Trejo responded that there are medical and religious provisions for opting out of the policy.

17. Science Adoption – Third, Seventh and Eighth Grades

Roger Pfeuffer, Harriet Scarborough and Thea Canzio provided information to the Board about this adoption for the purpose of aligning the district's curriculum with the new science standard adopted last year.

Board member Alex Rodriguez commented.

Judy Burns moved approval, Adelita Grijalva seconded. Approved unanimously.

18. 2004-2005 Supplementary Textbooks and Technology Materials in the Classroom

Patti Lopez advised the Board that this item is an Information Item only and that the Board approved the Office of Academic Excellence to purchase these materials last fall.

At this time, the Board returned to consideration of the following agenda item:

11. Discussion and possible action concerning 2005-2006 specific budget reduction measures (continued)

Office of Business Services

Human Resources, for a savings of \$79,384.

Judith Knight presented information that the savings would result from the elimination of two vacant positions.

Board members asking questions and/or commenting were Joel Ireland, Adelita Grijalva and Alex Rodriguez.

Alex Rodriguez moved approved, Adelita Grijalva seconded. Approved unanimously.

Judith Knight and Roger Pfeuffer responded to questions regarding the effect of the reductions on the district's ability to recruit, interview and hire the best teachers; the number of FTE's

ITEM

ACTION

STUDY/ACTION ITEMS (continued)

11. Discussion and possible action concerning 2005-2006 specific budget reduction measures (continued)

Office of Business Services

Human Resources (continued)

in Human Resources; and the array of functions covered by the Department.

Sue Wybraniec responded to questions about specific functions covered by each area of the Human Resources Department and possible reallocation of people to other areas.

Facilities, for a savings of \$1,001,819

Judith Knight presented information that the savings would result from the elimination of 21 positions and the employment options within the District for the persons in the positions.

Bruce Burke moved approval. Motion died for lack of a second.

During a lengthy discussion, Board members asking questions and/or commenting were Joel Ireland, Bruce Burke, Adelita Grijalva, Alex Rodriguez and Judy Burns.

In response to specific questions from Board members, Judith Knight, Roger Pfeuffer and Alex Gallego responded regarding the organizational makeup of Facilities, how personnel could be reassigned, effect on work orders, goal of zero-based budgeting, privatization of services, affected employee groups, and the effect of not making the cuts.

Transportation, for a savings of \$207,500

Judith Knight presented information that the savings would result from cuts to line item supplies and that no FTE's were involved.

Adelita Grijalva moved approval, Alex Rodriguez seconded.

Board member Judy Burns commented and asked a question regarding specifics of the recommended cuts.

Approved unanimously.

Judith Knight responded to the question whether there would be any effect on transporting students by reviewing the specific items and amounts comprising the total recommended reduction.

ITEM

ACTION

STUDY/ACTION ITEMS (continued)

12. Classroom Site Fund Plan (301) for 2005-2006 as recommended by the Joint TUSD/TEA Task Force

Roger Pfeuffer reviewed the 301 fund and how it is divided for specific uses. He reported that the district will receive additional unexpected money in the amount of \$7.1 million for 2005-2006 and requested that the Board only study this item at this meeting and consider at the June meeting using part of the surplus funds for the 40% Menu Allotment in a different way than they have been used before.

Board members commenting and/or asking questions were Judy Burns, Alex Rodriguez, Bruce Burke, Joel Ireland and Adelita Grijalva.

There was extensive discussion and Roger Pfeuffer responded to questions regarding the delay in suggesting a change after the Task Force had completed its work, how the additional funds were generated, if this had happened before, and if any element of the suggestion was not in accordance with the statute.

13. Review and adoption of the Superintendent Evaluation Instrument 2004-2005

Bruce Burke and Adelita Grijalva presented information on the development of the evaluation instrument and stated that it had been reviewed and approved by the Superintendent. The period of evaluation would be from April 2004 through June 2005, and the evaluation will be held in executive session.

Board members commenting and/or asking questions were Judy Burns, Adelita Grijalva, Bruce Burke and Alex Rodriguez.

Roger Pfeuffer reviewed the six key areas of strategic planning that he was using as criteria for measurement of his evaluation and summarized what each covered.

Judy Burns moved approval, Adelita Grijalva seconded. Motion failed 2-3. Alex Rodriguez, Joel Ireland and Bruce Burke voted no.

To be considered again in June.

Judy Burns moved approval, Alex Rodriguez seconded. Approved unanimously.

ITEM

ACTION

STUDY/ACTION ITEMS (continued)

14. Medical Insurance Renewal and Plan Design Change for 2005-2006 Plan Year October 1, 2005 through September 2006

Adelita Grijalva moved approval, Alex Rodriguez seconded.

Sue Wybraniec presented information to the Board on the history of the District's contract with United HealthCare, a 15-month contract for the first year ending September 30, 2005, and the proposed rate renewal for two years, on an October 1 through September 30 calendar. The proposed increase in premium costs would be 19.6% and the benefit design would change in two areas—the prescription drug coverage to \$10/\$25/\$50 (generic/tier2/tier3), and the office co-pay to increase to \$25 per visit. The proposal has been approved by the Insurance Advisory Committee.

Approved 4-0. Judy Burns was not present for the vote.

Board members asking questions and/or commenting were Joel Ireland, Alex Rodriguez and Adelita Grijalva.

Sue Wybraniec and Roger Pfeuffer responded to Board members' questions regarding the length of the contract being five years, renewable every year, but with the option of doing a new Request for Proposal; and the contract with the benefits consultant, The Segal Company, awarded through an RFP and in effect for two more years.

15. Short Term Disability Insurance Renewal and Plan Design Change for July 2005 through September 2006

Alex Rodriguez moved approval, Adelita Grijalva seconded.

Sue Wybraniec and Roger Pfeuffer presented information to the Board on the current short term disability plan through UnumProvident which is a 0/3 design, the reasons for proposing to offer a 7/14 plan, the costs associated with each, and the plan for bridging the gap from July through September 2005 in order for the new plan year to be on an October through September calendar year.

Approved 3-1. Joel Ireland voted no. Judy Burns was not present for the vote.

Board members asking questions and/or commenting were Adelita Grijalva, Joel Ireland, Alex Rodriguez and Bruce Burke.

Sue Wybraniec responded to Board members' questions regarding the fact that short term disability insurance is voluntary for employees and carries no cost to the district; the length of the contract with UnumProvident is five years, originally awarded in

ITEM

ACTION

STUDY/ACTION ITEMS (continued)

15. Short Term Disability Insurance Renewal and Plan Design Change for July 2005 through September 2006 (continued)

2001-2002, therefore 2005-2006 would be final year; confirmation that the recommended rates are for the summer (July-September) and then 2005-2006 (October-September); and that 62% of TUSD employees elect to purchase short term disability insurance.

At this time Consent Agenda Items 6(r) and 6(s) were brought up again for consideration.

CONSENT AGENDA

6. r) School Network Infrastructure Replacement

Guyton Campbell requested that this item be removed from the agenda in anticipation of incorporating the equipment included in this item into a bond project which will be presented to the Board for approval at a later time.

Removed from the agenda. No action taken.

6. s) PeopleSoft System Server Replacement, to be purchased from Hewlett Packard via State Contract in the amount of \$315,111.98

Guyton Campbell presented additional documentation to the Board and requested approval for the replacement hardware for the PeopleSoft system upgrade. He explained that the Board previously approved the purchase of Hewlett Packard equipment for the District. Roger Pfeuffer recommended approval.

Adelita Grijalva moved approval, Alex Rodriguez seconded. Approved 4-0. Judy Burns was not present for the vote.

Board members asking questions and/or commenting were Joel Ireland and Alex Rodriguez.

Roger Pfeuffer and Guyton Campbell responded to questions regarding the continued use of the PeopleSoft system and the origination of its use in 1997-98.


ITEM

ACTION

REGULAR MEETING ADJOURNED – 11:50 p.m.

Approved this 8th day of November, 2005.

TUCSON UNIFIED SCHOOL DISTRICT NO. ONE

By 
Adelita Grijalva, Clerk
Governing Board