

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

**June 14, 2011  
6:30 p.m.**

**MINUTES**

**Present:**

Mark Stegeman, President  
Judy Burns, Clerk  
Miguel Cuevas, Member  
Adelita S. Grijalva, Member  
Michael Hicks, Member

**Also Present:**

John Pedicone, Ph.D., Superintendent  
Maria Menconi, Ed.D., Interim Deputy Superintendent  
Adrienne Sanchez, Interim Chief Financial Officer  
Nancy Woll, Chief Human Resources Officer  
John Gay, Chief Information Officer  
Candy Egbert, Interim Chief Operations Officer  
Martha Durkin, Lead Legal Counsel  
Maggie Shafer, Assistant Superintendent, Elementary School Leadership  
Edith Macklin-Isquierdo, Ph.D., Assistant Superintendent, High School Leadership  
Lupita Garcia, Ph.D., Assistant Superintendent, Government Programs & Community Outreach  
David Scott, Director, Accountability and Research  
Shannon Roberts, Director, Employee Relations  
Sean Arce, Director, Mexican American Studies  
Donna Lewis, Director, Middle School Leadership  
Richard Gastellum, Interim Director, High School Leadership  
Holly Colonna, Director, Counseling and Guidance  
Leon George, Director, Purchasing Department  
Scott Bakus, Director, Alternative Education  
Stuart Baker, Interim Coordinator, Distance Learning  
Charlotte Patterson, Principal, Project MORE  
Aaron Ireland, Teacher, Project MORE  
Frank Armenta, Principal, Cholla Magnet High School  
Abel Morado, Principal, Tucson High Magnet School  
Dr. Brenda Even, Board Member, Pima Community College  
Dr. Don Enz, State Department of Education  
Mary Alice Wallace, Director of Staff Services to the Governing Board  
Michele Gutierrez, Senior Staff Assistant I to the Governing Board  
Jeff Coleman, Director, School Safety  
Marivel Roybal, President, Tucson Education Association  
Frances Banales, Vice-President, Tucson Education Association  
Bruce Slabaugh, President, AFSCME Local  
Brenda Lambach, TUSD Division Chair for AFSCME  
Josh Brodsky, Arizona Daily Star  
TV Channels 9, 11, 13

## ITEM

## ACTION

REGULAR MEETING CALLED TO ORDER – 7:23 p.m.

No action required.

PLEDGE OF ALLEGIANCE

Michael Hicks led the Pledge of Allegiance.

No action required.

SUPERINTENDENT'S REPORT

No action required.

During his report, John Pedicone honored the work of custodians across TUSD, particularly those receiving the work achievement *Best of the Best* for this year. Custodians from Dunham Elementary, Secrist Middle and Sahuaro High Schools were recognized for their remarkable service. He also reported on the walk-through at the new McCorkle School and the district's new CFO, Yousef Awwad.

BOARD MEMBER ACTIVITY REPORTS

No action required.

Miguel Cuevas mentioned that he attended Sabino High School's commencement ceremony.

Judy stated that she participated in Palo Verde Magnet High School's graduation ceremony.

Adelita Grijalva reported that she attended Pueblo Magnet High School's graduation ceremony and the Wakefield Middle School promotion.

Michael Hicks commented that he recently attended the following: Bond Fiscal Oversight Committee meeting, an ABEC meeting in Phoenix, the walk-through at the new McCorkle School, graduation at Santa Rita High School and the Secrist Middle School promotion ceremony.

CALL TO THE AUDIENCE

No action required.

Mark Stegeman outlined the guidelines for speaking at Call to the Audience.

The following names are carryovers from the meeting of May 10 with the subject of their comments:

**Clyde Phillips** – Mexican American Studies;

**Roberto Rodriguez** – Mexican American Studies;

## ITEM

## ACTION

### CALL TO THE AUDIENCE (continued)

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

**Michael Ames** – AIMS scores;  
**Bruce Slabaugh** – Blue Collar concerns;  
**Gloria Copeland** – TUSD students needing assistance;  
**Laura Leighton** – Curriculum;  
**Alice Novoa** – Raza Studies;  
**Marivel Roybal** – Negotiations and Reduction in Force (RIF);  
**Frances Banales** – Negotiations;  
**Charles Collingwood** – Turnaround model;  
**Randall Bergeron** – Ethnic Studies.

Individuals whose names were called but were not present: **Tom Prezelski, Geoff Kelly, Eric Streicher, John White**

Board members commenting following Call to the Audience were Judy Burns, Adelita Grijalva, and Mark Stegeman.

### INFORMATION ITEM

- |    |  |  |
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| 1. | Policy Advisory Discussion as Amended by Senate Bill 1308, 2010 Legislature in Reference to Dating Abuse | Information only.<br>No action required. |
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John Pedicone made brief introductory comments, followed by comments from Mark Stegeman, Adelita Grijalva, Miguel Cuevas and Lupita Garcia.

### CONSENT AGENDA

- |    |   |   |
|----|---|---|
| 2. | a) Hourly new hires<br>b) Salaried separations<br>c) Hourly separations<br>d) Separations for Food Services Department<br>g) Addendum to Contract List for Members of the Tucson Education Association Bargaining (MBU) for the 2011-2012 School Year Approved by Board May 10, 2011<br>h) Requests for Leave of Absence for Certified Personnel<br>i) Requests for Leave of Absence for Classified Personnel<br>j) Reauthorization of Student Activity and Auxiliary Fund Bank Accounts for FY 2011-2012 | Judy Burns moved approval of Consent Agenda Item Nos. 2 (a-d, g-n, p-w, y-ab); Adelita Grijalva seconded. Approved unanimously. |
|----|---|---|

**ITEM**

**ACTION**

**CONSENT AGENDA** (continued)

2. k) Reauthorization of Petty Cash and Change Funds for FY 2011-2012
- l) Reauthorization of Revolving Fund and Designation of Custodian for FY 2011-2012
- m) Reauthorization of Electronic Payments Clearing Accounts for FY 2011-2012
- n) Reauthorization of Miscellaneous Receipts, Food Services Fund Clearing Account, and Electronic Payments Clearing Account for FY 2011-2012
- m) Intergovernmental Agreement between the Arizona Board of Regents on Behalf of the University of Arizona (UA) and Tucson Unified School District (TUSD) for Providing Math Training for Parents and Teachers, July 1, 2011 through June 30, 2012, with Authorization for the Superintendent to Execute the Agreement
- p) Funding Proposal: Toyota Tapestry Grant for \$10,000 Awarded to Tucson High Magnet School for “Capturing Sunshine, Rainfall, and Imaginations in the Desert” Project, Effective June 15, 2011 through June 15, 2012, with Authorization for Contracts Manager to Execute the Necessary Documents
- q) Funding Proposal: Research Corporation Supplemental Partners in Science Grant for \$7,000 Awarded to Tucson High Magnet School, with Authorization for Contracts Manager to Execute Necessary Documents
- r) Award of Request for Proposal (RFP) No. 12-04-16 – Consultant Services for Systemic Approach to Building Instructional Expertise and Instructional Leadership, awarded to Ardor Health Solutions; Community Outreach Program for the Deaf; Creative Networks LLC, DBA Care Resources; Dependable Nurses; Favorite Healthcare Staffing; Gabriela Rochin; Jacqueline Ortega; Jennifer Tapia, M.S., CCC-SLP, LLC; Lori Barnes, MA CCC-SLP; Mary O’Mara, SLP-PC; Premier Health Care Staffing, LLC; Team Ed; Therapy Rehabilitation; Top Echelon Contracting; VOCES; and Zarina Ltd., in an estimated amount of \$150,000.00

**ITEM**

**ACTION**

**CONSENT AGENDA** (continued)

- 2. s) Award of Request for Proposal (RFP) No. 12-06-16 – Supplemental Comprehensive Exceptional Education Services, awarded to Arizona K-12 Center; AVID Center; Cambridge Education; Chris Confer Associates; Curiousita Educational; Houghton Mifflin Harcourt; G and M Consulting; Mary Bouley, M.A.; Office of the Pima County Superintendent; Pearson; Scholastic; School Improvement Network; Solution Tree; Susie Heintz; and West Ed in the estimated amount of \$9,000,000.00 over five (5) years
- t) Award of Construction Contract – Roskrug Elementary School – Upgrades and Renovations (Bond), awarded to Lefco, Inc., in the amount of \$704,822.00 which includes the Base Bid and a 10% Contingency
- u) Award of Construction Contract – High School Grandstand Renovations for Three High Schools – Catalina and Tucson High Magnet Schools and Rincon High School (Bond), awarded to Sellers and Sons, Inc., in the amount of \$993,885.00 which includes the Bid and a 5% Contingency
- v) Authorization to Increase Contract for Bonillas Elementary School – Upgrades and Renovations (Bond), amount increased by \$30,000
- w) Authorization to Increase Contract for Ochoa Elementary School – Upgrades and Renovations (Bond), amount increased by \$25,000.00
- y) Minutes of Tucson Unified School District Governing Board Meetings
  - 1) Regular Board Meeting, December 14, 2010
  - 2) Regular Board Meeting, January 11, 2011
  - 3) Special Board Meeting, January 25, 2011
  - 4) Regular Board Meeting, February 8, 2011
  - 5) Special Board Meeting, May 10, 2011
  - 6) Special Board Meeting, May 23, 2011
  - 7) Special Board Meeting, May 24, 2011
- z) Acceptance of Summary of Districtwide Gifts and Donations and Student Activity Fund for the Eleven Months Ending May 31, 2011

**ITEM**

**ACTION**

CONSENT AGENDA (continued)

- 2. aa) Ratification of salary and non-salary vouchers for the period beginning May 1, 2011, and ending May 31, 2011
- ab) 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 (Dell Hammond)

Requests to consider specific Consent Agenda items separately:  
Judy Burns – 2(e, f and x); Mark Stegeman - 2(o).

In response to comments and questions from Mark Stegeman about the Consent Agenda items included in Ms. Burns' motion, Maria Menconi, John Pedicone, Lupita Garcia, Edith Macklin-Isquierdo and Abel Morado provided additional information. Miguel Cuevas also commented.

- 2. e) Letters of Assurance for Members of the Superintendent's Cabinet for the 2011-2012 School Year
- f) Letters of Assurance for Administrators, Psychologists and Research Project Managers for the 2011-2012 School Year

Adelita Grijalva moved to approve Consent Agenda Item Nos. 2(e and f); Michael Hicks seconded.  
Approved 4-1.  
Judy Burns voted no.

Following comments from Judy Burns, John Pedicone provided additional information and recommended approval.

- 2. o) Ratification of 2010-2011 Supplementary Textbooks and Technology Materials

Mark Stegeman moved approval of Consent Agenda Item No. 2(o); Judy Burns seconded.  
Approved unanimously.

In response to comments from Mark Stegeman, Judy Burns, and Michael Hicks, Maria Menconi, Maggie Shafer and John Pedicone provided additional information.

- 2. x) FY 2011-2012 Utility Expenditures

Judy Burns commented.

Adelita Grijalva moved approval of Consent Agenda Item No. 2(x); Miguel Cuevas seconded.  
Approved 4-1.  
Judy Burns voted no.

**ITEM**

**ACTION**

**ACTION ITEMS**

- |   |  |
|---|--|
| <p>3. Administrative appointments, reassignments and transfers<br/>– Principal, Utterback Middle School</p> <p>John Pedicone recommended the appointment of Cindy Mady.</p>         | <p>Miguel Cuevas moved approval; Mark Stegeman seconded. Approved unanimously.</p>                   |
| <p>4. Administrative appointments, reassignments and transfers<br/>– Principal, Fort Lowell/Townsend K-8 School</p> <p>John Pedicone recommended John Bellisario.</p>               | <p>Miguel Cuevas moved approval; Michael Hicks seconded. Approved unanimously.</p>                   |
| <p>5. Administrative appointments, reassignments and transfers<br/>– Assistant Principal, Vesey Elementary School</p> <p>John Pedicone recommended Ryan Wilson.</p>                 | <p>Miguel Cuevas moved approval; Michael Hicks seconded. Approved unanimously.</p>                   |
| <p>6. Administrative appointments, reassignments and transfers<br/>– Assistant Principal, Hohokam Middle School</p> <p>John Pedicone recommended Lupe Duran.</p>                    | <p>Miguel Cuevas moved approval; Michael Hicks seconded. Approved unanimously.</p>                   |
| <p>7. Administrative appointments, reassignments and transfers<br/>– Assistant Principal, Valencia Middle School</p> <p>John Pedicone recommended Julio Moreno.</p>                 | <p>Miguel Cuevas moved approval; Michael Hicks seconded. Approved unanimously.</p>                   |
| <p>8. Appointment of Student Member to the Technology Oversight Committee</p> <p>Mark Stegeman made introductory comments and pointed out that the appointment is for one year.</p> | <p>Michael Hicks moved to appoint Damian Shindler; Miguel Cuevas seconded. Approved unanimously.</p> |

**ITEM**

**ACTION**

**ACTION ITEMS** (continued)

9. Appointment of Member to the Tucson Unified School District Governing Board Audit Committee

Mark Stegeman commented and clarified that this appointment is for a four-year term.

Miguel Cuevas moved to appoint Jimmy J. Lovelace; Michael Hicks seconded. Approved unanimously.

10. Adopt and Approve the TEA Consensus Agreement between TUSD and Tucson Education Association (Revised Articles Effective July 1, 2011 – June 30, 2012)

John Pedicone commented briefly and introduced Shannon Roberts. Mr. Roberts outlined the criteria included in the staff recommendation. Shannon Roberts and John Pedicone provided additional information in response to questions and comments from Adelita Grijalva, Michael Hicks, Judy Burns, Mark Stegeman and Miguel Cuevas. (Motion to approve with recommended terms and conditions, as attached and made part of these minutes. Decision does include White Collar/Food Services.)

Michael Hicks moved approval as recommended by staff; Miguel Cuevas seconded. Approved 3-1. Adelita Grijalva voted no; Judy Burns was not present for the vote.

11. Adopt and Approve the Terms and Conditions for Blue Collar Employees with Revised Articles, Effective July 1, 2011 – June 30, 2012

Shannon Roberts outlined the staff recommendations for approval. Adelita Grijalva, Miguel Cuevas and Mark Stegeman commented. (Motion to approve with recommended terms and conditions as attached and made part of these minutes.)

Michael Hicks moved to approve staff recommendation; Miguel Cuevas seconded. Approved 3-1. Adelita Grijalva voted no; Judy Burns was not present for the vote.

12. Adopt and Approve the CWA Agreement between TUSD and Communications Workers of America with the Revised Articles Effective July 1, 2011 – June 30, 2013

John Pedicone and Shannon Roberts made brief statements about the Agreement between TUSD and CWA, followed by comments from Miguel Cuevas.

Miguel Cuevas moved approval; Michael Hicks seconded. Approved 4-0. Judy Burns was not present for the vote.



**ITEM**

**ACTION**

**ACTION ITEMS** (continued)

13. Adopt and approve the ELI Agreement between TUSD and (ELI) Educational Leaders Incorporated with the Revised Articles Effective July 1, 2011 – June 30, 2012
- John Pedicone made introductory comments about the Agreement between TUSD and ELI.
- Miguel Cuevas moved approval; Michael Hicks seconded. Approved 4-0. Judy Burns was not present for the vote.
14. Governing Board Policy Code No. JICB – Bullying Prohibition and Prevention (Recoding – Formerly Coded as JICL)
- Miguel Cuevas commented briefly about recoding of the policy. Judy Burns also commented.
- Michael Hicks moved approval; Adelita Grijalva seconded. Approved unanimously.
- Approved policies may be viewed on the District web page – [www.tusd1.org](http://www.tusd1.org)
15. Fiscal Year 2011-2012 Tucson Unified School District Proposed Budget and Presentation
- Following brief comments from John Pedicone, Yousef Awwad presented the proposed budget and outlined factors that impact the budget. Dr. Pedicone and Mr. Awwad responded to comments and questions from Judy Burns, Mark Stegeman, Michael Hicks, and Miguel Cuevas.
- Judy Burns moved approval; Michael Hicks seconded. Approved 4-0. Adelita Grijalva was not present for the vote.
16. Approval of the Notice for the *Truth in Taxation Public Hearing* (Proposed FY 2011-2012 Budget)
- Yousef Awwad made a brief presentation followed by comments from Judy Burns, Mark Stegeman, Michael Hicks and John Pedicone.
- Michael Hicks moved approval; Miguel Cuevas seconded. Approved 4-0. Adelita Grijalva was not present for the vote.

**ITEM**

**ACTION**

**ACTION ITEMS** (continued)

17. Arizona School Boards Association Legislative Action Agenda Proposals for FY 2011, with Directions to the Governing Board’s Representative to the Delegate Assembly for Voting Priorities

Judy Burns moved approval; Michael Hicks seconded. Approved unanimously.

Judy Burns shared her perspectives on how the Board’s representative should address the proposals during the Delegate Assembly. Mark Stegeman also commented. The motion included authorization for Board Member Miguel Cuevas to take action on behalf of board members during the ASBA Legislative Meeting on June 25, 2011 and to act on other proposals during the meeting for the benefit of TUSD.

**STUDY/ACTION ITEMS**

18. Board Leadership – Requested by Board Clerk Judy Burns

Judy Burns moved to remove Mark Stegeman as President as of July 1 and place Miguel Cuevas in the position of President. Motion died for lack of a second.

Judy Burns outlined her rationale for bringing this item to the Board. Miguel Cuevas commented.

Michael Hicks moved to request that Dr. Pedicone arrange a retreat for Governing Board Members to address Board practices; Mark Stegeman seconded. Approved 4-1. Judy Burns voted no.

**ITEM**

**ACTION**

**STUDY/ACTION ITEMS** (continued)

19. Alternative Education Re-Design

John Pedicone made introductory comments followed by a presentation from Edith Macklin-Isquierdo. Also providing information during the presentation were Charlotte Patterson, Aaron Ireland, Frank Armenta, Stuart Baker, Don Enz and Brenda Even. Board members commenting and/or asking questions were Judy Burns, Miguel Cuevas, Adelita Grijalva, and Mark Stegeman.

Adelita Grijalva moved approval; Michael Hicks seconded. Approved 4-1. Judy Burns voted no.

20. High School Economics Textbook Adoption

Consideration of extending the meeting beyond the 10:00 p.m. curfew in accordance with Governing Board Policy BDAA – *Procedures for Governing Board Members*

Removed from the agenda. Not addressed.

Michael Hicks moved to extend the meeting; Mark Stegeman seconded. Approved 4-1. Judy Burns voted no.

21. Addition of Public Relations Coordinator/Director Position for TUSD – Requested by Board Member Michael Hicks

John Pedicone provided information on the proposed addition of the position. Michael Hicks, Judy Burns, Mark Stegeman and John Pedicone discussed several aspects related to the creation of such a position—job title, e.g., director, coordinator, etc.; number of employees to be included in the department; possible costs; approach to marketing our school district; and the supervisory chain of command.

Michael Hicks moved to create the position; Adelita Grijalva seconded. Approved unanimously.

In addition to authorizing the position, the motion included the development of a job description for Board review and approval prior to advertising the position.

**ITEM**

**ACTION**

**FUTURE AGENDA ITEMS**

No action required.

Adelita Grijalva requested a presentation on data tracking high school students from entrance in 2007 to graduation in 2011, including a breakdown on numbers for each class. She also requested an update on the curriculum and professional development departments and plans for them in 2011-2012.

John Pedicone commented.

**REGULAR MEETING ADJOURNED** – 10:07 p.m.

Approved this 14<sup>th</sup> day of February, 2012.

TUCSON UNIFIED SCHOOL DISTRICT NO. ONE



By \_\_\_\_\_

Michael Hicks, Clerk  
Governing Board

ba  
Minutes\06-14-11Regular

We recommend that the Board adopt all tentative agreements between TEA and TUSD.

Additionally,

We recommend the following:

For the Consensus Agreement

- Cap the health insurance contribution at \$5,007.80 and guarantee no more than a 9.5% premium increase
- Eliminate the Employee Profile that is used to determine who will be placed in the transfer pool and if all certified staff assigned in an area to be reduced are highly qualified and appropriately certified and none are on a Plan for Improvement, Principals are required to determine who will be placed in the transfer pool in the event a reduction of staff is required at the site.
- Adopt the consolidated contract language as proposed by staff
- \Eliminate the requirement for written recommendations for improvement.
- Eliminate the requirement that if the District creates a Charter School all teachers will be members of the bargaining unit.

For the White Collar Food Service agreement

- Cap the health insurance contribution at \$5,007.80 and guarantee no more than a 9.5% premium increase
- Applications for employment are submitted electronically only.
- Elimination of the “bumping” process in which any layoff is determined by the inverse order of classification seniority
- All minimally qualified applicants as screened by Human Resources will be forwarded to the hiring authority for further screening if necessary and the district will not be limited to only the five (5) most senior applicants.
- Layoff and wage protection dates will be set at 2000.
- Promotions and Voluntary Demotion compensation will be consistent with CWA language.

And finally, we recommend the Board approve a 3% increase to the base pay for these

We recommend that the Board adopt all tentative agreements between AFSCME and TUSD. Additionally,

We recommend the following:

- Cap the health insurance contribution at \$5,007.80 and guarantee no more than a 9.5% premium increase
- Temporarily suspend certain portions of Article 23 so that the District may work collaboratively with AFSCME to ultimately create a pilot program for bus routing and assignments to be in effect no later than January 2012,
- For Leaves of Absence other than Family Medical Leaves, the employees will pay the cost of their insurance premiums
- Implement a progressive and cumulative discipline program.

And finally, we recommend the Board approve a 3% increase to the base pay for these employees.