

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

**October 22, 2013  
5:00 p.m.**

**MINUTES**

**Present:**

Adelita S. Grijalva, President – *arr. @ 5:10 p.m.*  
Kristel Ann Foster, Clerk  
Michael Hicks, Member  
Cam Juárez, Member  
Mark Stegeman, Member  
Madison Dodge, Superintendent's Student Advisory Council (SSAC)

**Also Present:**

H. T. Sánchez, Ed.D., Superintendent  
Julie Tolleson, Lead Legal Counsel  
Adrian Vega, Ed.D., Deputy Superintendent for Teaching and Learning  
Yousef Awwad, Deputy Superintendent for Operations  
Steven Holmes, Assistant Superintendent, Curriculum & Instruction  
Abel Morado, Ed.D., Assistant Superintendent, Secondary School Leadership  
Terri Melendez, Interim Assistant Superintendent, Elementary/K-8 Leadership  
Candy Egbert, Chief Operations Officer, Engineering, Facilities and Planning  
Damon Jackson, Chief Information Officer, Technology and Telecommunications Services  
Jim Fish, Executive Director, Equity Intervention  
Sam Brown, Director, Desegregation  
Pam Palmo, Interim Executive Director, Human Resources  
Lorrane McPherson, Interim Executive Director, Exceptional Education  
David Scott, Director, Accountability and Research  
Cara Rene, Director, Communications/Media Relations  
Jeff Coleman, Director, School Safety  
Charles McCollum, Sponsor, Superintendent's Student Advisory Council  
Bryant Nodine, Program Manager, Planning Services  
Marcus Jones, Program Manager, Bonds and Architecture  
Vanessa Garrison, Bond Fiscal Oversight Committee  
David Ashcraft, Bond Fiscal Oversight Committee  
Robert Selby, Bond Fiscal Oversight Committee  
Mary Alice Wallace, Director of Staff Services to the Governing Board  
Michele Gutierrez, Senior Staff Assistant I to the Governing Board  
Frances Banales, President, Tucson Education Association  
Dan Ireland, Vice President, Tucson Education Association  
Alexis Huicochea, Arizona Daily Star

## ITEM

## ACTION

REGULAR MEETING CALLED TO ORDER – 5:02 p.m.  
Board Clerk Kristel Foster called the meeting to order.

No action required.

### ACTION ITEM

1. Schedule an executive meeting at this time to consider the following matters:
  - A. Legal advice/instruction to attorney pursuant to A.R.S. §38-431.03 (A)(3) and (A)(4)
    - 1) Culturally Relevant Course Curriculum
  - B. Personnel issues pursuant to A.R.S. §38-431.03 (A)(1); legal advice/instruction to attorney pursuant to A.R.S. §38-431.03 (A)(3) and (A)(4)
    - 1) Administrative appointments, reassignments and transfers
    - 2) Personnel Matters
  - C. Discussions or consultations with designated representatives of the public body in order to consider its position and instruct its representatives regarding negotiations for the purchase, sale or lease of real property pursuant to A.R.S. §38-431.03 Subsection (A)(7)
    - 1) Menlo Park
    - 2) Wrightstown

Cam Juárez moved approval, Michael Hicks seconded. Approved 4-0 in a voice vote. Adelita Grijalva was not present for the vote.

REGULAR MEETING RECESSED – 5:03 p.m.

REGULAR MEETING RECONVENED – 6:31 p.m.

### PLEDGE OF ALLEGIANCE

Teri Melendez led the Pledge of Allegiance.

No action required.

### INFORMATION ITEMS

2. Superintendent's Student Advisory Council (SSAC) Report

Information only.  
No action required.

Madison Dodge presented the SSAC report. She indicated there have been two meetings since the last board meeting. She reported that the Superintendent has tasked the Council with looking at and researching different technological advancements that would be useful for student academic achievement and identifying barriers existing within classrooms.

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**ACTION**

**INFORMATION ITEMS** (continued)

2. Superintendent's Student Advisory Council (SSAC)  
Report (continued)

In conjunction with the TUSD Instructional Technology Department a survey has been created for students at each high school to provide input. The next meeting will be held on November 18 at Project M.O.R.E.

**SUPERINTENDENT'S REPORT**

No action required.

Dr. Sanchez announced that Madison received an award as a litigator at a mock trial competition held in New York.

Dr. Sanchez introduced Coach Henry Barraza who was in attendance with his wife and four sons and announced that Mr. Barraza was going to be inducted into the Pima County Sports Hall of Fame. Mr. Barraza thanked Dr. Sanchez and the Board for inviting him to attend and discussed his 35 years as a teacher and a volunteer in TUSD and the UofA. He said his philosophy was *Students First* and he taught students to excel in the classroom first before participating in sports. He said he would be highlighting TUSD and the support he has had when he speaks at his induction.

Dr. Sanchez introduced Scott Hagerman, Principal of Kellond Elementary School, and announced that Kellond was being named a Title I Rewards School by the Arizona Department of Education for significantly closing the achievement gap in three years. He asked Mr. Hagerman to discuss what he and his team at Kellond did to earn this reward. Mr. Hagerman indicated that Kellond had moved from a C to an A school in three years due to the hard work of the students. He thanked parents, teachers and kids for attending the board meeting.

Ms. Grijalva extended congratulations to those being recognized.

Ms. Grijalva noted there was a large number of Pueblo students in attendance and requested a motion to move item no. 12 forward on the agenda to be addressed next.

Mark Stegeman moved for Item 12 to be addressed next, Michael Hicks seconded. Approved unanimously in a voice vote.

## ITEM

## ACTION

### ACTION ITEM

12. Magnet Plan in Accordance with the Unitary Status Plan  
[Addressed out of sequence.]

(See Action after Call to the Audience.)

Dr. Sanchez reviewed meetings held at Davis, Carrillo and Pueblo regarding the magnet plan. He reviewed history of the magnet at Pueblo. Goal is to move to an integrated school as set forth in the USP. He indicated Special Master Dr. Hawley agreed to look at some alternative formulas for integration. He explained the plan is to move toward meeting a goal of a more integrative plan. He stated he discussed with a Pueblo teacher the idea of having students produce programming and partner with the TUSD TV station to do production, editing, broadcasting, etc. to highlight the skill of the students and to support the magnet in a more robust manner and promote more advanced placement. This revision to the plan is not eliminating the original magnet proposal, but is providing two enrollment cycles and providing additional support; feedback from community is supportive. This ties in with SSAC proposals on how to better share communication on what is happening at all the campuses. It is a potential mechanism with the energy behind it to be exceptional and a model. Other revisions to the plan took a look at the bilingual dual language model at Davis and support for that; same as two enrollment cycles with a good faith movement to moving to the 70% racial concentrated standard to reduce that and working with Dr. Hawley and other plaintiffs on the criteria to judge whether a site is integrated. At Tucson High the fine arts magnet will be continued and supported while integrating science and technology and math; deseg funding will be used to align courses with upper level mathematics and ensure technology in science. Magnet components will be fortified and supported with materials. All magnet campuses will have two enrollment cycles to demonstrate moving toward integration and academic excellence. The District will continue to explore new magnets. Court approval will be required. Based on meetings and other feedback, Dr. Sanchez believes there is support from campuses and communities and indicated that a sustained partnership will be needed which will require focus and communication and having key people to keep moving forward.

Dr. Sanchez responded to Kristel Foster's comment and inquiry concerning which is the priority: "integration and/or education quality," by saying since this is a court case, it is about integration first and foremost. The District's focus is on all students, but the court is fixated on two groups of students.

**ACTION ITEM** (continued)

12. Magnet Plan in Accordance with the Unitary Status Plan  
(continued)

Sam Brown provided additional information concerning magnets as a primary tool to achieve integration and educational quality. The court views through the lens of integration.

Ms. Grijalva commented on the beginning of the communications magnet at Pueblo and the result that many persons in media now attended Pueblo. She indicated that it had not received support nor been marketed over the years and was glad to see the effort to redefine it and support it. She responded to Michael Hicks' comment that this was about all the schools, not just Pueblo, by indicating the focus on Pueblo tonight was because there was a large number of people from Pueblo in the audience.

Cam Juárez commented concerning the need to be more proactive as a holistic community and invest resources as necessary to continue the integration effort. Dr. Sanchez clarified the commitment provided by the community and referenced the feedback documented in the agenda materials. [See attachment to agenda item no. 12 posted on the TUSD web for the October 22, 2013 agenda], and indicated people would be reminded of their commitments in the future if necessary.

Mark Stegeman expressed his opinion that the magnet program is one of the best uses of the deseg money as it most directly promotes academic programs, and the more of the budget that can be put into the program, the better. He expressed appreciation for the Superintendent's strategy. He further commented on staff proposals from last spring to add a performing arts magnet at Cragin and referred to documents presented at that time, and expressed his desire to see that added. Dr. Sanchez indicated this would be a worthy addition but cautioned trying to do too much and without adequate budget. Will continue to explore options, but reminded of the requirement for court approval. Mr. Brown advised the two additional magnets are still part of the plan but implementation will be slower and more deliberate. Dr. Stegeman confirmed with Mr. Brown that the second school referred to is Mansfeld. Mr. Brown and Dr. Sanchez responded to Ms. Grijalva's inquiry concerning the funding.

Michael Hicks moved the item as discussed. Ms. Grijalva

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**ACTION**

**ACTION ITEM** (continued)

12. Magnet Plan in Accordance with the Unitary Status Plan (continued)

seconded.

Ms. Foster expressed concern about persons who may have come to speak at Call to the Audience before the item was voted on. Dr. Stegeman and Mr. Hicks supported deferring action until after the Call to the Audience. Mr. Hicks and Ms. Grijalva withdrew the motion and second, respectively.

(continued after Call to the Audience below)

**BOARD MEMBER ACTIVITY REPORTS**

No action required.

Cam Juárez reported that in the past couple of weeks he has visited Hollinger, attended the (magnet) forums, visited White Elementary, represented TUSD along with Ms. Foster at the Sunnyside Foundation, and visited Holladay and Carrillo.

Mike Hicks reported he has also visited schools. He congratulated all the middle schools that took part in the recent volleyball and basketball tournaments and expressed the hope there would be better advertising and notification next year about the events.

Kristel Foster commented that because of an injury she became familiar with a physical therapy company who works closely with TUSD sports to acknowledge athletes every grading period and give scholarships. She suggested that as consumers people consider spending money with companies that give back to the District, and further suggested posting a list on the web of companies that support TUSD.

**CALL TO THE AUDIENCE**

No action required.

Adelita Grijalva and Cam Juárez suggested that in the interest of time, persons who have had their concerns addressed can feel free to waive their requests to speak.

Ms. 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:

**Lillian Fox** – Inequity of budgeting between Departments and

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CALL TO THE AUDIENCE (continued)

school sites

**Betts Putnam-Hidalgo** – Support for magnet programs and the Special Master, and continuing desegregation of the schools

**Michelle Mathews** – Addition of Exceptional Education students to the Santa Rita High School English Classes which exceeds the Consensus limits

**LeRoy C. Bertsch** – Hollinger PreK-8 parent regarding no exceptional education, ESL, GATE and other services available

**Laura Leighton** – Unacceptability of Culturally Relevant Class materials

**Alex Fischer** – Support for the Pueblo Magnet Program

**Christian J. Medina Quinones** – Petition on behalf of MECHA in support for Pueblo High Magnet program

**Steven West** – Repairs needed for Pueblo High building

**Marisol Carrasco** – Support for the Pueblo Magnet program

**Norma Velasco** – Support for rental at Menlo Park for Herencia Guadalupana (Spanish speaker)

**Diana Wilson** – Support for Herencia Guadalupana Lab School

**Alexas Wilson** – Support for Herencia Guadalupana Lab School

**Kelly Lundia** – Support for Herencia Guadalupana Lab School

**Ernestina Fuentes** – Founder and Executive Director of Herencia Guadalupana Lab School

**Pamela Hennessy** – THMS Teacher and TEA Representative regarding lack of payment for teachers

**Gail Menke** – Poor Technology at Tucson High

**Jim Sinex** – Concerns regarding the latest magnet plan and integration

**Jana Happel** – Flaws for assessing integration in TUSD

**Dan Ireland** – Special Education and Student discipline

Individuals whose names were called but were not present:

**Carryover from September 24, 2013 Meeting:** Victor Braitberg, C. David Mogollon, Cameron Davidson, Michel Sanchez. **New for October 22:** Marilyn Ochoa, Chris Harmon, Jose Caicedo, Santana Orozco, Selena Rios, Cesar Aguirre, Jessica Sanchez.

Board Comments in Response to Call to the Audience

Dr. Stegeman asked that staff look into the issues at Santa Rita and if valid, develop appropriate remedies for the situation.

Mr. Juárez asked that staff look into the issues at Hollinger.

Mr. Hicks asked that the Administration look into all the issues

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**ACTION**

brought forward during Call to the Audience.

Ms. Foster asked that the issue of non-payment of teachers be looked into and determine why it happened so it won't reoccur. Also the issues at Santa Rita and the Special Education model.

**ACTION ITEM** (continued)

12. Magnet Plan in Accordance with the Unitary Status Plan (continued) **[Addressed out of sequence.]**

Michael Hicks moved to accept the plan, Cam Juárez seconded. Following discussion, Mr. Juárez withdrew his second.

Upon reconvening item no. 12, Michael Hicks moved to accept the plan, and Cam Juárez seconded. Dr. Stegeman commented he would support the motion with the inclusion of Cragin and Mansfeld.

Michael Hicks moved approval of the plan as presented with the addition of Cragin and Mansfeld including some funding for 2014, Mark Stegeman seconded.

Upon Ms. Grijalva's request for clarification, Dr. Sanchez said the request was for approval as presented.

Dr. Stegeman asked Mr. Hicks to clarify the intent of his motion. Mr. Hicks clarified that his intent was to approve with the inclusion of Cragin and Mansfeld in the magnet plan.

In response to Ms. Grijalva's inquiry if that is the plan as submitted, Dr. Sanchez said the two schools are already included in the plan for the future as submitted.

Mr. Juárez commented that since the two schools are already included in the plan, he felt adding them to the motion was redundant and rescinded his second to the motion.

Dr. Stegeman indicated he would second Mr. Hicks' motion with the inclusion of Cragin and Mansfeld and some funding for 2014. Ms. Grijalva asked Mr. Hicks to clarify if that was the intent of his motion, to provide funding for Cragin and Mansfeld before 2015-16, or an expansion into the next school year. Mr. Hicks clarified his intent was for 2014.

Mr. Brown commented that the plan is for phasing in those magnets in 2015-2016.

Mr. Juárez commented on support for expansion but not without money.

Ms. Foster asked for Mr. Brown to read specifically what the Board is being asked to vote on. Ms. Grijalva commented the purpose is to make sure everyone understands what is being



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**ACTION ITEM** (continued)

12. Magnet Plan in Accordance with the Unitary Status Plan (continued)

voted on.

Mr. Brown read from the proposed magnet plan specific strategies for adding and replicating magnets in 2013-14 and 2014-15, the section regarding two schools, Cragin Elementary and Mansfeld Middle School. At the bottom of the paragraph for each, the former version had a statement which has been struck out – “If TUSD receives the grant, development and implementation will be accelerated.” He clarified there is funding for 2013-2014 and funding for the next year, but it should not detract in any way what the District is trying to do with the other schools in the plan.

Ms. Foster asked Mr. Hicks if it is his intention to put the acceleration of the Cragin and Mansfeld magnets into the plan in his motion. Dr. Stegeman commented that since the magnet grant was not received, the funding for Cragin and Mansfeld in 2013-2014 would be less. Ms. Grijalva commented that since there is funding included in the plan for the two schools, it made no sense to add them specifically to the motion for approval. Dr. Stegeman commented that it made it clearer, and Ms. Grijalva stated she would be more comfortable simply approving the plan as submitted.

Mr. Brown clarified again. Mr. Hicks commented. Ms. Foster commented on votes taken previous to her being on the board which resulted in the Board having taken action that was not understood at the time, and that she would only vote on the plan as submitted without additional conditions.

At this point, Mr. Juárez moved to call the question, and Dr. Stegeman seconded.

Subsequent to action taken as recorded, Mr. Juárez requested a short recess.

**REGULAR MEETING RECESSED** – 8:11 p.m.

**REGULAR MEETING RECONVENED** – 8:23 p.m.

Subsequent to further discussion, Cam Juárez moved to call the question, Mark Stegeman seconded. Approved unanimously in a voice vote.

The Hicks/Stegeman motion failed 2-3 in a roll call vote. Kristel Foster, Cam Juárez and Adelita Grijalva voted no.

Cam Juárez moved to approve the plan as written, Kristel Foster seconded. Approved unanimously in a roll call vote.

## ITEM

## ACTION

### STUDY ITEM

3. Presentation of the Annual Bond (BFOC) Report of the Tucson Unified School District

Studied only.

Dr. Sanchez invited the presenters for the report to come forward. He commented that sadly it is the last report of this committee. He acknowledged the community oversight as an effective model and one that should be maintained and utilized for any bond program in the future.

Marcus Jones presented the annual report and stated that all projects have been completed and a lot more. He expressed appreciation to members of the Communications Department – Mary Canty, Jes Ruvalcaba and Cara Rene for their work in promoting the bond and presented a video highlighting the success of the bond. (Video available in the video recording of the October 22, 2013 board meeting posted on the web.)

Mr. Jones commented that the bond program has met all major goals and with the support of the Finance Department and the Bond Fiscal Oversight Committee, there is more data online than for any other bond program in the country, and available to anyone. He stated the BFOC has kept the program on task, and he introduced committee members David Ashcraft and Vanessa Garrison.

Ms. Garrison indicated she has been a member of the BFOC for many years. She stated that the video presented a synopsis of bond projects, and that the focus was always the safety and academic achievement of students. In addition, she highlighted other projects accomplished, e.g. making use of money to help receiving schools during the school consolidation project; assisting with technology infrastructure; collaboration with the Fort Lowell Soccer Club and the City of Tucson Parks and Recreation on the Fort Lowell soccer fields. Success of the bond program was in terms of things done for the schools that would not have been possible otherwise, plus it did what the voters wanted. The bond pamphlet provided to the voters had 27 categories with specific amounts compiled by doing a survey of needs at schools. The program followed legal requirements, stayed within the 10% contingency allowed, and finished by the required deadline. Another benefit of the bond program was to repair facilities when there was no funding from the Legislature. Ms. Garrison expressed appreciation to Marcus Jones, Candy Egbert, Nicole Fisher, Cliff Wadhams, and the entire

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**ACTION**

**STUDY ITEM** (continued)

3. Presentation of the Annual Bond (BFOC) Report of the Tucson Unified School District (continued)

Architecture and Engineering Department for their support and providing any information needed.

Mr. Hicks expressed appreciation for the work of the Committee, stated it has been one of the best well-run bond programs he has seen, and hoped the District would get another one.

Marcus Jones responded to Ms. Foster's inquiry about where the video could be viewed, by saying a link is posted on the front page of the TUSD web.

Mr. Juárez commented that this bond program has been incredible and thanked the committee members for the hours they have volunteered and the work of the staff to ensure the success of the program.

**INFORMATION ITEMS** (continued)

4. School Community Partnership Council (SCPC) Report Information only. No action required.

Dr. Sanchez invited the presenter to come forward. Substituting for Leo Masursky was Betts Putnam Hidalgo who reported on the September 16 meeting of the SCPC. She indicated Dr. Sanchez, members of the Cabinet and Board members Kristel Foster and Cam Juárez were in attendance. At the meeting Dr. Sanchez reported on talking with people around the district who asked questions on how to turn around TUSD, get more money in the district, and increase a positive view of TUSD. She reported election of officers was held and the results are on the TUSD website. Breakout sessions were held concerning issues persons would like addressed, e.g. importance of having more preschools, District accountability, the difficulty enrolling in the district by non-district residents, excessive testing, revisiting class size, how money saved from closures is being used, and the number of long term subs still teaching at this time of the year.

5. Presentation of Budget Status and Update on FY 2014 Budget Information only. No action required.

Dr. Sanchez called on Yousef Awwad to report on where the

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**INFORMATION ITEMS** (continued)

5. Presentation of Budget Status and Update on FY 2014 Budget (continued)

District is now with the budget. Using Power Point [available as an attachment to the agenda item posted on the TUSD web], Mr. Awwad presented information on the current status of the budget and projected expenditures. He stated the budget book was in the process of being formatted and will be posted to the TUSD web in the next few days.

In response to Mr. Hicks' inquiry regarding the location on the web, Mr. Awwad stated it will be clearly identified and available with a direct link.

He reported on resolving the budget deficit by reducing \$19m, and the impact of other factors on the amount of funding received, e.g. the Federal sequestration.

Dr. Sanchez commented on the importance of being cognizant of all the responsibilities of staff members.

Mr. Awwad went through the budget categories and explained what each meant, including administrative costs, and walked through the calculations. He and Dr. Sanchez responded to Mr. Hicks' and Ms. Grijalva's inquiries regarding expenditure of deseg monies. Mr. Awwad responded to further inquiries by Mr. Hicks concerning school administrative costs, and capital expenditures, and to a further inquiry by Mr. Juárez.

6. Update on Marketing Plan

Information only. No action required.

Dr. Sanchez stated Director of Communications Cara Rene will give an overview of the marketing plan which will be used to get the word out on magnets and will be funded from multiple sources.

Using Power Point [available as an attachment to the agenda item posted on the TUSD web], Ms. Rene reviewed the objectives of the marketing plan approved by the Board, which are to increase open enrollment, increase awareness of learning opportunities available, increase public understanding and perception, and create and communicate a consistent brand. Also to connect with the community consisting of several audiences, to make sure to connect with parents, especially those in connection with the Unitary Status Plan, community groups, employees and.

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**ACTION**

**INFORMATION ITEMS** (continued)

6. Update on Marketing Plan (continued)

others. Developed by the Gordley Group and the Marketing Committee including Sam Brown, Vicky Callison and Noreen Wiedenfeld. The one-year outreach will be fall and spring media campaigns and continuity throughout the year. Concept of content will be authenticity and will reflect diversity and the abundance of learning opportunities to foster community interest. Campaign will launch on Monday (October 28) and will include radio, television, print, internet and direct mail; also a TUSD Ambassador program, and participation in events such as booths at the 4<sup>th</sup> Avenue Street Fair and the Tucson Festival of Books. She described the *Ask Me* campaign, utilizing English and Spanish. Will try to bring all advocates into the Ambassador program to connect with the community on many different levels and will have a training program. Production of TV spots included outstanding cooperation of schools, principals, teachers and students. Locations included Tucson High, Booth-Fickett, Borton, and Carrillo. She described the number and length of spots and where they would be aired to get the best exposure, and printed materials that would be distributed. She expressed thanks to schools and departments and people who assisted. In response to Ms. Grijalva's inquiry about where ads could be viewed, she stated that once final versions were approved, they would be placed on the TUSD web. The first ads were radio ads on NPR concerning magnet programs. Ads now will concentrate on open enrollment with spring ads targeting Kindergarten. Mr. Juárez commented on the *Ask Me* program, complimented the participants in the ads, suggested fine arts programs that could be included along with bus drivers from Transportation, and questioned why some media outlets were not included in the campaign. Ms. Rene responded on arts programs included and getting the most "bang for the buck" within the budget. She responded to Mr. Hicks' inquiry about specific programs saying this is a broad approach covering main things that would connect and get people's attention to look at TUSD and enroll children. Mr. Hicks commented that most students leaving TUSD for charter schools were from the east side and inquired what was being done to encourage their return. Dr. Sanchez asked David Scott to respond. Mr. Scott indicated that students leaving for charter schools were from throughout the community, and contributed it to demographic shifts. A firm has been hired to look at trends in demographics in order to know what can be expected in the

**ITEM**

**ACTION**

**INFORMATION ITEMS** (continued)

6. Update on Marketing Plan (continued)

next ten years. In response to Mr. Hicks' statement that he wants TUSD to grow on the east side, Dr. Sanchez indicated that all sides of the District were being included in the campaign. Ms. Rene indicated there would be targeted mailings. Ms. Foster commented that the video does capture authentic portrayal of kids and programs in schools and speaks to everyone in the community. Dr. Sanchez commented further that for the size of the district, the limited budget and the fact that this is the first campaign, the product is impressive; he acknowledged the excellent work of Ms. Rene and the team and indicated future campaigns will only get better. Ms. Grijalva commented on the potential positive impact of the money being spent. Mr. Juárez commented on the campaign giving the opportunity for the District to highlight individual campuses and indicated his support for the campaign and belief it is money well spent. Dr. Stegeman expressed his opinion that there is value in the campaign and that it was well executed, but still believes spending money on teachers is better than on advertising.

**CONSENT AGENDA**

- |    |   |   |
|----|---|---|
| 7. | a) Salaried critical need and replacement hires<br>b) Hourly critical need and replacement hires<br>c) Salaried separations<br>d) Hourly separations<br>e) Requests for leave of absence for certified personnel<br>f) Requests for leave of absence for classified personnel<br>g) Adoption of 2013-2014 Middle and High School Supplemental Materials -- GeoGebra<br>h) Adoption of 2013-2014 High School Supplementary Materials – Envision in Depth<br>i) Adoption of 2013-2014 High School Supplementary Materials – AP Spanish Language and Culture Exam Preparation<br>j) Intergovernmental Agreement Between the Arizona Department of Education and Tucson Unified School District for Food Program Permanent Service Agreement, with Authorization for the Director of Food Services to Execute the Agreement | Kristel Foster moved approval of Consent Agenda Items 7(a-r), Mark Stegeman seconded. Approved unanimously in a voice vote. |
|----|---|---|

**ITEM**

**ACTION**

**CONSENT AGENDA** (continued)

- 7. k) Addendum II to Easement Agreement with Verizon Wireless at Catalina Magnet High School, with Authorization for the Planning Services Program Manager to Execute the Agreement
- l) Easement Agreement with Tucson Electric Power Company (TEP) for installation of an electrical transformer and easement to provide service at Pueblo Gardens K-8 School, with Authorization for the GIS and Planning Program Manager to Execute the Agreement
- m) Clinical Affiliation Agreement between Tucson Unified School District and A.T. Still University – Arizona School of Health Sciences to allow University students within the Athletic Training, Audiology, Occupational Therapy, Physician Assistant and Physical Therapy programs to participate in clinical experiences within TUSD Schools for five years from the date of execution
- n) Affiliation Agreement between Tucson Unified School District and Arizona Board of Regents, Arizona Health Sciences Center, for coordinated clinical educational programs, effective July 1, 2013 through June 30, 2014
- o) Minutes of Tucson Unified School District Governing Board Meetings
  - 1) Special Board Meeting, December 10, 2012 (Public Hearing)
  - 2) Regular Board Meeting, December 11, 2012
  - 3) Regular Board Meeting, March 12, 2013
  - 4) Special Board Meeting, April 16, 2013
  - 5) Special Board Meeting, June 12, 2013
  - 6) Special Board Meeting, June 18, 2013
  - 7) Special Board Meeting, June 27, 2013; reconvened June 28, 2013
- p) Ratification of salary and non-salary vouchers for the period beginning September 1, 2013 and ending September 30, 2013
- q) Request for Approval to Use Cooperative Purchasing Contract 09A-WPTI-0416 that may exceed \$250,000 in Fiscal 2014
- r) Approval of Superintendent's Designee for Internal Investigation – Office of Civil Rights (OCR) Case Number 08-12-1080

**ITEM**

**ACTION**

**CONSENT AGENDA (continued)**

Dr. Sanchez indicated he had received notice that items 7(s-y) had been requested to be considered separately. He requested the Board's approval of the Consent Agenda with the exception of items 7 (s-y).

Following approval of items 7(a-r), Ms. Grijalva announced that Mr. Hicks had requested items 7 (s-y) be considered separately and asked if he wanted them considered as a group or individually. Mr. Hicks indicated he wanted them considered as a group.

Mr. Hicks inquired what courses the books were to be used for and what teachers requested the books.

Dr. Sanchez responded that Steve Holmes would address the question of courses and indicated that the normal process for approval of curriculum was followed. Mr. Holmes provided information that the books are for American and U.S. History courses and eleventh and tenth grade English courses. Dr. Sanchez indicated the forms attached to the agenda item do have the names of staff who requested the materials. Mr. Holmes responded to Ms. Grijalva's request to go through the process using item 7(s) as an example. He and Dr. Sanchez confirmed for Mr. Hicks that the procedure set out in Policy IJJ was followed for approval for supplemental materials.

Mr. Hicks stated he would not support approval because he did not believe it was done properly. Mr. Juárez commented and Mr. Holmes confirmed the materials are not being used in the culturally relevant courses; Mr. Juárez indicated his support. Dr. Stegeman indicated that teachers are allowed to use incidental materials in their classes and that he disagreed when these books had been removed from classrooms last year; however he indicated he would not support the purchase of these books with taxpayer monies. Ms. Foster commented on her prior approval of a book because the process was followed although it was not one she would have used personally. Ms. Grijalva commented on a resolution previously proposed by Dr. Stegeman to end the proscription of the seven books, and the reason she did not support it at that time was that the books were not tied to any curriculum and that it didn't change the status of the books since they were available in school libraries for student use. She stated her support and belief the process was followed.



**ITEM**

**ACTION**

**CONSENT AGENDA (continued)**

- |    |  |  |
|----|--|--|
| 7. | s) Approval of Middle School Supplemental Materials – 500 Years of Chicano History                   | Cam Juárez moved approval of Consent Agenda Items 7(s-y), Kristel Foster seconded. Approved 3-2 in a roll call vote. Mark Stegeman and Michael Hicks voted no. |
|    | t) Approval of HS Supplemental Materials – Occupied America: A History of Chicanos                   |  |
|    | u) Approval of HS Supplemental Materials – Message to Aztlán   |  |
|    | v) Approval of HS Supplemental Materials – Chicano! The History of the Mexican Civil Rights Movement |  |
|    | w) Approval of HS Supplemental Materials – Rethinking Columbus: The Next 500 Years                   |  |
|    | x) Approval of HS Supplemental Materials – Critical Race Theory                                      |  |
|    | y) Approval of HS Supplemental Materials – Pedagogy of the Oppressed                                 |  |

**ACTION ITEMS**

- |    |  |  |
|----|--|--|
| 8. | Administrative Appointments, Reassignments and Transfers – Principal, Santa Rita High School   | Michael Hicks moved approval, Cam Juárez seconded.   |
|    | Dr. Sanchez recommended James Palacios for the position and commented that the interview process has been followed.  | Approved unanimously in a voice vote.  |
| 9. | Approval of Adoption #14-13: K-12 Online Curriculum, awarded to four vendors: K12 Virtual School, Edmentum and Edgenuity; and Rosetta Stone, in an amount of \$300,000/year for 5 years (\$1,500,000)(estimated; see narrative below). | Michael Hicks moved approval, Kristel Foster seconded. Approved unanimously in a voice vote. |

Dr. Sanchez indicated the K-12 on-line curriculum has been reviewed, and discussed the launch of the GradLink 2 Program to recover students who have dropped out or are falling behind and the requirement for a robust on-line curriculum for transitioning students to a new curriculum to assist with reading and visual content. He asked Steve Holmes to present the item. Mr. Holmes explained the advantages and benefits of the four programs being recommended for adoption as curriculum and the costs. He indicated the cost would be approximately \$154,000 rather than the figure quoted on the agenda item.

Mr. Holmes responded to Ms. Grijalva’s inquiry concerning students being dual enrolled in the on-line curriculum and a traditional high school by saying that was correct.

**ITEM**

**ACTION**

**ACTION ITEMS** (continued)

9. Approval of Adoption #14-13: K-12 Online Curriculum, awarded to four vendors: K12 Virtual School, Edmentum and Edgenuity; and Rosetta Stone, in an amount of \$300,000/year for 5 years (\$1,500,000)(estimated; see narrative below). (continued)

Mr. Juárez commented on the value of getting students caught up and preparing for tests required to pass, not just credit recovery. Mr. Holmes explained individual plans were customized for each student.

In response to Mr. Hicks' inquiry regarding the number of languages available in Rosetta Stone, Mr. Holmes indicated it provides access to 30 languages.

Dr. Stegeman commented on the three additional programs listed on the agenda item and asked what the additional value was. Mr. Holmes explained that only the four programs discussed were being requested for approval as the other three were repetitive to those being requested. Dr. Stegeman indicated he would support.

10. Award of Request for Proposals (RFP) #14-48-16 – District Efficiency Audit, awarded to Gibson Consulting, in an amount of \$300,000 for the first year

Kristel Foster moved approval, Cam Juárez seconded. Approved unanimously in a voice vote.

Dr. Sanchez recommended performance of a District efficiency audit utilizing a third person, impartial review of all operations in every aspect. He asked Yousef Awwad to present information on the vendor being recommended as well as their background and other districts where they have done this work. Mr. Awwad indicated the company being recommended has done work in some of the largest school districts in the country such as Los Angeles Unified, Clark County (NV) and Miami-Dade. In response to Ms. Grijalva's inquiry, he stated the cost was for the complete audit as stated in the scope.

Dr. Stegeman commented he would support the procurement because the potential gains from an efficiency audit are great, but referenced the previous audit by MGT which cost a lot and very little was implemented. He stated his support was based on the hope and assumption that the District will take the results from this one seriously and get some serious savings from it. Dr. Sanchez stated that implementation of results would be with the support of the Board which might require changing policy

**ITEM**

**ACTION**

**ACTION ITEMS** (continued)

10. Award of Request for Proposals (RFP) #14-48-16 – District Efficiency Audit, awarded to Gibson Consulting, in an amount of \$300,000 for the first year (continued)

and/or procedures. Mr. Hicks commented he would support the audit but that he would be watching the results carefully.

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

Michael Hicks moved to extend the meeting for one hour, Cam Juárez seconded. Approved unanimously in a voice vote.

11. Award of Request for Proposals (RFP) #14-53-16 – District Curriculum Audit, awarded to Curriculum Management Systems, Inc., in an amount of \$200,000 for the first year

Cam Juárez moved approval, Kristel Foster seconded. Approved unanimously in a voice vote.

Dr. Sanchez explained that the curriculum audit, along with the efficiency audit, would serve as the foundation for strategic planning for the next five years. The purpose is to get a good understanding of where the District is doing well with practice, support and professional development. He asked Adrian Vega to present. Dr. Vega explained that the District was looking for a vendor with experience, and the company being recommended has 40 years of conducting curriculum audits with large districts comparable to TUSD or larger – several in Texas, Jefferson County, Kentucky, and Boston Public Schools. They will be looking for gaps as pertains to curriculum and how it is aligned across the District.

In response to Ms. Grijalva’s inquiry about how long the audit would take, Dr. Vega replied it would take nine to twelve weeks with results in time for strategic planning. In response to Ms. Foster’s inquiry about when the last curriculum audit was performed, Dr. Sanchez indicated his research revealed that one had not been done in at least a decade. Ms. Grijalva indicated that no curriculum audit had been done in the time she has been on the board; the previous operations audit was supposed to be followed by a curriculum audit but the District did not move forward with it.

In response to Mr. Hicks’ comment he hoped recommendations

**ITEM**

**ACTION**

**ACTION ITEMS** (continued)

11. Award of Request for Proposals (RFP) #14-53-16 – District Curriculum Audit, awarded to Curriculum Management Systems, Inc., in an amount of \$200,000 for the first year (continued)

would be seriously considered, Dr. Vega explained this audit is a deficiency audit to identify gaps in alignment through the lens of five standards in high performing districts. In response to Mr. Hicks' inquiry on how the audit would be conducted, Dr. Vega explained the process. Dr. Sanchez further explained that the results from both audits would be presented to the Board to give full information for transparency.

In response to Dr. Stegeman's inquiry whether the small pool of only two bids was expected, Dr. Vega explained that he is familiar with the process of an audit through prior experience and would not be bringing forward this recommendation if the team did not feel comfortable with the response. In response to Dr. Stegeman's inquiry if alignment with Common Core was a major part of the request, Dr. Vega confirmed that it was part of the scope of the RFP.

In response to Mr. Juárez' inquiry concerning turnaround time, Dr. Vega replied it would be 12 weeks at the most.

**REGULAR MEETING RECESSED** – 10:08 p.m.

**REGULAR MEETING RECONVENED** – 10:17 p.m.

**ACTION ITEMS** (continued)

12. Magnet Plan in Accordance with the Unitary Status Plan

Addressed out of sequence after the Superintendent's Report above.

**STUDY/ACTION ITEM**

13. University High School Admissions in Accordance with the Unitary Status Plan

Kristel Foster moved approval, Mark Stegeman seconded. Approved 4-1 in a voice vote. Michael Hicks voted no.

Dr. Sanchez reported on the proposal to run a dual admissions system which would include piloting a new admission process while maintaining the existing system and accommodating space if there is an increase in numbers. The plan would be brought back to the board in a year with a recommendation based on data received. He asked Sam Brown to present the

**STUDY/ACTION ITEM** (continued)

## 13. University High School Admissions in Accordance with the Unitary Status Plan (continued)

item. Using Power Point [available as an attachment to the agenda item posted on the TUSD web], Mr. Brown recognized the success of University High School and the goal is to expand the process to allow more students to be part of that success. He reviewed the revised process for admission to UHS to ensure multiple measures for admission are utilized in a fair, neutral and equitable manner. Consultation with an expert regarding the use of multiple measures was employed, and consultation throughout the process with the Plaintiffs and the Special Master was utilized concerning best practices used by other districts with similar programs. Plan will continue to be re-evaluated and adjusted as necessary. He reviewed goals designed to be impartial, and indicated there will be comparisons from one year to the next included the annual report on the USP each year. Specifics of the admissions process were outlined. Experts' opinions were reviewed.

Mr. Brown responded to Ms. Grijalva's inquiry whether the pilot concerned transferring students. He recognized Dr. Julia King and UHS Principal Dean Packard for their work on the plan. Ms. Grijalva expressed concern about so many pilot instruments being implemented at one time, and inquired how students will be supported once there to encourage them. Mr. Brown responded on how access and retention can be improved for students.

Dr. Stegeman commented it was important to point out that UHS is a 50% blend of ethnicities, but that the USP requires adjustment in the admissions process. He commented he did not support the first plan proposed, but that changes made are something he can support now as a first year experiment. He commented he had three concerns: one was the teacher evaluation part; another was he felt too many students admitted under the new standard could jeopardize the experiment and success of students. Dr. Sanchez responded that an overwhelming number of students was not expected at first. Dr. Stegeman also indicated a concern by people that this will begin a process of reducing academic standards at UHS, although he stated he does not believe it will, but he believes the perception must be addressed and attention to monitoring of achievement is important. He expressed his belief this is a reasonable response to the USP and will support the plan.

## ITEM

## ACTION

### STUDY/ACTION ITEM (continued)

#### 13. University High School Admissions in Accordance with the Unitary Status Plan (continued)

Mr. Juárez commented on desirability to raise the bar at all high schools and stated he would never support a change in the formula for UHS. He stated his support for this plan as an equitable opportunity for all students. Mr. Brown commented on remediation practices employed at UHS and Ms. Grijalva responded concerning preparation that could be done in eighth grade.

Ms. Foster commented that persons she has had conversations with were more acceptable to the plan as a pilot. She expressed concerns about stress levels at all schools and inquired if implementation of this pilot would create extra stress. Dr. Sanchez responded that students will be sought who have the capacity to go at the pace required, that enough space and staff are ensured with effort to drop the student:teacher ratio, and support will be provided through communication between the campus and administration.

Mr. Brown responded to Mr. Juárez' inquiry if quarterly reports were planned during the year of the pilot by indicating there would be information that could be made available after the January-February period. Dr. Sanchez responded to Ms. Grijalva's comment on parent concerns by indicating a meeting was set for Wednesday (10/23).

### GOVERNING BOARD POLICIES

Dr. Sanchez asked Ms. Tolleson to review the policies to provide perspective.

Approved policies may be viewed on the District web page – [www.tusd1.org](http://www.tusd1.org)

Ms. Tolleson indicated that subsequent to a board discussion on August 27, 2013 concerning the policy on physical force, where revisions were suggested by the Board, it was discovered that at the statewide level, all aspects of staff conduct, use of force and reporting of crimes have been collapsed into the proposed Policy GBEB (Item No. 14) along with the language previously suggested by the Board.

Ms. Foster proposed moving acceptance of *Staff Conduct* and elimination of *Use of Physical Force* and *Reporting Suspected Crimes* as one item. Ms. Grijalva expressed she would prefer addressing them individually.

**ITEM**

**ACTION**

**GOVERNING BOARD POLICIES** (continued)

Dr. Sanchez indicated the policies (Items 14, 15 and 16) are for Study and would be brought back for action at a future meeting. Ms. Grijalva asked board members to send comments or suggestions to Mrs. Wallace so they could be forwarded to Ms. Tolleson.

**Study/Action**

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|-----|--|--|
| 14. | Governing Board Policy GBEB – <i>Staff Conduct</i> (revision)                  | Studied only.  |
| 15. | Governing Board Policy GBEBE – <i>Use of Physical Force</i> (elimination)      | Studied only.  |
| 16. | Governing Board Policy GBEBD – <i>Reporting Suspected Crimes</i> (elimination) | Studied only.  |
| 17. | Governing Board Policy CBCA – <i>Delegated Authority</i> (revision)            | Kristel Foster moved approval, Michael Hicks seconded. |

Ms. Tolleson indicated that this revision is to reconcile TUSD policy with corresponding changes in State statute regarding evaluation processes and notices of unsatisfactory performance, which now allows for notice to the Board in ten days rather than five.

Approved unanimously in a voice vote.

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| 18. | Governing Board Policy GCO – <i>Evaluation of Certificated Staff Members</i> (revision) | Studied only. |
|-----|---|---------------|

Dr. Sanchez indicated the revision is to make allowance for an aspect in law that states some recognition must be allowed in the process, and puts the policy in line with model policy. Ms. Tolleson responded to Mr. Hicks' inquiry if this was the ASBA model by indicating it was. Ms. Foster asked for additional time to review the policy. Ms. Grijalva encouraged board members to review the policy and forward comments to Mrs. Wallace.

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|-----|--|---------------|
| 19. | Governing Board Policy GCOC – <i>Rules for Disciplinary Action Against an Administrator</i> (revision) | Studied only. |
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Dr. Sanchez reported that currently there are persons who fall under the ELI agreement who aren't being recognized or named. Ms. Tolleson has worked with the ELI Executive Director so they are aware, and the revision is being supported by ELI.

**ITEM**

**ACTION**

**GOVERNING BOARD POLICIES** (continued)

**Study/Action** (continued)

19. Governing Board Policy GCOC – *Rules for Disciplinary Action Against an Administrator* (revision) (continued)

Mr. Hicks inquired what the process is for an Administrator to refute discipline. Ms. Tolleson clarified that this revision doesn't change anything about administrator discipline process. The purpose of this revision is, since there was no process that governed Research Project Managers or School Psychologists who fall under the ELI Agreement, to include them in the policy so these groups are aware of what the process is. She explained the progressive discipline. Mr. Hicks asked for additional time to review. Mr. Juárez also asked for additional time. Ms. Grijalva clarified that the purpose of the revision was the addition of the Research Project Managers and School Psychologists to be governed by the policy.

Mr. Hicks commented that if there were other issues with the policy, they could be addressed at this time. Ms. Grijalva responded that comments or suggested changes should be sent soon since ELI has agreed to the changes being proposed now, which require the Board's approval. Mr. Juárez commented he would like to know what kind of impact adding additional persons to the policy would have.

Dr. Stegeman inquired about the motivation for adding the word "supervising" in Section VI.A.3. Ms. Tolleson responded that this policy has been revised in the last year or so, and language might have been to distinguish between an administrator and a *supervising* administrator, and it could have been carried over from before. She said she will check that before the policy is brought back for action.

Ms. Grijalva indicated the policies would be brought back at the next meeting for action.

**ACTION ITEM**

20. Authorization for Board Members to Travel to Bulldog Tech in San Jose, CA on November 4 and 5, 2013, for the Purpose of Viewing Academic Programs No action taken.

Dr. Sanchez stated that there was interest in growing TUSD by looking at project-based 21<sup>st</sup> Century learning programs and



## ITEM

## ACTION

### ACTION ITEM (continued)

20. Authorization for Board Members to Travel to Bulldog Tech in San Jose, CA on November 4 and 5, 2013, for the Purpose of Viewing Academic Programs (continued)

looking for sites to view such programs first hand. When a major investment is required to develop such a project, he indicated it seemed feasible to take Board members with Administrators to see other examples personally. He extended an invitation to Board members to travel with Administrators (to San Jose), but if no one accepted, a team of people would be sent to view programs and bring back information to the Board.

Mr. Juárez commented on the value of seeing something first hand, but considering the economic situation in the district and the community, he stated that rather than spend money for the Board to travel, he would rather spend the money in a different fashion and have Dr. Vega prepare a presentation on what was learned.

Ms. Grijalva stated it will be important if or when this item comes forward and requires resources, that Board members remember they had the opportunity to go and observe and see the impact of a program. She indicated interest in a review and special presentation including budget impact and potential sites.

Dr. Sanchez indicated it would be taken under advisement.

### FUTURE AGENDA ITEMS

Dr. Stegeman asked the Board to consider move the starting time of meetings from 6:30 p.m. back to 6:00 p.m.

Mr. Juárez asked that his Resolution on student and employee wellness be brought back for Board consideration. Ms. Grijalva asked that Legal review the Resolution in advance.

### REGULAR MEETING ADJOURNED – 11:02 p.m.

Approved this 11<sup>th</sup> day of February, 2014.

TUCSON UNIFIED SCHOOL DISTRICT NO. ONE



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

Maw  
Minutes\10-22-13Regular