



Inspiring Hope and Empowering All Students To Courageously Pursue Their Goals and Dreams

**Governing Board
Regular Meeting Minutes
August 13, 2020**

- I. **CALL TO ORDER THE REGULAR MEETING:** Mr. Sunn, Governing Board President, at 5:00 p.m., called the regular meeting to order.
- II. **ROLL CALL:** Mr. Delson Sunn, and Mrs. Susan Doucet were in attendance. Mrs. Nubia Briceno was not in attendance.

Administration Present:

Kristine Morris, Superintendent

Ana M. Avalos, Director of Human Resources

Susan O'Rielly, Executive Director of Business Services

Dr. Randy Watkins- Hurley Ranch Principal

Matthew Haley, Network Administrator

Melanie Block, Director of Academic Services

Carrie Brandon, Director of Student Service

Michael Welsh, Union Principal

Jonathan Stewart, Dos Rios Principal

III. **PLEDGE OF ALLEGIANCE**

IV. **APPROVAL OF THE AGENDA:**

Motion by Mrs. Doucet seconded by Mr. Sunn to approve the agenda. Vote was unanimous. Motion carried. Aye: Mr. Sunn, Mrs. Doucet

V. **PUBLIC COMMENTS:**

The call to the public will be restricted due to social distancing guidelines, therefore, limiting the number of participants at the meeting. The meeting is open to the public to listen via phone by calling: 1 (646) 749-3122 and entering access code: 440-747-085.

No public comments.

VI. **SUPERINTENDENT SUMMARY OF CURRENT EVENTS**

Wow! What a start to the 2020-2021 school year. I want to appreciate our teachers, support staff, and administrators for the logistical feat they accomplished with setting our families up for the start of the school year. Following our district core value of demonstrating care and compassion as we create opportunities for our students and community, our staff held individual parent-teacher conferences with families to distribute materials and connect with the students and their families. Although brief, socially distant, and through face masks and shields, our team took the time to hold these important 1:1's with each family who was healthy to do so. They also made arrangements to connect virtually when families were not able to attend. Thank you to our team, who ensured we had the protective equipment, training, and systems to make this possible.

While we had some bumps with our technology start-up, overall, it was a smooth deployment. Our technology team, media center assistants, front office and administrative teams, and teachers all helped support our parents in logging on, finding lost passwords, and generally learning how to

access our on-line learning platform. By this week, aside from bandwidth issues, folks are getting into the swing.

This same care and focus on student connection and learning is occurring for our beginning of year testing. Our stellar academic service team and reading interventionists have worked with our site administrators to bring small groups of students onto campus to gather important baseline data on current academic levels of performance. As of yesterday, we have assessed 423 students, using the appropriate CDC guides with group size, protective features, and handwashing etc. These daily numbers are manageable and very close to what we are anticipating for our high-needs on-site support services, preparing us for the possibility of beginning those services on Monday.

This system of support is just one more example of how we are keeping high expectations for learning, regardless of the learning model we are using.

On Monday, I had the chance to host a Teams meeting with a group of teachers from each campus and support staff to discuss the success and challenges we are facing. I'll be sharing their insight later during my presentation; however, the enthusiasm in seeing our students was heartwarming, their passion for figuring out how to deliver rigorous and engaging instruction was inspiring, and the desire to ensure learning and safety for our most needy students was ever-present.

On the business side of the operations, our opening day enrollment numbers are down; however, we are picking up students each day. We began with 1639 students and are presently showing 1695 students on our rosters. The 10-day no-show drop will happen Monday so we will have a firmer view of what our actual student count is. In anticipating drops, we have only 1 student who has not attended any day, and 39 who have missed 6 or more of the 8 days of schooling. I would expect those to be drops. On a positive note, even counting those 40 who have not attended regularly, we have an 85.24% attendance rate, some grade levels as high as 89-90%! I want to thank parents and teachers for navigating these challenges and getting students to classes daily.

A large part of the decline in enrollment comes from lower kinder numbers and loss of a large 8th grade class. We projected 179 Kindergarten students coming into 2021, current enrollment is 125. Also, last years 8th grade class had 206 students, so we exited a large class and have lower entry. Those factors combined account for about ~82 students lower in enrollment. Regarding the Kindergarten loss, demographic studies are showing lower birth rates for the Kindergarten cohort that is now hitting schools. This combined with the pandemic has suppressed enrollment and we don't know yet the full impact of the newest charter school in our community. We continue to register and recruit; however, until the pandemic subsides this may be an on-going challenge.

To help offset the lower enrollment with increased expenses to respond to COVID-19, there are several Federal grants that we are eligible to receive and will be applying for. 1) Enrollment Stabilization, distributed through the Governor's Office, details on allocations, and use of funds will be shared next week. 2) Elementary and Secondary School Emergency Relief Funds (ESSER) distributed by Arizona Department of Education are an entitlement allocation of \$418,662.92. 3) FEMA. Distributed through Department of Emergency Management. Each grant has unique requirements, timelines for expenditures, allowable expenses, and different allocation methods. Susan, Melanie, and I are working together to maximize what we can recoup from these Federal resources. Our focus is on ensuring we are good stewards of these and other resources so that we can safely accelerate academic learning, retain our high-quality staff, and improve overall student well begin. As more details become available, we will update the Board.

VII. APPROVAL OF THE CONSENT AGENDA

Motion made by Mrs. Doucet seconded by Mr. Sunn to approve the consent agenda. Vote was unanimous. Motion carried. Aye: Mr. Sunn, Mrs. Doucet

- A. Approval of Regular Meeting Minutes for July 09, 2020
- B. Approval of Personnel Consent List
- C. Approval of Accounts Payable Vouchers
- D. Approval of Accounts Payroll Vouchers
- E. Approval of Student Activity Transaction Report
- F. Approval of Gifts and Donations
- G. Approval of Study Session and Special Meeting Minutes for July 22, 2020
- H. Approval of Memorandum of Understanding (MOU) between Read Better Be Better and Union Elementary School District
- I. Approval of Intergovernmental Agreement (IGA) with Arizona Board of Regents for and on behalf of Northern Arizona University.
- J. Approval of Intergovernmental Agreement (IGA) with Westside Impact School Districts
- K. Approval of Intergovernmental Agreement (IGA) with Littleton Elementary School District No. 65
- L. Approval of Intergovernmental Agreement (IGA) with Tolleson Elementary School District No. 17
- M. Approval of Qualified Evaluators for the 2020-2021 school year
- N. Approval of Grants received by Union Elementary School District
- O. Approval of Vendor Contracts for Fiscal Year 2020-2021

VIII. PRESENTATION FROM DISTRICT PERSONNEL

- A. 2020-2021 Teachers Performance Pay Plan Proposal
- B. 2020-2021 School Re-Opening Update

Q. Mrs. Doucet asked if the waiver that is required for visitors, vendors, and families is also required for staff?

A. Ms. Kristine Morris responded no, staff is covered by workman's comp. We are not asking the employees to sign waivers; they do acknowledge that they have to adhere to our guidelines and that gives them protection.

Q. Mrs. Doucet stated that if we are wanting our online model to be consistent with what we would do in person, then why don't we say the pledge of allegiance online?

A. Mr. Randy Watkins responded that this is something that we can implement moving forward. Ms. Kristine Morris added that they are doing morning announcements now and we can absolutely do the pledge of allegiance. Mr. Sunn said that the idea is to make it like an actual school day, so we need to make it like the school day.

Q. Mrs. Doucet asked what the staff or teachers think about opening up on the 17th versus waiting for in person learning to begin?

A. Mr. Jonathan Stewart responded that speaking with his staff, we all got into education because we love being with kids and certainly want them back. The staff I believe, feels the same way I believe, and we want to use the data in our decision making. We are looking forward to the day when we can get back, but we want to do that safely. I don't have the feeling from my staff on campus that we are in a hurry to bring the students back because we may end up hurting them. I believe there is an overwhelming sense that we need to wait.

Q. Mrs. Doucet asked how you personally feel, as the principal, coming back on the 17th versus waiting?

A. Mr. Michael Welsh responded, we started the school year off with a lot of anxiety from families and staff. Our staff had some anxiety with returning and the way we handled our inductions really put staff at ease showing that we are putting the protocols in place, by having meetings online, holding people accountable and respecting the teachers wishes. I do think for myself and my teachers as much as we want our students back the data doesn't support it. Mr. Randy Watkins stated that the staff has professionally conveyed their concerns about the school opening. Mr. Jonathan Stewart responded that he's in alignment with this. Everyone for the most part feels that we need to wait until we can do it safely. We don't want to open to early and then have to close again. Ms. Kristine Morris responded that from the feedback she received on Monday, the teachers were so excited that kids were on and engaged. They are

nervous they may lose that level of engagement, but they don't want to come back and then have to shut down. I did state that could happen at anytime, but they want enough time for it to be less widespread, so the likelihood of getting shut down again was small.

Q. Mrs. Doucet asked if any of the teachers are struggling with online? Are we doing additional online training?

A. Mr. Randy Watkins responded the professional development has been outstanding. What we are trying to do in person is the same thing we are trying to do online. The teachers are really advocating for themselves. The District office has formulated professional development for the needs of the teachers and their feedback. Nearly all have gone on to Nearpod that allow them to do learning checks. Mr. Michael Welsh added that we have a District Coach on every campus which has been extremely helpful. With the teachers being on campus, we are able to help them quickly and be in their rooms which is beneficial. It's wonderful having our District Coaches on campus as you are not having to wait a few days for things, it's immediate. Ms. Kristine Morris added that we did have some trepidation from people wondering why we had the teachers come into their classrooms versus teaching from home. We new they were going to need some support, have a separation from work and their home and to have a quality experience and we are seeing firsthand how that is playing out.

Q. Mrs. Doucet asked if we delay in person learning are, we prepared with our classified staff? Do we have people hired? Are we using paras? How are we supporting those that are coming onto campus?

A. Mr. Randy Watkins responded we addressed that as a team, and we have a plan. We are working together to make sure everything is safe and that we meet the needs of our students and staff. Mr. Michael Welsh added that we came together this summer as an all admin team and brainstormed how to support students and families with our classified staff and engage them in meaningful opportunities. Ms. Kristine Morris added that most of our staff was in our initial training. There is a group that is new that has been added and will be trained. Some of the bus drivers, transportation, and food service will need to be trained. Ms. Block, her team and principals will be doing their training to prepare them. We are delaying our on-site support Monday morning until noon to train everyone and then will be partner those with experience with those that are new to the training to allow any kinks to be worked out.

Q. Mrs. Doucet asked if the students will be transported if they are coming for onsite support?

A. Ms. Kristine Morris responded no unless they have specialized transportation as part of their IEP and then those students would.

IX. ACTION ITEMS

A. Motion by Mr. Sunn, seconded by Mrs. Doucet to approve the continuation of on-line learning through the end of Quarter 1 and approve the return to in-person learning for Quarter 2 if Public Health benchmarks have been met. The Board will re-evaluate at the September 24th special meeting, if the criteria has not been met. Vote was unanimous. Motion carried. Aye: Mr. Sunn, Mrs. Doucet

B. Motion by Mrs. Doucet, seconded by Mr. Sunn to approve the resolution in response to COVID-19, to authorize the Superintendent to take additional action as necessary, to mitigate the spread of COVID-19 within our schools. Vote was unanimous. Motion carried. Aye: Mr. Sunn, Mrs. Doucet

Q. Mr. Sunn asked is legal counsel brought this up or did you ask them to do this?

A. Ms. Kristine Morris responded that this was brought up by legal counsel.

Q. Mr. Sunn asked if all districts are doing this?

A. Ms. Kristine Morris responded I can't say all, but this is the recommendation from legal counsel and most of them are taking their guidance.

Q. Mr. Sunn asked if you see any additional action that you may have to take? Anything not mentioned in here?

A. Ms. Kristine Morris responded if there was another closure, I may have to make a determination who continues to receive pay and who doesn't. Those may be some of the decisions that this would provide me authorization to take. This allows me to submit grants, plans, orders that come down that keep us in compliance so that I don't have to bring them for

board approval.

Q. Mr. Sunn asked if we will be kept informed with any things that may happen?

A. Ms. Kristine Morris responded yes.

Q. Mr. Sunn asked if this is for the school year or for the pandemic?

A. Ms. Kristine Morris responded this is for the school year.

- C. Motion by Mr. Sunn, seconded by Mrs. Doucet to approve the attached Resolution for Fiscal Year 2020-2021. Vote was unanimous. Motion carried. Aye: Mr. Sunn, Mrs. Doucet

Q. Mr. Sunn asked what is the reason for the change?

A. Mrs. Susan O’Rielly responded that it is due to customer service. This is the only account we have with Alhambra and all our other accounts are with Bank of the West and this will streamline this.

Q. Mr. Sunn asked if it has been a problem for awhile as we have been with them for a long time?

A. Mrs. Susan O’Rielly responded that the credit card itself is cumbersome. It almost seems like they work with a 3rd party. If we need to add a new signer its cumbersome to add them.

- D. Motion by Mrs. Doucet, seconded by Mr. Sunn to approve the 2020-2021 Teacher Pay for Performance Plan. Vote was unanimous. Motion carried. Aye: Mr. Sunn, Mrs. Doucet

X. FUTURE MEETING ITEMS

- A. August 27, 2020 – Special Meeting (Tentative- if needed)
- B. September 10, 2020 – 2020-2021 Leader Performance Pay Plan
- C. September 10, 2020 – District Revenue Budget for 2020-2021
- D. September 10, 2020 – K-3 Reading Expenditure Budget for 2020-2021
- E. September 10, 2020 – K-3 Annual Financial Report 2020-2021
- F. September 24, 2020 – Governing Board Training “Board Self Evaluation”
 - Q. Mr. Sunn asked if this training will be in person or virtual?
 - A. Ms. Kristine Morris responded that it is virtual.
 - Q. Mr. Sunn asked if we will meet in the board room?
 - A. Ms. Kristine Morris responded yes.
- G. September 24, 2020 – School Re-opening special meeting
- H. TBD – Superintendent 2020-2021 Pay for Performance and Evaluation

XI. INFORMATIONAL ITEM ONLY

- A. Governing Board Financial Report
- B. Distance Learning Plan and Approval Email
- C. Policy Advisory Regulations

XII. ADJOURNMENT

Motion by Mr. Sunn, seconded by Mrs. Doucet to adjourn the meeting at 6:09 p.m. Vote was unanimous. Motion carried. Aye: Mr. Sunn, Mrs. Doucet



Mr. Delson Sunn, President of the Board

9/10/2020

Date