



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

**Governing Board
Special Meeting and Study Session Minutes
February 18, 2021**

I. CALL TO ORDER SPECIAL MEETING AND STUDY SESSION:

Mr. Sunn, Governing Board President, at 5:03 p.m., called the special meeting to order.

II. ROLL CALL: Mr. Delson Sunn, and Mrs. Susan Doucet were in attendance. Mrs. Nubia Briceno joined telephonically at 5:00 p.m. and then joined physically at 5:40 p.m.

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

Jonathan Stewart, Dos Rios Principal

Melanie Block, Director of Academic Services

Carrie Brandon, Director of Student Services

Michael Welsh, Union Principal

Matthew Haley, Network Administrator

III. PLEDGE OF ALLEGIANCE

IV. APPROVAL OF THE AGENDA:

Motion by Mr. Sunn, seconded by Mrs. Doucet to approve the agenda. Vote was unanimous. Motion carried. Aye: Mr. Sunn, Mrs. Briceno, 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. This is the time for the public to comment. Members of the Governing Board may not discuss items that are not specifically identified on the agenda. Therefore, pursuant to A.R.S. §38-431.01(H) action taken as a result of public comments will be limited to directing staff to study the matter, responding to any criticism or scheduling the matter for further consideration and decision at a later time.

No public comments

VI. SUPERINTENDENT SUMMARY OF CURRENT EVENTS:

The Superintendent may present a brief summary of current events. The Governing Board will not propose, discuss, deliberate, or take legal action at the meeting on any matter in the summary unless the specific matter is properly noticed for legal action.

Superintendent Morris provided an update on current events and Quarter 4 learning. Ms. Morris mentioned there is free COVID-19 community testing (a partnership with public health) at our Dos Rios and Union campuses. This is from Monday through Friday from 3:30-8:00 p.m.

Q. Ms. Kristine Morris asked Ms. Ana Avalos what the turnaround time is?

A. Ms. Ana Avalos answered 72 hours.

Superintendent Morris posed the question “What is going on with next steps?” Superintendent Morris is recommending we continue with a hybrid model for Quarter 4. We are still in substantial spread and not in a position where we say, “everyone come on back” as well as the community being comfortable saying “everyone come back yet.” To get to that point we want to conduct an interest survey with our families to see if they are interested in coming back. The caveat is that we don’t want to guarantee in case there is a sudden flood of families wanting to come back, and we may not have room to accommodate if that were to

happen. We will only survey our online families to see if they have an interest. If they have an interest, we will look at our numbers, see what we can shift around and if we can or cannot accommodate the family we will communicate that with them. We will not guarantee that we have a spot and jeopardize our mitigation strategies. Also, we are in the process of looking at the screening test for students and staff. We are currently looking at the liability and legality of doing that. We continuing to monitor the implementation of our current mitigations. We are still in substantial spread and our administration team is monitoring how we are effectively implementing those strategies.

Superintendent Morris celebrated the attendance dashboard from around the District. It shows that our kids are coming to school whether online or in person. Superintendent Morris also celebrated both in person and online students and families are bringing their kids in for ATI-Galileo testing, which will help us plan what summer school will look like as well as the upcoming school year.

Superintendent Morris celebrated Luana Coffee and Chasse construction for celebrating our staff throughout the District with a nice coffee break.

Lastly, Superintendent Morris celebrated the board members. It is board member appreciation month, and we appreciate you and your service.

VII. STUDY SESSION INFORMATION AND DISCUSSION:

Budget and Planning Session presented by Mrs. Susan O'Rielly

Question below is regarding average expenditures:

Q. Mrs. Briceno asked what is the 88% for?

A. Mrs. Susan O'Rielly responded it is for salaries.

Question below is regarding projections for teacher allocations:

Q. Mrs. Briceno asked can it be used for a resource teacher?

A. Ms. Kristine Morris responded that it will be dictated for the greatest need for the District.

Questions below are regarding 2023 Budget concerns or things to watch:

Q. Mrs. Doucet asked if it is normal for a school district to pay 100% for insurance?

A. Mrs. Ana Avalos responded a lot of school districts are paying for health insurance. They are usually paying anywhere from the deductible we have, which is \$750 on up to \$1500. Normally it's a higher deductible and they push them towards a health savings account. I can research the average around the area.

A. Mrs. Susan O'Rielly added that a lot of districts have chose to go with the high deductible and it's a little cheaper out of pocket for the District.

Q. Mr. Sunn asked, regarding technology devices are you worried that we won't be able to afford them, or they won't be available?

A. Mrs. Susan O'Rielly responded that my concern is not if we can afford them but more with availability. Being 1 to 1 is new to us and in the past we have been very low tech use, so we don't have historical data on replacement, and what they will come in like. We haven't been doing this for 5 years where I could say we need to replace, in addition to if we can we get them when we need them?

A. Mr. Sunn stated that he would think they would probably be making more as more students are going to school.

Q. Mrs. Susan O'Rielly directed a question to Mr. Matthew Haley asking is availability is going to be an issue?

A. Mr. Matthew Haley responded with "it's tricky." I'm being told by my vendors that it's not going to be a problem, but there are new stories that auto makers are shutting down because they can't get the chips they need.

A. Mrs. Susan O'Rielly stated that we are being aggressive in getting them in before it becomes an issue.

Q. Mrs. Briceno stated that over the summer Matt is going to need lots of help to repair, and clean. What are we doing to help?

A. Mrs. Susan O'Rielly stated that Matt and she have a meeting to go over the whole strategy. Be ready for the possibility of a huge disposal come June or July.

VIII. ACTION ITEM:

- A. Motion by Mr. Sunn, seconded by Mrs. Briceno to approve the Revised 2020-2021 Educational Support Personnel Placement Schedule. Vote was unanimous. Motion carried. Aye: Mr. Sunn, Mrs.

Briceno, Mrs. Doucet

- B. Motion by Mrs. Briceno, seconded by Mrs. Doucet to approve the 2021-2022 Educational Support Personnel Placement Schedule. Vote was unanimous. Motion carried. Aye: Mr. Sunn, Mrs. Briceno, Mrs. Doucet
- C. Motion by Mr. Sunn, seconded by Mrs. Briceno to approve the 2021-2022 Certified Salary Placement Schedule. Vote was unanimous. Motion carried. Aye: Mr. Sunn, Mrs. Briceno, Mrs. Doucet
- D. Motion by Mrs. Briceno, seconded by Mrs. Doucet to approve the one time signing incentive of \$500 for certified teachers. Vote was unanimous. Motion carried. Aye: Mr. Sunn, Mrs. Briceno, Mrs. Doucet
- Q. Mr. Sunn mentioned that we had the same thing with a signing bonus before and there have been times when the teacher didn't stay. Is there going to be anything in the document if they don't stay their whole contract? Can the school get this money back?
- A. Mrs. Ana Avalos responded they do sign the contract saying we can recover funds. There is nothing that stipulates that we are going to pull back the funds if they don't stay. We are trying to split the incentive so they can have \$500 now and \$500 when they return. Last year when we approved the salary schedule, we changed how we paid out those funds to accommodate what you are talking about right now. Individuals who return and start their first day of work, come back in the new school year get that incentive. That is still in place and that will safeguard that payment of \$500. This \$500 incentive does not have that stipulation attached to it.
- Q. Mr. Sunn asked why doesn't it have the stipulation?
- A. Mrs. Susan O'Rielly responded that it could.
- Q. Ms. Kristine Morris asked if we could put the same stipulation clause that we did with the signing incentive mid year? If you leave you are subject to recouping the funds that we normally recoup.
- A. Mrs. Ana Avalos responded I could include that as a part when I actually issue the \$500 incentive with a clause.
- A. Mr. Sunn stated that would be good.
- A. Mrs. Ana Avalos responded that the benefit of us doing this now, because we are issuing on March 16th, it gives us time to recuperate funds if we need to. When we don't have time is issuing it around June or July, its more challenging to recuperate it as there are not a lot of funds to recuperate it unless they are actually working.
- A. Ms. Kristine Morris responded that we have pay for performance, and balance of contract at the end of this year if they choose to leave.
- E. Motion by Mrs. Briceno, seconded by Mr. Sunn to approve the 2021-2022 Related Services Placement Schedule. Vote was unanimous. Motion carried. Aye: Mr. Sunn, Mrs. Briceno, Mrs. Doucet
- F. Motion by Mrs. Doucet, seconded by Mr. Sunn to approve the 2021-2022 Administrator Placement Schedule. Vote was unanimous. Motion carried. Aye: Mr. Sunn, Mrs. Briceno, Mrs. Doucet
- G. Motion by Mrs. Briceno, seconded by Mr. Sunn to approve the 2021-2022 revised Contract and Notice of Appointment Language with the changes discussed. Vote was unanimous. Motion carried. Aye: Mr. Sunn, Mrs. Briceno, Mrs. Doucet
- Q. Mr. Sunn asked if these are the teacher's contracts?
- A. Mrs. Ana Avalos responded that it's all teacher contracts, interim contracts, related services contracts, administrative contract, and exempt and educational support notice of appointment.
- Q. Mr. Sunn noticed that teachers and interim teachers if they retire and come back, they don't get contributions into their retirement. Is that correct?
- A. Mrs. Ana Avalos responded yes. There is an Arizona revised statute that limits them from getting credit service for AZ state retirement since they are already drawing off their retirement. They are not going to get pushed back to re-retire in the AZ state retirement system. The new language that was added gives the entity or school district the power to contribute based off of board policy, or state requirements/regulations. There is an alternative contribution rate that can be 100% employer paid or employer can stipulate the employee pays on their behalf. It does cost money for us to contribute to

Arizona state retirement for all employees, same for retirees.

Q. Mr. Sunn asked about the related services contract. The language looks a little different. It says, "If the employee has retired, the District shall pay contribution on behalf of the administrator." Is that the same thing for retirement?

A. Mrs. Ana Avalos responded that it should be.

Q. Mr. Sunn stated that it is saying the employee has retired, does this mean they haven't come back to work? It doesn't say they have returned to work.

Q. Ms. Kristine Morris asked if this is on the teacher contract?

A. Mrs. Susan O'Rielly stated they wouldn't have been issued a contract if they weren't returning to work, but I can see where your question is as far as the return.

Q. Ms. Kristine Morris asked if there is a letter or anything for us to find where you are looking?

A. Mr. Sunn responded that it's under termination- T2.

A. Mrs. Briceno noticed that too. She thought they may be going to a different area.

A. Mrs. Ana Avalos stated that she believes they flipped the language. It's the same stipulation as they still are not going to get credit service over time and benefits. It's the same stipulation for each of those areas; teachers, administrators, and related services. It's how they put the language.

Q. Mr. Sunn asked if it's going to be cleared up in here?

A. Mrs. Ana Avalos responded yes.

A. Ms. Kristine Morris stated that it will be changed to reflect the following and replace T2:

If employee has retired with the Arizona State Retirement System and returned to work, employment is not subject to annual renewal and other provisions of Title 15 as specified in A.R.S. §38-766.01, and the provisions of this section shall apply. The employee shall not accrue credited service, retirement benefits or long term disability program benefits under either state law or by District policy.

A. Mr. Sunn added that it's kind of uniform this way.

Q. Mr. Sunn asked if we change it here?

A. Mrs. Ana Avalos stated that we can modify it.

A. Mr. Sunn stated to make it clear for our District.

A. Mrs. Ana Avalos stated that Cara will have to notate how it's changed and she will make sure it's aligned with all the other language.

A. Ms. Kristine Morris stated that we can just say that we will bring the language into alignment and then fix it from there.

Q. Mr. Sunn asked with today's political correctness if we should be saying his or her?

A. Mrs. Ana Avalos stated that if you see s/he it could be either or. Politically correct is they or them.

A. Mr. Sunn mentioned that it could come up. That's my concern.

A. Mrs. Ana Avalos stated that we don't have anyone that has stipulated that they are to her knowledge. They are able to report that to human resources if they are identifying as another gender. We would acknowledge that because we do not discriminate.

Q. Mr. Sunn asked if we just take it as it comes, and you will work on it from here?

A. Mrs. Ana Avalos stated that if there is a need we will address it.

Q. Ms. Kristine Morris added that you will acknowledge that if a contract or need exists you will modify the contract language to reflect that?

A. Mrs. Ana Avalos responded yes.

- H. Motion by Mrs. Briceno, seconded by Mrs. Doucet to approve the Certified Contract/Rehire List for the 2021-2022 school year. Vote was unanimous. Motion carried. Aye: Mr. Sunn, Mrs. Briceno, Mrs. Doucet
- I. Covid-19 School Learning Models & Mitigation Strategies. Mr. Sunn stated it will be recorded that Action Item 2I should be removed from Approve Action to No Action Required.
- J. Motion by Mr. Sunn, seconded by Mrs. Briceno to approve the 2022-2023 Union Elementary School District Calendar. Vote was unanimous. Motion carried. Aye: Mr. Sunn, Mrs. Briceno, Mrs. Doucet

IX. AGENDA ITEMS FOR FUTURE MEETINGS:

- A. March 11, 2021 – Guest Teacher Salary Schedule
- B. March 11, 2021 – Certified Stipend Schedule
- C. March 11, 2021 – Rehire List/Offer of Notice of Appointment for Educational Support and Educational Support Exempt
- D. March 11, 2021 – Rehire List/Offer of Contract for Administrators
- E. March 25, 2021 – Special Education update presented by Mrs. Carrie Brandon
- F. March 25, 2021 – 2019-2020 Teacher of the Year Recognition

X. ADJOURNMENT:

Motion by Mr. Sunn, seconded by Mrs. Doucet, to adjourn the study session at 6:25 p.m. Vote was unanimous. Motion carried. Aye: Mr. Sunn, Mrs. Briceno, Mrs. Doucet



Mr. Delson Sunn, President of the Board

Date

3/11/2021