



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

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**Governing Board  
Regular Meeting Minutes  
March 11, 2021**

- 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, Mrs. Nubia Briceno, and Mrs. Susan Doucet were in attendance.

Administration Present:

*Kristine Morris, Superintendent*

*Melanie Block, Director of Academic Services*

*Ana M. Avalos, Director of Human Resources*

*Carrie Brandon, Director of Student Service*

*Susan O'Rielly, Executive Director of Business Services*

*Michael Welsh, Union Principal*

*Dr. Randy Watkins- Hurley Ranch Principal*

*Jonathan Stewart, Dos Rios Principal*

- III. **PLEDGE OF ALLEGIANCE**

- IV. **APPROVAL OF THE AGENDA:**

Motion by Mr. Sunn seconded by Mrs. Briceno to table Action Item 2D, 2021-2022 Administrative Offer of Contract/Rehire List and then proceed to approve the agenda. Vote was unanimous. Motion carried.

Aye: Mr. Sunn, Mrs. Briceno, Mrs. Doucet

Mr. Sunn stated he would like to discuss some of the questions he has and give other board members a chance to ask questions if they should want. Mr. Sunn wanted everybody to know that this is not all administrators here so don't worry. This should be resolved in a few days and you will get your offers. This is something as a board we need to do and it's not for evaluation purposes. It is for quality of education for our students, which is our boards main function of the District.

- 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 on the agenda. Therefore, action taken as a result of public comments will be limited to directing staff to study the matter or scheduling the matter for further consideration and decision at a later date.*

No public comments.

- VI. **SUPERINTENDENT SUMMARY OF CURRENT EVENTS:**

*The Superintendent and/or Governing Board members 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.*

It is parent teacher conference week! This is the teacher's opportunity to share with families the progress students have made, areas for continued improvement, and to share how we plan to help each child continue to progress. Our staff is dedicated to connecting with each family and is striving for 100% participation. On top of engaging every family, for our students with special needs, we are holding co-facilitated conferences. This is a conference held with the classroom teacher, special education teacher and family. We committed to holding these meetings together to ensure that all parties are seeing the same growth and can come up with strategies to improve areas of deficiency. This also supports the child in knowing they have a whole team dedicated to their success.

During parent teacher conference week we generally conduct our annual parent-teacher satisfaction survey. Instead of having teachers and administrators track down our survey takers, we have contracted with a



survey company to gather feedback from parents this year. They are tasked with increasing our participation rate to at least 50% of families. This is an increase from last year's minimum 30% response rate. We look forward to seeing if our contractor can successfully garner the feedback. New to the survey this year are questions about how we navigated the COVID-19 pandemic.

Instead of surveying families during conferences, we are asking them about their intent for next year. We ask each family of their recommitment to the district. We started this process two years ago and it is helpful in determining staffing, for identifying if any concerns are present, and gives the leaders insight into who might have concerns that need their attention. Whether through parent-teacher conferences, parent satisfaction, or recommitment surveys, it is important to us to know how our students and their families are experiencing our schools. Our commitment is to high quality caring adults in every role, and these different strategies, help us identify challenges and needs of our students so that we can provide support.

In a normal year, too many children from all walks of life experience Adverse Childhood Experiences or ACEs. These are also referred to as childhood trauma. The research is clear that when schools adopt Trauma Informed Practices, students feel more welcome, safer in their classrooms, and learn more. I'm excited to share that Union Elementary School District contributed to a newly released publication "Creating Trauma Sensitive Arizona Schools Building Resilience to Lessen the Effects of Adverse Childhood Experiences" Vitalyst-TraumaSensitiveSchools-.pdf ([vitalystthehealth.org](https://vitalystthehealth.org))

Our very own Kristie Richardson from Dos Rios serves on the State Steering Committee, and helps guide the work, and Ms. Morris served as a Key Informant for the publication. In conjunction with Early Childhood Day at the Capital, Vitalyst produced a podcast about their report.

You can listen to it at Vitalyst Spark Podcast - E66: Trauma Sensitive Schools in Arizona | Free Listening on Podbean App

This week Maricopa County released their updated benchmark data to align with the Governor's Executive Order and CDC guidelines. The new guidelines no longer report on COVID-Like Illnesses. With the new benchmarks there is only a one-week delay in reporting.

Indicator*	Low community transmission	Moderate community transmission	Substantial community transmission	High community transmission
Total New Cases Per 100k People	0-9	10-49	50-99	≥ 100
Percent Positivity	<5.0%	5.0%-7.9%	8.0%-9.9%	≥ 10.0%
*Transmission level based on the most recent full week of data				

Recommended K-12 Learning Modes by Level of Community Transmission				
<div> <div>Low</div> <div>COVID-19 Transmission Level</div> <div>High</div> </div>				
	Low Transmission	Moderate Transmission	Substantial Transmission	High Transmission
Elementary Schools	Full in-person with physical distancing of 6 ft. or more, to the greatest extent possible.		Hybrid learning mode or reduced attendance with physical distancing of 6 ft. or more, to the greatest extent possible.	
Middle Schools & High Schools			Hybrid learning mode or reduced attendance with physical distancing of 6 ft. or more, to the greatest extent possible.	Virtual instruction unless they can strictly implement all mitigation strategies and have few cases. Schools that are already open for in-person instruction with successfully implemented mitigation strategies can remain open, but only if they continue to strictly implement mitigation strategies and have few cases.
Sports & Extracurricular Activities	Occur with physical distancing of 6 ft. or more, to the greatest extent possible.	Occur with physical distancing of 6 ft. or more required.	Occur only if they can be held outdoors, with physical distancing of 6 ft. or more.	Virtual only.



Below is listed the prior two weeks of data.

This week's Public Health Benchmarks are as follows:

Reporting Date	Cases per 100/K People	Percent Positivity	Overall Transmission Risk	Recommended Learning Scenario
3/4/21	138.54	12.03	High	Hybrid mode with physical distancing of 6 ft or more to greatest extent possible.
3/11/21	51.31	11.28	High	Hybrid mode with physical distancing of 6 ft or more to greatest extent possible

I want to celebrate our Union ESD teachers, staff, and administration for their work throughout this year to keep our schools safe and open to in-person & on-line learning options. As Districts throughout the State scramble to re-open by March 22, 2021, Union ESD is being called upon to showcase how we successfully remained open safely. Next week, I've been asked by Superintendent Hoffman to share at her weekly meeting with Statewide Superintendents, what our plan was for re-opening and how we overcame some of the major obstacles. Additionally, after Spring Break Superintendent Hoffman will be visiting Hurley Ranch to learn about our contact tracing, communication, and mitigation strategies. Congratulations to our team for their work back in March-May 2020 in preparing for our students return and for continuing to teach others how to do the same. Your work truly inspires hope and empowers all children to courageously pursue their goals and dreams, here at Union ESD and beyond.

In closing, we received a letter from City of Phoenix Councilwoman District 5, Betty Guardado. I'd like to share her letter.

Next week is Spring Break. May yours be happy, healthy and relaxing!

Q. Mr. Sunn stated that the Governor's executive order. From my understanding we still have the option of going back to hybrid or online if the numbers jump up?

A. Ms. Kristine Morris responded right now they say in accordance with county health they would recommend that if there is an outbreak in one of the schools, they may close down one classroom, or school, or a District. Right now, there is no provision for shutting down and going completely back to online. It's ok to operate in a hybrid model as an elementary school as you can see in substantial and high transmission. Hybrid is the only option for an elementary school. Middle and High might be able to remain virtual only depending on the level of transmission.

A. Mr. Sunn responded as long as we have the option. Along with parents who may not be comfortable sending their kids back, this may still be an option.

A. Ms. Kristine Morris stated that we will continue our testing.

#### **VII. APPROVAL OF THE CONSENT AGENDA:**

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

- A. Approval of Regular Meeting Minutes for February 4, 2021
- 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 Special Meeting/Study Session Minutes for February 18, 2021

#### **VIII. PRESENTATION FROM DISTRICT PERSONNEL:**

- A. Mrs. Susan O'Rielly presented the Conflict of Interest Training.

**IX. ACTION ITEMS:**

- A. Motion by Mr. Sunn, seconded by Mrs. Briceno to approve the 2021-2022 Guest Teacher Salary 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 Stipends/Extra Pay Schedule. Vote was unanimous. Motion carried. Aye: Mr. Sunn, Mrs. Briceno, Mrs. Doucet
- C. Motion by Mrs. Briceno, seconded by Mr. Sunn to approve the issuance of the 2021-2022 Educational Support Personnel Notices of Appointment/Rehire List. Vote was unanimous. Motion carried. Aye: Mr. Sunn, Mrs. Briceno, Mrs. Doucet
- D. TABLED during the approval of the agenda.
- E. Motion by Mr. Sunn, seconded by Mrs. Doucet to approve the revised and reclassified job description. Vote was unanimous. Motion carried. Aye: Mr. Sunn, Mrs. Briceno, Mrs. Doucet
  - Q. Mr. Sunn asked if there are any prospects?
  - A. Ms. Kristine Morris responded, not when we put it out in the past. We didn't have a good pool when we put it out with the lower job classification. We are going to be putting it out with this increased level of responsibilities and credentials.
  - Q. Mr. Sunn asked what are some of the increased responsibilities?
  - A. Ms. Kristine Morris responded they have to train our SEL coordinators, come up with professional development for our teachers. They will support leaders and help develop implementation plans to make sure we can deliver an SEL curriculum. They will also support the development of the SEL curriculum as well.
  - Q. Ms. Kristine Morris asked Ms. Melanie Block if that was correct.
  - A. Ms. Melanie Block responded yes. New competency standards with the state so we are aligning our curriculum maps for social emotional learning.
  - A. Ms. Kristine Morris added that since there are new state standards for it, we should be able to teach it and we need a curriculum for it and we just don't have the capacity to support that currently.
- F. Motion by Mrs. Doucet, seconded by Mrs. Briceno to approve the removal of the attached listed equipment from the District's General Fixed Assets and Stewardship listing. Vote was unanimous. Motion carried. Aye: Mr. sunn, Mrs. Briceno, Mrs. Doucet

**X. INFORMATIONAL ITEM ONLY:**

- A. Governing Board Financial Report
  - Q. Mr. Sunn asked if there are any big differences from the last time?
  - A. Mrs. Susan O'Rielly replied no. Just know that when we talked at the budget study session this does not reflect that.
  - Q. Ms. Kristine Morris asked if we will overspend?
  - A. Mrs. Susan O'Rielly responded no.

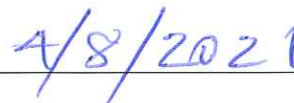
**XI. FUTURE MEETING ITEMS:**

- 1) March 25, 2021 – Student Services Update, presented by Mrs. Carrie Brandon
- 2) March 25, 2021 – 2019-2020 Teacher of the Year recognition
- 3) March 25, 2021 – 2021-2022 Administrative Offer of Contract/Rehire List
- 4) April 08, 2021 – District Data update on ATI Galileo, presented by Ms. Melanie Block

**XII. ADJOURNMENT:**

Motion by Mr. Sunn, seconded by Mrs. Doucet to adjourn the meeting at 5:25 p.m. Vote was unanimous. Motion carried. Aye: Mr. Sunn, Mrs. Briceno, Mrs. Doucet

  
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Mr. Delson Sunn, President of the Board

  
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Date