



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

**Governing Board
Public Hearing and Regular Meeting Minutes
October 14, 2021**

I. CALL TO ORDER PUBLIC HEARING:

Mr. Sunn, Governing Board President, at 5:00 p.m., called the public hearing to order.

Motion by Mr. Sunn, seconded by Mrs. Briceno. Vote was unanimous. Motion carried. Aye: Mr. Sunn, Mrs. Briceno, Mrs. Doucet

II. PRESENTATION: Ms. Melanie Block presented on Family Life/Sexual Education Curriculum Review for 2021-2022.

III. ADJOURNMENT OF THE PUBLIC HEARING:

Motion by Mr. Sunn, seconded by Mrs. Briceno to adjourn the public hearing at 5:05 p.m. Vote was unanimous. Motion carried. Aye: Mr. Sunn, Mrs. Briceno, Mrs. Doucet

IV. CALL TO ORDER THE REGULAR MEETING: Mr. Sunn, Governing Board President, at 5:05 p.m., called the regular meeting to order.

Motion by Mr. Sunn, seconded by Mrs. Doucet. Vote was unanimous. Motion carried. Aye: Mr. Sunn, Mrs. Briceno, Mrs. Doucet

V. 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

Carrie Brandon, Director of Student Services

Dr. Randy Watkins- Hurley Ranch Principal

Matthew Haley, Network Administrator

Amanda McKeever, Executive Director of Business Services

Ana M. Avalos, Director of Human Resources

Michael Welsh, Union Principal- telephonically

Jonathan Stewart, Dos Rios Principal

VI. PLEDGE OF ALLEGIANCE

VII. APPROVAL OF THE AGENDA:

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

VIII. PUBLIC COMMENTS:

Each speaker is limited to three (3) minutes.

The call to the public will be restricted due to social distancing guidelines, therefore, limiting the number of participants at the meeting. 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.

IX. SUPERINTENDENT SUMMARY OF CURRENT EVENTS

This week is National School Lunch Week. Kala Narramore, UESD Director of Food Service, along with her food service team has been busy celebrating the importance of school lunch and trying to get parents and students to eat school lunches more. Information was provided to families, posted on social media and activities for students designed around school lunches. Stickers were placed on some of the lunch containers and students who received those stickered meals would be able to pick a prize. Prizes were based on the different grade levels. A fed brain is a brain that can learn, and Superintendent Morris wanted to thank the food services team for their efforts with this.

Parent teacher conferences are looking a little different this year. We have 2 dates set aside for conferences; however, we are hosting them from November 1-12. Our goal is to have 100% of our parents engage in a conversation about their children's learning. We are encouraging parents to set up ParentVue as that can increase engagement between teachers and parents. ParentVue will allow for parents to schedule a time for a conference and it will provide an opportunity for teachers to engage with those families that are not scheduled via ParentVue. We will be making the conferences more meaningful with a new form. Teachers will get to write what they love about that student and why they are special. We will use the student growth portfolio and share great things about what they are doing, opportunities to grow and we can discuss supports that are provided. Let the parents provide feedback and/or input, and finally a summary of next steps. We look forward to hearing the feedback from our families as we roll this out.

The Early Learning Opportunities for Students in our Community is beginning to thrive. We have 3 different types of preschool programs going on, which is aligned to our strategic plan. First, we have our developmental preschool, which is our District Preschool program that we have had for years. We have 15 students that are currently enrolled in that program. We have 2 licensed programs now that are being housed in our District. Those programs are the Valley of the Sun YMCA which has 11 children (ages 3-4) who are presently enrolled and currently housed at Hurley Ranch, and SW Catholic Charities Head Start where we have 14 students enrolled and currently housed at Union.

We are excited to have the new electronic marquees up and look forward to using them to highlight events, students, staff, and other various communications. We have the ability coordinate our messages between sites which can help with districtwide communication.

We are still in high transmission. Our cases per 100k ticked up a bit but the positive cases went down. Our percent positivity compared to others around our District is continuing to decline. Hopefully this is boding well for a good winter and spring if that trend continues. Also, what we are seeing with lower positivity is that our internal cases are dropping. Vaccinations rates as of Wednesday in our zip code are 57% of the populations that has had 1 dose. For those that are eligible 72% have had at least 1 shot and 64.8% are fully vaccinated.

Our enrollment is steady and currently sitting at 1728. At Union our kindergarten classes are at 27 students. We are looking to hire a Kindergarten teacher to drop that class size down, we do not have that person identified yet. Hurley Ranch is a little high in 4th grade and look to fill a teacher in there. We did hire an 8th grade teacher to lower the class size down as we had discussed last board meeting. Dos Rios is a little high in 2nd, 6th, 7th, and 8th grades. They do have some vacancies, and we have made an offer and we are waiting for an acceptance. Staffing is an issue, but we have put resources towards that. We have about 15.4 vacancies available.

Things are going well, and everyone is energized to be back. We will keep the momentum going.

X. APPROVAL OF THE CONSENT AGENDA

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

- A. Approval of Regular Meeting Minutes for September 9, 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 Food Service Program Permanent Services Agreement
- H. Approval of Revised Resolution for Appointment on the Student Activity Treasurer for Fiscal Year 2021-2022
- I. Approval of the Revised Resolution for a credit card account at Alhambra Credit Union
- J. Approval of the Revision to the District's Bank Accounts for Fiscal Year 2021-2022

Q. Mr. Sunn asked for clarification on item G, Food Services Program Permanent Services Agreement.

A. Ms. Kristine Morris responded this is the Food Service agreement that we have with the National School Lunch Program through the Department of Education. This is signed regularly and was last brought to you in 2019. This is being brought to you to update signatures as we have changed our Director of Food Service and our Executive Director of Business Services.

Q. Mr. Sunn asked if this is online for us to do?

A. Ms. Kristine Morris responded yes; a lot of submissions are electronically now.

Q. Mr. Sunn asked if the rest of the consent agenda revised items are added because we changed personnel?

A. Ms. Kristine Morris responded yes, only signature changes.

XI. PRESENTATION FROM DISTRICT PERSONNEL

Annual Financial Report (AFR) was presented by Ms. Amanda McKeever

Q. Mr. Sunn asked what is the reason that Utility Services and Energy are more than last year? Is it because we didn't have that much school last year?

A. Ms. Amanda McKeever responded exactly, students were at home, and had half of the students attending.

Q. Mrs. Doucet asked about the average teacher salary. Are we finally in alignment with other teachers' salaries in other Districts?

A. Mrs. Ana Avalos responded that it's a bit of a difficult question. We met the requirement of 20% by 2020 and then we have given an additional amount. Across the nation Arizona is still very low in salaries. We are trying to increase as often as we can. Competitively with our market in the West Valley, yes, we are very close. With larger districts and high schools, it's hard to compare. It varies depending on what you are looking at. I would like to do another salary study of our compensation to see how we align.

Q. Mrs. Doucet asked if you feel we are still competitive enough to be able to get people?

A. Mrs. Ana Avalos responded that it's so hard to say that. Right now, there is such a teacher shortage that teachers can go anywhere they want and make any amount they want to. It's a difficult time for hiring right now. We do what we can, and offer the supports we have. We can keep looking at our market and make sure we are competitive.

A. Ms. Kristine Morris added that we are in the process of considering going back out for another compensation study to see how comparable we are. We are talking about bonds and a bond election, something that the board can consider. We are probably in the range for an override or increase to an override. We are at 10% and we can go up to a 15%. We only get the money we get though and that is what our challenge is.

XII. ACTION ITEMS

- A. Motion by Mr. Sunn, seconded by Mrs. Briceno to approve the Fiscal Year 2021 Annual Financial Report. Vote was unanimous. Motion carried. Aye: Mr. Sunn, Mrs. Briceno, Mrs. Doucet
- B. Motion by Mrs. Briceno, seconded by Mrs. Doucet 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

- C. Motion by Mrs. Doucet, seconded by Mrs. Briceno to approve the first reading of Policy Advisories. Vote was unanimous. Motion carried. Aye: Mr. Sunn, Mrs. Briceno, Mrs. Doucet

Q. Mr. Sunn asked if our policies are aligned with these or are these tweaked to align with our District?

A. Ms. Kristine Morris responded these are the general adopted ones that are put out by the ASBA. Council reviews them to see if they fit generally with how we do things. If there is anything that seems out of alignment, we will bring it forward with a change and deviate from what the ASBA would recommend. We believe they are in alignment with the policies and practices.

A. Mr. Sunn responded that he would like to discuss some policies that he may have questions on.

A. Ms. Kristine Morris responded sure if you have any questions let me know before the second reading and we can pull them and revisit them.

- D. COVID-19 School Learning Models & Mitigation Strategies. No action taken.

Q. Mr. Sunn asked if we are still reacting to what the state is doing?

A. Ms. Kristine Morris responded yes.

XIII. INFORMATION ITEM ONLY

1. Governing Board Financial Report
2. Family Life/Sexual Education Curriculum Review 2021-2022

XIV. FUTURE MEETING ITEMS

1. November 4, 2021 – Pay for Performance Plan for Teachers and Administrators (Tentative)
2. November 4, 2021 – Second Reading Policy Advisories
3. November 4, 2021 – Food Service Adult Meal Prices
4. December 9, 2021 – Superintendent Evaluation January 2021-December 2021

XV. MOTION TO CONVENE INTO EXECUTIVE SESSION


Motion by Mr. Sunn, seconded by Mrs. Briceno to convene into executive session at 5:40 p.m. Vote was unanimous. Motion carried. Aye: Mr. Sunn, Mrs. Briceno, Mrs. Doucet
(Pursuant to A.R.S. §38-431.03, concerning the discussion of the Superintendent's Goals)

XVI. MOTION TO RECONVENT INTO THE REGULAR MEETING

Motion by Mr. Sunn, seconded by Mrs. Briceno to reconvene into the regular meeting at 6:06 p.m. Vote was unanimous. Motion carried. Aye: Mr. Sunn, Mrs. Briceno, Mrs. Doucet

XVII. ADJOURNMENT

Motion by Mr. Sunn seconded by Mrs. Doucet, to adjourn the meeting at 6:06 p.m. Vote was unanimous. Motion carried. Aye: Mr. Sunn, Mrs. Briceno, Mrs. Doucet


Mr. Delson Sunn, President of the Board


Date