



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

**Governing Board
Regular Meeting Minutes
December 9, 2021**

I. CALL TO ORDER THE REGULAR MEETING:

Mr. Sunn, Governing Board President, at 4:06 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. Doucet

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

Melanie Block, Director of Academic Services

Michael Welsh, Union Principal

Matthew Haley, Network Administrator

Amanda McKeever, Executive Director of Business Services

Carrie Brandon, Director of Student Services

Jonathan Stewart, Dos Rios Principal

III. PLEDGE OF ALLEGIANCE

IV. APPROVAL OF THE AGENDA:

Motion by Mr. Sunn seconded by Mrs. Doucet to approve the agenda with a change to the presentation order. First presentation: Pay for Performance for Teachers and Administrators. Second Presentation: Integrated Action Plan for Union Elementary. Third Presentation: Stifel Bond/Override Presentation. Vote was unanimous. Motion carried. Aye: Mr. Sunn, Mrs. Doucet

V. 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.

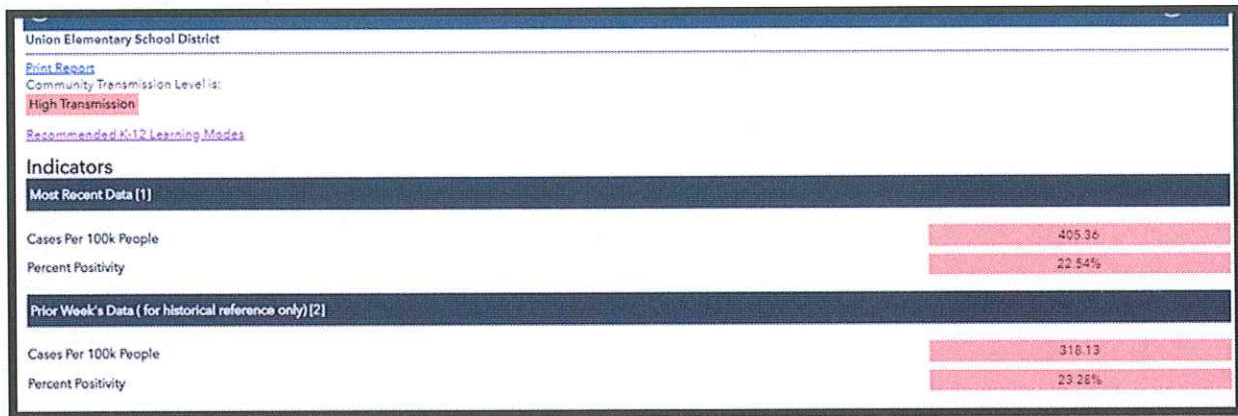
No public comments.

VI. SUPERINTENDENT SUMMARY OF CURRENT EVENTS:

A. UESD 2022 Current Events and Safety and Services Plan

Next week is our final week of school for 2021 as we head into Winter Break. Boy how time has flown! As we wind down this semester, we are gearing up for the next semester and believe it or not, for the 2022-2023 school year. Some of our work includes finishing DIBELS Middle of The Year (MOY) testing, closing out grades, planning for the next instructional units, and finalizing our plans for re-teaching Positive Behavior Intervention & Support (PBIS) after break and strengthening our supports for teachers and students with social and emotional needs.

As you will hear later tonight in the STIFEL presentation, we are also turning our attention to growth planning. Through our Demographic Study, analysis of district capacity, and contracting of architectural and employee compensation study consultants, we will be able to meaningfully engage our stakeholders in planning for the District's changing needs and to meet our strategic priorities. Based upon all this work, we are on track to equip the Board with information to make an informed decision about calling for an election by June of 2022, for the November 2022 General Election. We will share more information after the start of the new year about the process, timeline and next steps. Unfortunately, COVID 19 community transmission rates remain High with 405.36 cases per 100K and 22.54% positivity.



We have also seen an increasing number of internal cases these past two weeks. We believe this is because of the Thanksgiving Holiday. With the Holiday Break coming up, we are concerned about what we might face come January; however, we are hosting three family vaccination events, December 14, 15, and 29th at our campuses. Although students will not be fully vaccinated by their return, the second dose will be on the week we return from break. We sent home flyers and will be encouraging all families to attend. For adults we will have boosters, all three of the major vaccination types, and Pfizer youth vaccinations for students ages 5+.

Week of	Number of Students & Staff	Percent of Students	Percent of Staff	Percent of All
2-Aug	8	0.35%	1.04%	0.42%
9-Aug	15	0.69%	1.56%	0.78%
16-Aug	31	1.73%	0.52%	1.61%
*8/23/2021	16	0.92%	0.00%	0.83%
30-Aug	6	0.35%	0.00%	0.31%
6-Sep	9	0.52%	0.00%	0.47%
13-Sep	11	0.46%	1.56%	0.57%
20-Sep	7	0.35%	0.52%	0.36%
27-Sep	6	0.35%	0.00%	0.31%
4-Oct	0	0.00%	0.00%	0.00%
11-Oct	3	0.06%	1.04%	0.16%
18-Oct	3	0.17%	0.00%	0.16%
25-Oct	5	0.23%	0.52%	0.26%
1-Nov	9	0.52%	0.00%	0.47%
8-Nov	4	0.17%	0.52%	0.21%
15-Nov	9	0.46%	0.52%	0.47%
22-Nov	5	0.23%	0.00%	0.26%
29-Nov	12	0.58%	1.04%	0.62%

When we return, we are expecting to continue our layered mitigations as we have so far this year, while we navigate the transition back from the Winter Break. Any future recommended changes will come in late January or February at the earliest.

At this Board Meeting, before we head into Winter Break, traditionally we have hosted a student choir performance. In the absence of our traditional Winter student performance, I want to celebrate the many good things that are happening in our Schools and District with a poem/song.

On the 83rd day of the 2022 school year Union ESD celebrates thee....

1733 learners learning
 110 teachers teaching
 100 support staff supporting
 17 leaders leading
 9 grade levels collaborating

So many community partners partnering
6 COVID mitigations mitigating
5 Social Emotional Competencies!
4 Union ESD Goals
3 Neighborhood Schools
2 Curriculum Adoptions
One Fabulous Governing Board!

That concludes my Superintendent's report. Hopefully next year we will have our Band and Choir to perform for you ☺. May you all have a restful break, Merry Christmas, and Happy New Year!

VII. APPROVAL OF THE CONSENT AGENDA:

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

- A. Approval of Regular Meeting Minutes for November 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

VIII. PRESENTATION FROM DISTRICT PERSONNEL:

- A. Pay for Performance Plan for Teachers and Administrators presented by Ms. Melanie Block.
Pay for Performance Plan for Teachers
Q. Mr. Sunn asked if \$3000 is the most that a teacher can get?
A. Ms. Melanie Block responded that it is based on tax allocation, it can vary. It could go up.
Pay for Performance Plan for Administrators
Q. Mr. Sunn asked if the amount depends on how much money you get?
A. Ms. Melanie Block responded no it's that or it's lower.
- B. Union Elementary Integrated Action Plan (IAP) presented by Mr. Michael Welsh.
- C. Stifel Bond/Override Presentation presented by Mr. Michael LaVellee will be postponed until January 13, 2022.

*Mrs. Briceno arrived at the Governing Board meeting at 4:27 p.m.

IX. ACTION ITEMS:

- A. Motion by Mr. Sunn seconded by Mrs. Briceno to approve the 2021-2022 Revised Educational Support Personnel Placement Schedule. Vote was unanimous. Motion carried. Aye: Mr. Sunn, Mrs. Briceno, Mrs. Doucet
- B. Motion by Mrs. Doucet, seconded by Mr. Sunn to approve the 2021-2022 Teacher Pay for Performance Plan. Vote was unanimous. Motion carried. Aye: Mr. Sunn, Mrs. Briceno, Mrs. Doucet
- C. Motion by Mrs. Briceno, seconded by Mrs. Doucet to approve the 2021-2022 Administrator Performance Pay Plan. Vote was unanimous. Motion carried. Aye: Mr. Sunn, Mrs. Briceno, Mrs. Doucet
- D. Motion by Mr. Sunn, seconded by Mrs. Briceno to approve the Staff Mid-Year Retention Addendum. Vote was unanimous. Motion carried. Aye: Mr. Sunn, Mrs. Briceno, Mrs. Doucet
- E. COVID-19 School Learning Models & Mitigation Strategies. No action taken.

Q. Mr. Sunn asked if this was close to what we did the last time? When it says Superintendent and/or Board are you making the decision between meetings or when something important or unexpected arises?

A. Ms. Kristine Morris responded yes. Generally, we will operationalize what our current mitigation plan is. Unless public health comes out and says, there is a new guideline and you could change your plan, I would not change our plan unless it comes to you. I would normally inform you and bring it forward and state that public health is saying we could try this new option.

A. Mr. Sunn responded that he thought it was something that could be done right away.

A. Ms. Kristine Morris responded that it does allow for that too. If I had to make some kind of an adjustment, I could bring it forward, but it is also a place holder for you to say I'm hearing about this or that we need to investigate a new mitigation or something like that. It gives you the opportunity to bring forward ideas.

X. INFORMATION ITEM ONLY:

1. Governing Board Financial Report

XI. FUTURE MEETING ITEMS:

1. January 13, 2021 – Second Public Hearing on Family Life and Sexual Education
2. January 13, 2021 – Integrated Action Plan – Dos Rios Elementary
3. January 13, 2021 – Organizational Session (Board Calendar, reorganization of office)
4. January 13, 2021 – Stifel Bond/Override Presentation

XII. CONVENE INTO EXECUTIVE SESSION:

Motion by Mr. Sunn, seconded by Mrs. Briceno to convene into Executive Session at 4:51 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 Evaluation)

XIII. RECONVENE INTO THE REGULAR BOARD MEETING:

Motion by Mr. Sunn, seconded by Mrs. Doucet to reconvene into the regular board meeting at 5:15 p.m. Vote was unanimous. Motion carried. Aye: Mr. Sunn, Mrs. Briceno, Mrs. Doucet

XIV. ADJOURNMENT:

Motion by Mr. Sunn seconded by Mrs. Briceno, to adjourn the meeting at 5:15 p.m. Vote was unanimous. Motion carried. Aye: Mr. Sunn, Mrs. Briceno, Mrs. Doucet



Governing Board Member



Date