



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

**Governing Board
Regular Meeting Minutes
March 10, 2022**

I. CALL TO ORDER THE REGULAR MEETING:

Motion was made by Mrs. Briceno, seconded by Mrs. Doucet to call the regular meeting to order at 5:00 p.m. Vote was unanimous. Motion carried. Aye: Mrs. Briceno, Mr. Sunn, Mrs. Doucet

II. ROLL CALL:

Mrs. Nubia Briceno, Mr. Delson Sunn 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

Michael Welsh, Union Principal

Amanda McKeever, Executive Director of Business Services

Carrie Brandon, Director of Student Services

Dr. Randy Watkins, Hurley Ranch Principal

Jonathan Stewart, Dos Rios Principal

III. PLEDGE OF ALLEGIANCE

IV. APPROVAL OF THE AGENDA:

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

Superintendent Kristine Morris shared that our Staff Recruitment is in full swing, and our team is engaging with several candidates at various events. These events are assisting to hire staff for the 2022-2023 school year.

Arizona Department of Education Donors Choose Campaign had brought an opportunity to educators. They can receive up to \$1000 per educator for efforts to reduce impact of COVID 19 on students by Supporting Teachers who Support Students. UESD has raised \$45,640 and have had 74 projects fully funded by 217 donors. 72% of donations has come from funding that is out of state. Ms. Kristine Morris will continue to update the board.

Ms. Kristine Morris shared that we had a recent Strategic Planning meeting on February 24, 2022. The stakeholder teams tackled some of the challenges we face for 2023-2025.

1. Strengthen PBIS and Reduce Disproportional Disciplinary Action for Student Subgroups

2. Recruit, Develop and Retain Employees
3. Close Achievement Gaps and Improve Academic Growth/Proficiency for All Students

Our parent survey is in full swing and currently we have a 47% response rate by family, for the District.

Q. Ms. Doucet asked if parent/teacher conferences are finished?

A. Ms. Kristine Morris responded yes.

Q. Ms. Doucet asked if this survey is all parent satisfaction, then?

A. Ms. Kristine Morris responded yes.

Superintendent Morris then went to speak on COVID-19 and the Safety and Services Update.

This evening the Governing Board will have an opportunity to vote on the revised mitigation plan, including the optional wearing of masks beginning March 28, 2022. Per the Maricopa County Department of Public Health schools should encourage masking for those at high risk or who wish to continue to wear them. This timeline, while cautious, gives us until a week after Spring Break to ensure that COVID does not take hold after students and staff return from an extended time on vacation. It also affords us the opportunity to roll back some other mitigations before removing mandatory masking to ensure we do not see a spike in cases or an outbreak.

We will start to roll back a few mitigations in the following manner:

- Beginning March 21 students in each homeroom will pick up lunch in the cafeteria and return to their class to eat.
- Beginning March 28 masking will be optional in adherence to Maricopa County Department of Public Health and CDC recommendations.
- Beginning April 4 students will eat lunch in the cafeteria with their cohort/homeroom (there will be no mixed groups at tables).
- Beginning in May field trips can resume.
- Beginning in the Fall of the 2022-23 school year students will once again be able to participate in sports.

Our mitigation plan will continue to offer pooled testing, testing of symptomatic students and staff, social distancing and cohorting to the greatest extent possible, increased hand and surface sanitation, increased air circulation, adherence to quarantine and isolation guidance, and masking in cases of outbreak or changes in community spread. All of these changes were made in consultation with the Maricopa County Department of Public Health.

Although we are revising out mitigation strategies, we want to recognize that the pandemic has not fully passed. Our priorities remain students and staff health and safety and student learning, and should the need arise we may return to more stringent mitigation measures.

Q. Mr. Sunn asked if the 28th is enough time for us to move to this option?

A. Ms. Kristine Morris stated that Omicron seems to pop up faster and we notice symptoms earlier, as soon as 5 days. We could make take home tests available for families if we have enough. Talking to Maricopa Department of Public Health they do feel that this is a good approach. We have made it so we can roll back quickly if necessary if we see cases increasing.

Superintendent Morris presented the gavel award to Mr. Sunn for his 16 years of leadership and dedication as UESD's Governing Board President.

VII. APPROVAL OF THE CONSENT AGENDA:

Motion made by Mr. Sunn, seconded by Mrs. Briceno to approve the consent items with the removal of Consent Item 1F and move it to Action Item 2C. There was no final vote. This item is being carried forward to the March 14, 2022, Special Governing Board Meeting for approval.

- A. Approval of Regular Meeting Minutes for February 10, 2022
- 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. Student Services Update presented by Mrs. Carrie Brandon, Director of Student Services

Q. Mr. Sunn asked what is PD?

A. Mrs. Carrie Brandon responded that it is Professional Development.

B. Conflict of Interest Presented by Ms. Amanda McKeever, Executive Director of Business Services

IX. ACTION ITEMS:

A. Motion by Mrs. Briceno, seconded by Mrs. Doucet to approve revisions to UESD's 2021-2022 Mitigation plan making face coverings for all staff, students, vendors, visitors, and volunteers optional, in accordance with CDC and Public Health guidelines, beginning March 28, 2022, using the presented implementation timeline. Vote was unanimous. Motion carried. Aye: Mrs. Briceno, Mr. Sunn, Mrs. Doucet

B. Motion by Mr. Sunn, seconded by Mrs. Doucet to approve the agreement between the Valley of the Sun YMCA and Union Elementary School District. Vote was unanimous. Motion carried. Aye: Mrs. Briceno, Mr. Sunn, Mrs. Doucet

C. Motion by Mr. Sunn, seconded by Mrs. Briceno to table the 2022-2023 Benefits Package through Kairos Health Arizona, Incorporated and have a special meeting on Monday, March 14, 2022, at 8:00 a.m.

Q. Mrs. Doucet asked is everything the same except for a rate increase?

Q. Mrs. Briceno asked what the rate increase was from last year?

A. Mrs. Ana Avalos responded that the attachment has the rate increases from 2018 to 2023. 2018-19 we had a 3% rate increase. The reason that one was so low was because they only had a 6-month period they had to compare. We had only had them for a short period of time. 2019-2020 was a 5% increase. 2020-2021 was a 10% increase. 2021-2022 was a 6% increase and this year the overall increase was 7%.

Q. Mrs. Doucet asked if this is the insurance we have always had?

A. Mrs. Ana Avalos responded that we have had it since 2018-19.

Q. Mrs. Briceno asked if the benefits remain the same?

A. Mrs. Ana Avalos responded yes.

Q. Ms. Kristine Morris asked why are there increasing costs?

A. Mr. Sunn interjected and stated that this is the information that would be on the report. He stated that he is just not comfortable with making a decision.

Mrs. Ana Avalos responded here is some background. We did project a 10% increase. Due to COVID we knew there was going to be a higher utilization. Thankfully, we are having a cost savings rate. There is an increase across the nation. Usually, it is a 10% increase and ours came in a little bit lower. There is a utilization report, and it shows how we use our benefits and how often our employees use their benefits. There are 3 areas that increased significantly. 1. Medical Claims, 2. Specialty Drugs, 3. Admissions. Even though we exceeded in those 3 areas our rates still came in lower than we had anticipated.

Q. Mrs. Ana Avalos asked if there were anymore questions?

A. Mr. Sunn responded that he would still like to make a motion to table this item, and would like Mrs. Avalos to follow up with a memo to the board.

A. Mrs. Ana Avalos responded that she will.

X. INFORMATION ITEM ONLY:

1. Governing Board Financial Report


XI. **FUTURE MEETING ITEMS:**

1. April 14, 2022 – Fiscal Year 2022 Budget Revisions and Public Hearing
2. April 14, 2022 – Union Elementary School District Calendar for the 2023-2024 school year
3. April 14, 2022 – Covid Impact presentation by Ms. Melanie Block
4. April 14, 2022 – Stifel Presentation
5. April 14, 2022 – Compensation Study Findings (Tentative)
6. May 12, 2022 – Superintendent Contract

Mr. Sunn wanted the board to look at getting a 5-person board. Superintendent Morris will get information on how that process works and will share with the board.

XII. **ADJOURNMENT:**

Motion by Mrs. Briceno seconded by Mrs. Doucet, to adjourn the meeting at 6:10 p.m. Vote was unanimous. Motion carried. Aye: Mrs. Briceno, Mr. Sunn, Mrs. Doucet



Governing Board Member

4/15/22

Date