



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

**Governing Board  
Regular Meeting Minutes  
January 12, 2023**

**I. CALL TO ORDER THE SPECIAL MEETING**

Mrs. Briceno Governing Board President at 5:00 p.m., called the meeting to order.

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

**II. ROLL CALL**

Mrs. Susan Doucet & Mrs. Nubia Briceno were in attendance.

Administration Present:

*Kristine Morris, Superintendent*

*Melanie Block, Director of Academic Services*

*Michael Welsh, Union Principal*

*Jennifer Perez, Help Desk*

*Tonia Immel, Executive Director of Business Services*

*Renee Estrella-Chavez, Dos Rios Principal*

*Randy Watkins, Hurley Ranch Principal*

*Brent Hall, Network Administrator*

**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, 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 Current Events Summary

Good evening Ms. Briceno and Ms. Doucet,

Welcome to 2023!

January is #schoolboardmember appreciation month and we appreciate our fabulous UESD Board members! Ms. Briceno was recently reappointed to another term and is starting her 10<sup>th</sup> year of service to the Union ESD community, this past year, serving as Board President. Ms. Doucet has 3.5 years of experience under her belt and continues to take on new learning and leadership through her involvement in ASBA. Each Board member brings a passion for increasing opportunities for students and challenges us to continuously improve our support and services for students. They also understand that to make that happen requires quality caring staff. They have helped us ensure competitive salaries, approved periodic compensation adjustments to absorb the cost-of-living increases, and ensured we were doing all we can to keep class sizes manageable. They authorized the past election that resulted in a \$25 million bond approval and increases to our M&O override! Thank you for being champions for our children, and the voice for children, those who cannot yet advocate for themselves.

The energy and excitement from the passage of our Bond and Override continues. We see houses going up all around, and the new community at 91<sup>st</sup> and Lower Buckeye just opened, and students are starting to enroll. Unfortunately, our enrollment this year did not match our demographic study projections. On top of that, our Average Daily Membership (ADM) is looking to be about 25 students lower than last year. For the first time since COVID, we are seeing the impact of losing the large cohort of 7<sup>th</sup> and 8<sup>th</sup> graders, and the incoming Kindergarten students reflecting the nationwide low birthrates.

*Below is a chart of enrollment projections vs. actual for this year.*

	2022-23 Demographic Study Projection	2022-23 Actual	Difference	Facility Capacity	Room to Grow
Dos Rios	818	683	-135	914	231
Hurley Ranch	848	664	-184	921	257
Union Elementary	383	327	-56	543	216
<b>Total</b>	<b>2,049</b>	<b>1,674</b>	<b>-375</b>	<b>2,378</b>	<b>704</b>

You can see we have 375 fewer students than projected. What is unclear is if this is due to the construction lag that happened during COVID, the lower birth rates, or the impact of charters and vouchers. What is also unclear, is when the students will start arriving.

Later this evening you will be approving our annual District Facility Capacity Listing that calculates the number of students the Arizona School Facilities Board determines we can support; their calculations project we can hold an additional 704 above current enrollment. We believe we can hold 400-450 students with our existing space while we add additional classroom space to the Union Elementary campus.

Outside of space planning, we also need to prepare for staffing. In a normal year, if there was declining enrollment, we would be reducing positions and/or increasing class sizes and making other budget cuts. However, given that we see building in the neighborhood and given our demographic study projections, we must anticipate that students will enroll.

To help us continue our work to accelerate learning, and to have wiggle room for possible growth, we will be using the final year of ESSER to fund about 10 classroom teacher positions. These are classroom positions that we would normally have eliminated if we did not have this source of funds. Using ESSER in this manner

provides our staff in case there is growth, and in the meantime keeps class sizes lower than what we would normally be able to afford. Should enrollment not pick up in 2023-2024, the following year 2024-2025, we will likely see class sizes increase back to normal levels and the possible cutting of some classrooms and other positions.

We are hopeful that this final year of ESSER funds will bridge the gap and that we will see start to see our enrollment grow. This combined with our M&O override increase will hopefully allow us to maintain class sizes, quality student programs, and competitive compensation for our caring and quality staff.

Because of our expected growth and to help us tell great stories about our district, on this evening's agenda you will see the hiring of a Communications Coordinator, Mr. Jacob Stanek. We are so excited to have full-time communication professional to assist with our communication needs and share the great work our teachers and staff are doing. We are hopeful that this will help us capture new staff, students, and families.

For our first Bond project, we are starting work with the Furniture committee. Since we will not have our three K-8s for a while, and due to supply chain issues impacting classroom furniture arrival by July, we are starting with refurnishing our library and cafeteria spaces. A committee will be visiting several locations over the next few weeks and providing input on what they would like to see. We are hopeful that by the start of the school year, we will be able to have new furniture in these shared spaces! I look forward to sharing more with you soon.

You also may have noticed Ms. Avalos is not here this evening. On December 31<sup>st</sup>, Ms. Avalos and her husband welcomed Sebastian Avalos Jr. to the family. At 8lbs 8 oz and almost 21 inches long, the healthy boy and mom are doing well!



## **VII. 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: Mrs. Doucet & Mrs. Briceno

- A. Approval of Regular Meeting Minutes for December 8, 2022
- B. Approval of Personnel Consent List
- C. Approval of Accounts Payable Vouchers
- D. Approval of Accounts Payroll Vouchers
- E. Approval of Student Activity Accounts

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

- A. Integrated Action Plan (IAP) for Union- Presented by Mr. Michael Welsh
- B. Counselor Program Update -Presented by Ms. Carrie Brandon

Q: Ms. Doucet had a question after presenting Second Step she asked when they do this. Is this done in SEL?

A: Ms. Brandon responded yes, for the most part, the counselors are trained to go in during SEL but they can also sometimes go in during Social Studies if it aligns with the reading. We try not to impact our minutes for Reading and Math but sometimes it aligns with Social Studies, and Science so they can fit this in where they can. When I talk later you will see that a couple of the campuses for the upper grades are also using it as a special. They are putting it into the specials rotation to ensure access without any impact on the other curriculum.

C. Pay for Performance Plan for Teachers and Administrators- Presented by Ms. Melanie Block

**IX. ACTION ITEMS:**

A. Motion by Mrs. Briceno, seconded by Mrs. Doucet to approve the 2022-2023 Pay for Performance for Teachers. Motion carried. Aye: Mrs. Briceno, Mrs. Doucet

B. Motion by Mrs. Doucet, seconded by Mrs. Briceno to approve the 2022-2023 Pay for Performance Plan for Administrators. Motion carried. Aye: Mrs. Briceno, Mrs. Doucet

C. Motion by Mrs. Briceno, seconded by Mrs. Doucet to approve the Contract and Notice of Appointment Language. Motion carried. Aye: Mrs. Briceno, Mrs. Doucet

D. Motion by Mrs. Doucet, seconded by Mrs. Briceno to approve the maximum capacity of 2378 students for 2023-2024. Motion carried. Aye: Mrs. Briceno, Mrs. Doucet

**X. ITEMS ONLY – NO ACTION REQUIRED:**

A. Governing Board Financial Report

**XI. AGENDA ITEMS FOR FUTURE MEETINGS:**

A. February 9, 2023- Salary Schedules

B. February 9, 2023- Contract/Rehire List of Certificated staff

C. February 9, 2023- Contract/Rehire list of Administration staff

D. March 9, 2023- Bond and Override Projects Update

**XII. ADJOURNMENT**

Motion by Mrs. Briceno seconded by Mrs. Doucet, to adjourn the meeting at 5:57 p.m. Vote was unanimous. Motion carried. Aye: Mrs. Briceno, Mrs. Doucet

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Governing Board Member

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Date