



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

**Governing Board
Regular Meeting Minutes
June 8, 2023**

I. CALL TO ORDER THE SPECIAL MEETING

Mrs. Doucet Governing Board President at 4:00 p.m., called the meeting to order.

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

II. ROLL CALL

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

Administration Present:

Kristine Morris, Superintendent

Renee Estrella-Chavez, Dos Rios Principal

Michael Welsh, Union Principal

Ana Avalos, Director of HR

Tonia Immel, Executive Director of Business Services

Carrie Brandon, Director of Student Services

Randy Watkins, Hurley Ranch Principal

III. PRESENTATION:

Ms. Tonia Immel presented on the Fiscal Year 2023-2024 District Expenditure Budget Proposal

IV. ADJOURN THE PUBLIC HEARING:

Motion by Mrs. Doucet, seconded by Mr. Briceno to adjourn the Public Hearing at 4:08 p.m. Vote was unanimous. Motion carried. Aye: Mrs. Doucet, Mrs. Briceno

V. CALL TO ORDER THE REGULAR MEETING:

Motion was made by Mrs. Doucet, seconded by Mr. Briceno to call the regular meeting to order at 4:08 p.m. Vote was unanimous. Motion carried. Aye: Mrs. Doucet, Mrs. Briceno

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: 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:

A. UESD Current Events Summary

Good evening, President Doucet and Ms. Briceno,

Students have been promoted, staff cleaned out their rooms, and campuses are readying for the upcoming school year!

In Goal Area 1: Student Academic Success, Summer Camp started on Monday, June 5, 2023, and 213 students K-8 were in attendance and ready to engage! Thanks to our summer school coordinator, our instructional coaches, and the administrative team who helped train our team for our math focused summer program!



Thanks to the Union Elementary campus for hosting and preparing for the arrival of our summer school program. Thanks to our maintenance team for preparing grounds and space to be inviting and safe. Thanks to our transportation team who delivered our students to our program at Union Elementary!

Thanks to our teachers and administrators for helping make the first days run so smoothly and to our partner the YMCA for creating engaging afternoon activities for our students.



In Goal Area 2. Student Well-Being, in addition to our Summer Camp, our Summer Meal Service began. On the first day we served 195 students for breakfast. Thank you to our child nutrition team for preparing meals for our students during these summer months and for welcoming in the community who may also need this service.

On Tuesday, ASBA hosted the 2023 Trauma Sensitive Schools Symposium, with breakouts and keynote addresses on topic ranging from the Governing Board's role in creating responsive schools, to toolkits for the classroom and other spaces. It was great to hear from researchers and practitioners both on the positive aspects and challenges we are facing in creating places where all students succeed, no exceptions! Thanks to our Board for signing up and attending some sessions as well.

In Goal Area 3: High Quality Caring Staff, our schools have started their summer work with their campus leadership teams looking at their data and refining their Integrated Action Plans (IAPs) systems and practices for the upcoming year. This will all come together through their "Playbooks." Thanks to our principals and assistant principals for their planning and support of their teams in being reflective on the 2023 school year and putting in place plans for continuous improvement in 2024! Thanks also to the Governor's Office and the Arizona Department of Education as well as our partners at Project Momentum for providing the funding for this important eight days of work, as well as two extra paid days of training for our teachers when we return in July.





Our campus teams aren't the only ones being reflective and putting plans in place for the upcoming school year; our all-administrative team also engaged in continuous improvement at our annual retreat on May 31, and June 1. Earlier in the year, I shared that members of Council had been working with Studer Education to help us get stronger on aligning our systems and measuring our impact. Dr. Bonita Coleman and Dr.

Melissa Matarazzo from Studer Education engaged with our team on drafting our Playbook for the upcoming school year.

We evaluated student academic progress data, parent, and employee survey data, and began the process of aligning the work of all our team members. Although we did not get to a final version, the team drafted the following documents to help us advance the work of our District's Strategic Plan. Superintendent's Council will be refining and working to narrow and wordsmith the gears. The team accomplished a great deal together and we will continue our work over the next year on reporting on progress and holding ourselves accountable to progress and growth. We are getting stronger at the continuous improvement process and ensuring all our work is going in the right direction.

Playbook 2023-2024: Student Academic Success

Gear 1	Gear 2	Gear 3	Gear 3.5	Gear 4 & 5
What are we working to achieve as an all admin team?	How will we know we have achieved?	What systems and practices will help us achieve our goals?	How will we know we are making progress?	What do we do when we are not making progress meeting goals? What do we do if we are already successful?
All students will demonstrate academic growth and achievement.	<ul style="list-style-type: none"> % of students achieving at or above the state on Arizona's statewide assessment increases from ___ to ___ (Identify subjects) We have eliminated the achievement gap between all student subgroups (Reduced specific gaps) 	<ul style="list-style-type: none"> Provide professional development for leaders on curriculum and instruction Deliver effective instruction through the use of research based comprehensive math and literacy programs Implement new AZ SEI approach Create CFAs during curriculum mapping process Identify and use CFAs aligned to essential standards to modify instructional strategies and design interventions 	<ul style="list-style-type: none"> Walk through tracker on instructional fidelity Illuminate data 	

Playbook 2023-2024: Student Well-Being

Gear 1	Gear 2	Gear 3	Gear 3.5	Gear 4 & 5
What are we working to achieve as an all admin team?	How will we know we have achieved?	What systems and practices will help us achieve our goals?	How will we know we are making progress?	What do we do when we are not making progress meeting goals? What do we do if we are already successful?
Provide a comprehensive education and school culture that supports learning and social-emotional growth.	<ul style="list-style-type: none"> 100% of students can identify a caring adult in school who can help them succeed. Increase daily attendance from ___ to 95%. Reduction in discipline. Measure of belongingness and engagement. 	<ul style="list-style-type: none"> Provide positive incentives for student attendance that are consistent and often Assign students who cannot identify a caring adult a staff member to take that responsibility with training Engage students with positive interactions (greetings, positive phone calls, 4:1 ratio of praise to correction) Facilitate and monitor implementation of Well-Managed classrooms and schools 	<ul style="list-style-type: none"> Student survey Daily attendance report 	

Playbook 2023-2024: High Quality, Caring Staff

Gear 1	Gear 2	Gear 3	Gear 3.5	Gear 4 & 5
What are we working to achieve as an all admin team?	How will we know we have achieved?	What systems and practices will help us achieve our goals?	How will we know we are making progress?	What do we do when we are not making progress meeting goals? What do we do if we are already successful?
Support, develop, retain and recruit highly effective teachers, leaders, and support staff that commit to meeting the needs of our learners.	<ul style="list-style-type: none"> Increase retention of our employees from ___ to 90%. Increase % of new recruits who possess teaching credentials or are in enrolled in a teacher preparation program from ___ to ___ 	<ul style="list-style-type: none"> Communicate clearly in a common language with all employee groups (timely) Open pathways for 2-way communication between employees and leaders, leading to action when needed Strategically use celebration tickets and other recognitions Rollout employee results and execute intentional actions in response Provide onboarding, meaningful feedback, and development opportunities for all employees 	<ul style="list-style-type: none"> Employee Survey participation and mean September and March Stay survey Staring update # of tickets logged and celebrations documented 	

Playbook 2023-2024: Stewardship of Resources

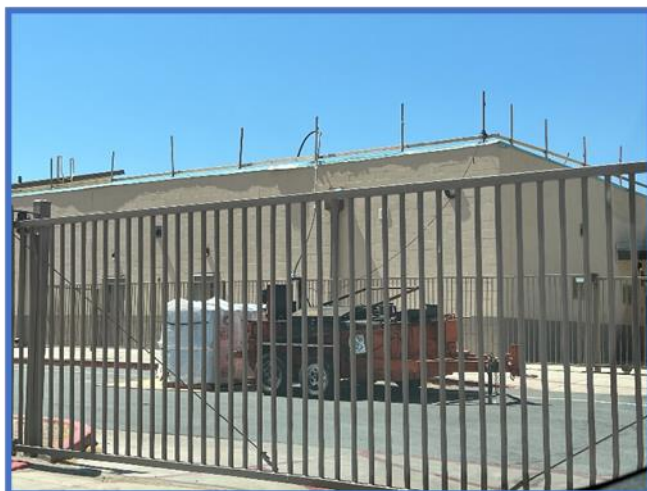
Gear 1	Gear 2	Gear 3	Gear 3.5
What are we working to achieve as an all admin team?	How will we know we have achieved?	What systems and practices will help us achieve our goals?	How will we know we are making progress?
Secure and effectively manage resources to meet the needs of our 21 st century learners and employees.	<ul style="list-style-type: none"> Increase capture rate from ___ to 60%. Increase retention of students from ___ to 90%. 	<ul style="list-style-type: none"> Acknowledge parent concerns within 1 school day Set expectations and follow up with parents on concerns until they have resolution (underpromise and overdeliver) Place highly engaging notices of state/district access on social media to enable parent sharing Take following us on social media easy for parents Develop annual calendar of events for each school and district Develop and implement process to tour our spaces Conduct exit interviews with departing families Ensure that student support plans are communicated to all team members Implement bond projects that will transportation, finance, superintendent, and Union ES 	<ul style="list-style-type: none"> Parent Satisfaction Survey # of likes/retweets/followers # of student entries/exits K enrollment in March-May Pre-K transition

Thanks to the leadership team who remained focused, purposeful and challenged one another and themselves to continuously improve!

It is the last-minute push for hiring staff to fill our vacancies. As of June 6, 2023, below is an update on our teaching vacancies and where we presently stand.

Dos Rios		Hurley Ranch		Union		Total	
Vacancies	Offers	Vacancies	Offers	Vacancies	Offers	Vacancies	Offers
7	0	6	4	0	0	15*	5*
*Includes Special Area-Music							

In Goal Area 4, Stewardship of Resources, the roofing project at Hurley Ranch has begun! You can see the materials staged in the parking lot, and the tear-off process occurring over our first classroom building!



Last but certainly not least, the new edition of *Union Connects* will be hitting homes soon. Thanks to Mr. Stanek and our partners at The CESO who have helped us get this latest edition together and out to families

X. APPROVAL OF THE CONSENT AGENDA:

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

- A. Approval of Regular Meeting Minutes for May 11, 2023
- B. Approval of Personnel Consent List
- C. Approval of Accounts Payable Vouchers
- D. Approval of Payroll Vouchers
- E. Approval of Student Activity Accounts
- F. Approval of Gifts and Donations
- G. Approval of Learn- IT Systems Agreement
- H. Approval of the Teacher and Administrator Pay for Performance FY 2023-2024
- I. Approval of Grantee Agreement No. GR-GEER-SEP-UNION-40 with Arizona Governor's Office
- J. Approval of Union Elementary School Weatherization and Roofing Assessment BRG-003600
- K. Approval of Amendment of YMCA Summer Camp Agreement

XI. PRESENTATION FROM DISTRICT PERSONNEL:

A. Veregy Energy Savings Solutions - Presented by Ms. Shannon Roepke

Q: Ms. Morris asked how long these agreements normally last. Does this vary on the size of the project?

A: Ms. Roepke responded yes; it varies by statute it can't be any more than 25 years. We typically go to 20 years below the statue. Unless the district wants to put money down to lower the payback but, you don't have to. Generally, we get you the best rates with the bank as long as it's under or at 20 years. The panels themselves are 40 years, the water 30, and the lining 30, so it really pays for itself. Typically, there are additional savings above and beyond what's the guarantee because we must guarantee that neutral. But you might perform better in certain months.

XII. ACTION ITEMS:

A. Motion by Mrs. Briceno, seconded by Mrs. Doucet to approve the 2023-2024 District Expenditure Budget. Motion carried. Aye: Mrs. Briceno, Mrs. Doucet

B. Motion by Mrs. Doucet, seconded by Mrs. Briceno to approve Revised Stipends/Extra Pay Schedule Motion carried. Aye: Mrs. Briceno, Mrs. Doucet

Q: Ms. Doucet asked where did we come up with the dollar amount?

A: Ms. Avalos responded we did a couple of things. For example, for the increases to the Athletic Director, we pulled stipends around the West Valley. We received feedback from our Athletic Directors and Coaches that they wanted more money for work. We did set minimum expectations for both our Athletic Directors and coaches based on the per-hour rate that we use to calculate this to compare this out with West Valley Districts to make sure we are comparable which we are to be competitive in the market. This just sets the minimum expectation for them; this is what we are expecting if you go above and beyond that's additional time and that's something that they can work with the administrator on to determine if there's budget for those extra pieces.

C. Motion by Mrs. Doucet, seconded by Mrs. Briceno to approve the First Reading of Policy Advisory 744-747. Motion carried. Aye: Mrs. Briceno, Mrs. Doucet

D. Motion by Mrs. Briceno, seconded by Mrs. Doucet to approve the First Reading of Policy GCCC Revision. Motion carried. Aye: Mrs. Briceno, Mrs. Doucet

E. Motion by Mrs. Briceno, seconded by Mrs. Doucet to approve the Contract for Audit Services 2023-2027. Motion carried. Aye: Mrs. Briceno, Mrs. Doucet

F. Motion by Mrs. Doucet, seconded by Mrs. Briceno to approve the Resolution Authorization for Construction Manager at Risk. Motion carried. Aye: Mrs. Briceno, Mrs. Doucet

G. Motion by Mrs. Doucet, seconded by Mrs. Briceno to approve the Correction of Data Submission to Arizona Department of Education. Motion carried. Aye: Mrs. Briceno, Mrs. Doucet

XIII. MOTION TO CONVENE INTO EXECUTIVE SESSION

Motion by Mrs. Doucet, seconded by Mrs. Briceno to convene into Executive Session. Vote was unanimous. Motion carried. Aye: Mrs. Doucet, Mrs. Briceno

A. Pursuant to A.R.S. §38-431.03, concerning the discussion of Superintendent Pay for Performance

XIV. MOTION TO ADJOURN THE EXECUTIVE SESSION

Motion by Mrs. Doucet, seconded by Mrs. Briceno to adjourn into Executive Session at 5:47 p.m. Vote was unanimous. Motion carried. Aye: Mrs. Doucet, Mrs. Briceno

XV. ACTION ITEM:

A. Motion by Mrs. Doucet, seconded by Mrs. Briceno to award the 2022-2023 Superintendent Performance Pay as agreed upon by the Board. Vote was unanimous. Motion carried. Aye: Mrs. Doucet, Mrs. Briceno

XVI. ITEMS ONLY – NO ACTION REQUIRED:

A. Governing Board Financial Report

XVII. AGENDA ITEMS FOR FUTURE MEETINGS:

A. June 15, 2023- Special Meeting -Governing Board and Superintendent Evaluation Process

A. July 13, 2023- Bond Projects Update- Carmen Wyckoff, DLR

B. July 13, 2023- Compensation Adjustment for FY 23-24

XVIII. ADJOURNMENT

Motion by Mrs. Doucet seconded by Mrs. Briceno, to adjourn the meeting at 5:51 p.m. Vote was unanimous. Motion carried. Aye: Mrs. Doucet, Mrs. Briceno

Governing Board Member

Date