



MINUTES

Attending Board	J. Scott Omer Martha Camacho (4:24 p.m.)	Luis Heredia	Dale Phillips
Absent Board	Leticia Yopez		
Attending Public	Elizabeth Merino Jerry Cabrera Cathy Witmer	Celine Fernández Angel Sotelo Judith Bobbitt	Jody Attaway Maria Villarreal/4:34pm Rose Arévalo

Regular Board Meeting

DESERT SONORA ELEMENTARY

301 North Carlisle Avenue, Somerton, Arizona

Monday, June 6, 2005 -- 4:00 p.m.

1. OPENING AND ANNOUNCEMENTS

- | | | |
|--|-----------------|--------------------|
| 1.a. Call to Order | President/Clerk | |
| Mr. Heredia called the meeting to order at 4:15 p.m. | | |
| 1.b. Pledge of Allegiance | President/Clerk | |
| Mr. Omer led the Pledge. | | |
| 1.c. Audience with Individuals | President/Clerk | Information |
| None submitted. | | |
| 1.d. Approval of Board Minutes | President/Clerk | Action |
| • Regular and Executive Sessions: 05/12/2005 | | |
| Mr. Heredia entertained a Motion. | | |

MOTION: Mr. Omer moved to approve the Minutes as submitted, Mr. Phillips seconded, Motion carried.

CALL FOR EXECUTIVE SESSION

Mr. Heredia **Action**

4.5. A.R.S. §38-431.03 Executive Session

- A. Upon a public majority vote of the members constituting a quorum, a public body may hold an executive session but only for the following purposes:
1. Discussion or consideration of employment, assignment, appointment, promotion, demotion, dismissal, salaries, disciplining or resignation of a public officer, appointee or employee of any public body, except that, with the exception of salary discussions, an officer, appointee or employee may demand that the discussion or consideration occur at a public meeting. The public body shall provide the officer, appointee or employee with written notice of the executive session as is appropriate but not less than twenty-four hours for the officer, appointee or employee to determine whether the discussion or consideration should occur at the public meeting.
 3. Discussion or consultation for legal advice with the attorney or attorneys of the public body.
 4. Discussion or consultation with the attorneys of the public body in order to consider its position and instruct its attorneys regarding the public body's position regarding contracts that are the subject of negotiations, in pending or contemplated litigation or in settlement discussions conducted in order to avoid or resolve litigation.
 5. Discussions or consultations with designated representatives of the public body in order to consider its position and instruct its representatives regarding negotiations with employee organizations regarding the salaries, salary schedules or compensation paid in the form of fringe benefits of employees of the public body.

The Board may enter in to Executive Session to review a Grievance and the proposed Salary Schedule.

Mrs. Bobbitt recommended either entering Executive Session to discuss the Grievance or the Board could choose to uphold her recommendation as noted in their Packet. Mr. Omer said it's an administrative decision. Mr. Heredia suggested going in to

Executive Session as Board Policy allows employees the grieving process and whether the Superintendent's decision is upheld, the process should follow its course.

Mr. Heredia entertained a Motion. Mrs. Bobbitt noted that Mr. Angel Sotelo was present and the person that filed the Grievance was not. While in Executive Session, the Board may also discuss salary issues as noted later in the Agenda.

MOTION: Mr. Omer moved to enter in to Executive Session, Mr. Phillips seconded, Motion carried. The Board entered into Executive Session at 4:21 p.m. Mrs. Camacho arrived at 4:24 p.m.

Mr. Heredia entertained a Motion to resume Regular Session at 4:42.

MOTION: Mr. Omer moved to resume Regular Session, Mrs. Camacho seconded, Motion carried.

4.01. POSSIBLE ACTION ON GRIEVANCE

MOTION: Mr. Omer moved to uphold Superintendent Bobbitt's recommendation, asked for a letter to be added to the employees' files, and the employees will be placed on temporary work-related probation, Mrs. Camacho seconded, Motion carried.

2. REPORTS

2.a. Superintendent's Report

Information

Mrs. Bobbitt explained that Mr. Sheppard submitted information on review of Science materials for adoption. Materials were reviewed by Middle School Science teachers and all agreed on one company as their first choice. Mr. Sheppard will do a formal presentation at a later date. Procurement measures were met, because several companies' materials were reviewed. Mrs. Bobbitt recommended proceeding to the next step.

Mrs. Bobbitt explained that her recommendation for Assistant Superintendent is Dr. Douglas Rutan. All references were outstanding. She noted a coincidence that Dr. Rutan had Mr. Jondahl as his first Principal.

The Leadership Team had two very productive retreat days. Mrs. Bobbitt spoke to Olivia Zepeda, Gadsden District, about how disheartening it is that many Somerton teachers are being recruited to her District. Mrs. Bobbitt noted that some teachers reported a \$9,000 - \$12,000 salary increase. Mr. Heredia suggested a review of the Exit Interview process. The instrument should be used to determine what the District is lacking. The monetary issue is an important factor.

Mr. Omer noted that generally such surveys are not completed honestly, because the people want to keep in good standing with their employer. Mr. Omer said that the District generally has competitive salaries, with the exception of Gadsden, who has high turn over. It was suggested to have bonuses to recruit or retain staff. Ms. Witmer will present information that clearly shows annual salaries at a later date.

2.b. Administrators'/Directors' Report

Information

Mr. Heredia asked to have Mrs. Volpe prepare information to explain how the ELL Program reclassifies students as Fluent English Language Proficient, what strategies are used, and how those students are monitored after that classification is made. He added that this information could be submitted to the state, to show whether students need additional help. Tim Hogan is working on this issue and this type of study would be helpful.

2.c. Board Member Report

Information

Mr. Omer commended Mrs. Bobbitt for putting the Assistant Superintendent's interview panel together. He said scoring was clear and they felt they made the correct decision. He was discouraged by the administrative report submitted because he feels they made the best decision.

The Board thanked Ms. Fernández for her years of service and wished her well.

Mr. Heredia asked the Board to review the ASBA Delegate Assembly information and give him additional topics to present to ASBA. In addition, he feels that the District should close the achievement gap from the central throughout the entire District, not just in the classrooms. He asked the Board to formalize goals that they would follow up in the future in order to make this a better organization.

2.d. Construction Update

Information

Mrs. Bobbitt explained the administration center's architectural rendering. She said it became apparent that staff will have to purge and store files in order to work in the limited space more efficiently. Over the next year, she wants everything streamlined and ready to move with few obstacles. Mrs. Bobbitt noted that Transportation staff are excited about their new facility. The possibility of Technology and the Migrant Terminal moving in to the existing District Office is a good use of space. The new administration center will be approximately 7,600 square feet. Mr. Heredia and Mrs. Bobbitt both mentioned they would like historical District information displayed in the Board Room. The construction crew is committed to opening Valle Del Encanto in August.

3. PERSONNEL CONSENT AGENDA

Superintendent

Action

The following items may be approved in one motion under the Consent Agenda. If a particular item is to be discussed, it may be pulled from the Consent Agenda and taken as a separate Agenda item. The Board may take action on the following items or defer them to the next regularly scheduled meeting.

3.1. HIRING

- | | |
|----------------------|--|
| • Adams, Debbie | Teacher, Somerton Middle School |
| • Carrera, Maria | Tierra Del Sol Elementary |
| • Replogle, Norma J. | Teacher, Tierra Del Sol Elementary |
| • Retiz, Maria | Migrant Student Advocate, Desert Sonora Elementary |
| • Rutan, Douglas | Assistant Superintendent, District |
| • Sparks, Shelly | Reading First, Desert Sonora Elementary |
| • Thompson, Barbara | Teacher, Desert Sonora Elementary |
| • Tuttle, Judy | Tutor, Desert Sonora Elementary |

3.2 REASSIGNMENTS

- | | |
|-------------------|--|
| • Bohón, Laura | Interventionist, Valle Del Encanto |
| • Juarez, Gladys | Reading Coach, Valle Del Encanto Learning Center |
| • McBride, Ann | Permanent Floating Substitute, District |
| • Villegas, Maria | Special Programs Assistant, District |
| • Volpe, Tom | Reading First, Valle Del Encanto Learning Center |
| • Woolfolk, Alma | Language Tester, District |

3.3 ADDITIONAL ASSIGNMENTS

- | | |
|--------------------|-----------------------------|
| • Diaz, Maria | Secretary, Special Programs |
| • Garza, Elizabeth | Teacher Mentor, District |
| • Villegas, Lisa | Secretary, Special Programs |

Bilingual Stipend

- Caiazzo, Maria

Federal Programs

- Rodriguez, Irene Language Tester, Federal Programs
- Heredia, Julia Liaison, Federal Programs
- To Be Announced Federal Programs
- To Be Announced Federal Programs

Tech Coaches

- Garlit, Russ Somerton Middle School
- Touchet, Jean Orange Grove Elementary
- Sparks, Shelly Desert Sonora Elementary
- Elliott, Jessica Tierra Del Sol Elementary

Special Education

- Joanicot, Eduvigas
- Martinez, Maria D.

3.4 APPROVAL TO OFFER CONTRACT

- Koenig, Joy Teacher, Orange Grove Elementary

3.5 CONTRACT OFFER WITHDRAWAL

- Barnekow, Tabitha
- Frick, Kristi

3.6 RESIGNATIONS

- Belcher, John Teacher, Somerton Middle School
- Cano, Jorge Warehouse, District
- Del Cid, Alicia Special Programs Assistant, District
- Hagan, Lourdes Teacher, Tierra Del Sol Elementary
- Lomeli, Elizabeth Teacher, Desert Sonora Elementary
- Lopez, Julio Mechanic, Transportation
- Llanes, Yvonne Reading Coach, Tierra Del Sol Elementary
- McCall, Leanne Intervention Specialist, Tierra Del Sol Elementary
- Moreno, Natalia Teacher, Somerton Middle School
- Nuñez, Maria Intervention Specialist, Tierra Del Sol Elementary
- Phar, Siobhan Music Teacher, Somerton Middle School

3.7 RETIREMENT

- Heredia, Rosa Food Service Manager, Desert Sonora Elementary

Mrs. Bobbitt submitted Consent Agenda Items for approval and commended administrative team’s hiring efforts.

Mr. Heredia entertained a Motion.

MOTION: Mrs. Camacho moved to approve Consent Agenda Items, Mr. Omer seconded adding that the ‘To Be Announced’ items under 3.3 be presented to the Board at a future meeting. Mr. Heredia commended the teams efforts and said he was also concerned about the administrator’s report that was submitted. The District does not have a policy stating we keep our own staff. This decision was evaluated and the team felt the best decision was made. He added that other District’s use a point preference when considering existing staff for interviews. Motion carried.

4. BUSINESS AND FINANCE

- INFORMATION ONLY*
- Accounts Payable and Payroll Voucher Actual Amounts
 - Student Activity Report

4.02. Authorization to Dedicate Property to City of Somerton and to Allow Work to be Performed On School Property

Mrs. Bobbitt submitted this item for approval.

LEGAL DESCRIPTION: Right-of-Way Map - A Part of Assessors Parcel Nos. 103-34-18, 103-34-10, 103-34-9B.

A Parcel of Property located within Tract Number 16 of the Yuma Land Settlement Tract, Section 34 Township 9 South, Range 24 West, Gila and Salt River Base and Meridian in Yuma, County, Arizona. Said Parcel Being More Particularly Described as Follows: Commencing at the Center Corner of Section 34; Thence S 89°56'34" W Along the East-West Mid-Section Line a Distance 50.00 Feet to the True Point of Beginning; Thence continuing S89°56'34" W Along Said Line 611.19 Feet to a Point, Thence N00°02'19"W 25.00 feet to a point, thence S 89°56'34" W along the south line of tract 16 269.99 Feet to a Point, Thence N 00°04'26" W Along the West Line of Tract 16 22.00 Feet to a Point, Thence N 89°56'34" E 832.19 Feet to a Point, Thence N 44°56'44" E 35.26 Feet to a Point, Thence N 00°03'06" W 588.68 Feet to a Point on the North Line of tract 16, thence S 89°56'49" E along said line 24.00 feet to a point, thence S 00°03'06" E Along the East Line of Tract 16 660.64 Feet to the True Point of Beginning

Containing an area of 49,706 square feet more or less.

Mr. Heredia entertained a Motion.

MOTION: Mr. Omer moved to authorize the dedication of the described property in front of Somerton Middle School to the City of Somerton and that the City's contractor be permitted to perform contracted work on School District property, Mrs. Camacho seconded. Mr. Omer noted that it is important that the City assume liability for this area. Mr. Heredia asked who would be responsible for addressing these issues. Mrs. Bobbitt said Mr. Klein until June 30, Mrs. Bobbitt after that. Motion carried.

4.03. Approval of Remediation Work at Tierra Del Sol Elementary

Mrs. Bobbitt recommended Option II for approval. With remediation complete and the money available, it's important the make sure summer projects are done.

Mr. Heredia entertained a Motion.

MOTION: Mr. Omer moved to authorize Emc2 Group to proceed with the TDS Remediation Project utilizing Option B and including the Retention Basin recommendations. Mrs. Camacho seconded. With the expense of the building, Mr. Omer suggested a grate away from the building, to avoid water damage. He asked that staff look at using decomposed granite in place of concrete, for an additional saving. He added that the Not To Exceed amount should not be specified to they are not locked in to a specific amount. The Motion included removing the Not To Exceed amount in the summary information. Motion carried.

4.04. Approval of Proposed Action Items to Present at ASBA Delegate Assembly for FY2006

Mr. Heredia asked for items to present at the Assembly. It would be helpful to get kindergarten student counted as full time student, not half on ADM in order to plan for next elementary school or alternatives. Funds are allocated to free/reduced lunch districts for the student loan program. It would be helpful to get this issue addressed at the federal level also. This item will be postponed to the June 23 Meeting.

4.05. Approval of IGA with Yuma Educational Transportation Consortium

Mrs. Bobbitt explained that the Consortium is offering to contribute about \$250,000 to the Transportation facility. The IGA is open ended, so they will be able to assist as the District feels it's appropriate. They can assist with major repair. The contribution amount is not written in the IGA because it's in Draft form. If the Agreement ended, Mr. Heredia asked information on how the Consortium would recuperate their costs.

Mr. Heredia entertained a Motion.

MOTION: Mr. Omer moved to Table this item until the June 23 Meeting, Mrs. Camacho seconded. Motion carried.

4.06. Approval of Lease with Apple Financial Services

Mrs. Bobbitt explained that Administrations computers were not upgraded when the rest of the District's were. Thus staff have been experiencing various problems. This Lease is already in the budget.

Mr. Heredia entertained a Motion.

MOTION: Mrs. Camacho moved to approve the Computer Lease through Apple Financial Services and that the Director of Financial Services be authorized to sign the appropriate lease documents, Mr. Omer seconded, Motion carried.

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 3. Discussion or consultation for legal advice with the attorney or attorneys of the public body.
 4. Discussion or consultation with the attorneys of the public body in order to consider its position and instruct its attorneys regarding the public body's position regarding contracts that are the subject of negotiations, in pending or contemplated litigation or in settlement discussions conducted in order to avoid or resolve litigation.
 5. Discussions or consultations with designated representatives of the public body in order to consider its position and instruct its representatives regarding negotiations with employee organizations regarding the salaries, salary schedules or compensation paid in the form of fringe benefits of employees of the public body.

Mrs. Bobbitt recommended entering Executive Session regarding Meet and Confer issues. Mr. Heredia entertained a Motion.

MOTION: Mr. Omer so moved, Mrs. Camacho seconded, Motion carried. The Board Entered in to Executive Session at 5:54 p.m.

MOTION: Mr. Omer moved to resume Regular Session, Mrs. Camacho seconded, Motion carried. The Board resumed Regular Session at 7:07 p.m.

4.07. Approval of Performance Pay Plans for Administrative Team

Approved \$1,000 performance pay for satisfactory performance and \$2,500 for exemplary performance for members of the Administrative Team, and a \$5,000 performance pay for the Superintendent and Assistant Superintendent. If funds are available for the 2006-2007 school year these monies will be added to base pay for the following year.

4.08. Approval of Market Adjustments

Approved Salary Range Change for Transportation Director from Range 42 to Range 47.

Approved issuing one time stipends to all returning teachers for the 2005-2006 school year from new menu funds. Mrs. Witmer to determine amount based on revenue and qualifying staff.

Approved payment of \$1,000 stipend to all returning Administrators, to be rolled in to their 2006-2007 contract amount if funds are available.

4.09. Approval of ESI Contract for Superintendent Bobbitt

4.10. Approval of Bonus Pay

Mr. Heredia entertained a Motion.

MOTION: Mr. Omer so moved, Mrs. Camacho seconded, Motion carried.

5. ADJOURNMENT

Mr. Heredia entertained a Motion to adjourn.

MOTION: Mr. Omer so moved, Mrs. Camacho seconded, Motion carried. The meeting adjourned at 7:10 p.m.

Signed and Dated by Board President/Clerk _____