

MINUTES

Regular Board Meeting
October 14, 2002 -- 6:00 p.m.
Orange Grove Elementary

Attending Board	J. Scott Omer	Luis Heredia	Martha J. Camacho
Absent Board	Dale Phillips	Leticia Yepez	
Attending Public	Russ Garlit Jerry Cabrera William Spearman Donna Cale Edward Marquez (student) Blanche Odom Elisa Tafoya (student) Bob Klein Bob Cassidy Alice Marquez (student) Vicente Varelas Bertha Marquez Judith Bobbitt	Michele Garlit Maria Elena Picharde Jody Attaway Francisco Tapia (student) Ernesto Prieto (student) Jeannie Glover Maria G. Castillo Maria Esparza Francisco Pereda Maria D. Zamorano Jose Luis Varela Duane Sheppard Rose Arevalo	Jeanie Volpe Maureen Irr Patricia Weissenberg Israel Lopez (student) Isabela Ortega (student) Celine Fernandez Maria P. Vasquez Mike Slawinski Dr. Merton Glass Odis Hernandez Mariah Lutich Veronica Lopez

1. OPENING AND ANNOUNCEMENTS

1.a. Call to Order Mr. Omer

Mr. Omer called the Meeting to Order at 6:06 p.m.

1.b. Pledge of Allegiance Mr. Omer

Mrs. Cale, Orange Grove Student Council Advisor, introduced the students before they led the Pledge.

1.c. Approval of Board Minutes Mr. Omer Action

Regular Session -- September 9, 2002

Mr. Omer entertained a Motion to approve the Minutes as submitted.

MOTION: Luis Heredia moved to approve, Mrs. Camacho seconded, Motion carried.

1.d. Audience With Individuals Mr. Omer Information

Mrs. Glover introduced herself as an SEA member and named the Meet and Confer Team Members: Ann McBride, Bill Rhodes, Kurt Karwoski, Elizabeth Merino, Bill Spearman and alternate members, Paula Glass-DeBoy and Joe Volenstine.

2.a. Superintendent's Report Mrs. Bobbitt Information

Mrs. Bobbitt deferred her report so that she would have enough time to give the No Child Left Behind presentation later in the meeting. There were no questions.

- 2.b. Administrator's/Director's Report** **Information**
 The Board asked about the District's participation in Red Ribbon Week. Students participated in essays, police officers gave presentations and they will participate in the parade on October 23.
 Mr. Heredia asked Mrs. Volpe about teacher's accountability when receiving stipends. Mrs. Volpe explained that teachers with ESL/ELL endorsements earn credit for attending trainings or workshops. Staff receive Arizona credit hours for attending trainings such as the ELL Techniques and Strategies recently attended by District employees.
- 2.c. Student Activity** **Information**
 Mrs. Bobbitt explained that auditors require Student Activity to be presented to the Board monthly. Having it on the Agenda allows for discussion as needed.
- 2.d. Board Member Report** **Information**
 Mr. Heredia and Mr. Omer thanked everyone for having the meeting held at the school sites. Dr. Reed mentioned that Mrs. Castillo, their Parent Liaison, sent a notice that the meeting would be held at Orange Grove. She had originally wanted to make parent-attendance more crucial. November's meeting will be held at Desert Sonora School.
- 2.e. Gifted Program Standards** **Task Force** **Information**
 Mrs. Attaway, School Psychologist, introduced the Gifted Task Force comprised of herself and Tierra Del Sol Staff: Patricia Weissenberg, Duvie Joanicot, Maria Martinez; Donna Cale from Orange Grove and Russ Garlit from the Middle School.
 Mrs. Attaway explained that the Program Goal is to develop and implement a Scope and sequence for Gifted Education, align Curriculum to the Arizona State Standards and to provide a dynamic and effective gifted education program following state guidelines. She added that students can be referred for testing and possibly participate in the program.
 The group explained that students worked together to learn about their community and how it compares to the world. They learned the similarities and differences in their families and those of others. They researched Afghanistan and developed a peace plan. Children observed that Afghanistan men are abusive and their children play with guns. Children were able to work collaboratively to utilize the strength of others. Although this pilot program was done during the three week summer program, the group and children believe that it was a success and hope to have more time devoted to enrichment of Gifted students such as after school programs or pull out programs through the District.
 Mr. Omer thanked the group for their presentation and the time they took during the summer. He said that his daughter participated in the program and described it as 'hard'. He hopes that similar challenging projects can be offered students.
 Mr. Heredia asked about individualized testing. Mrs. Attaway and Mrs. Weissenberg assured him that students are administered State-specified tests as well as being observed to make sure that all the areas are checked, in case the child has talents in another area that is not on a particular assessment.

2.f. No Child Left Behind/Accountability Labels

Information

Mrs. Bobbitt explained that the November, 2000 Proposition 301 passed to bring money to the pockets of qualified teachers and schools. One ballot talked about increasing so every \$10 spent six cents could go to K-12 effective after 05/31/2001. It asked that we add an additional day to have 180 minimum days for students. The teacher performance part targeted twenty percent of funds going directly to teachers. This was to help with student achievement.

The State Department delayed their October, 2001, report a year and will be sending the report October 15, 2002. This report will target schools as failing, under performing, maintaining, performing and excelling. Progress must be shown in each area. When determined to be failing or under performing, a District is notified within 30 days. They must respond within 30 days with a plan to achieve. Progress must be shown in each area and if the school remained at this level for two years, the State Superintendent would publish an ad in the newspaper explaining that the state would try to move the District out of that category.

The Auditor General audits 301 funds and audits each District about every five years. Public schools are watched more carefully than charter schools in the case of accountability. Somerton District teachers received more than other teachers in the area, last year. The funding is divided in to three pieces, the first 20% goes to teachers, the second portion is for performance pay and the third portion is for classroom improvement.

Mr. Sheppard explained that student achievement has always been the focus and to achieve, students must be in attendance from the first day throughout the school year. The MAP (Measurement of Academic Progress) system wants student achievement to move one year's worth of growth. The District wants to see more qualifications of meets or exceeds. Arizona Learns provides incentives for Districts to accomplish these goals.

Tierra Del Sol and Somerton Middle School have shown much improvement. Orange Grove is doing well and Desert Sonora scores show both above- and under-performing. There are high levels of LEP students at Desert Sonora. For example, the entire third grade was tested, but there may have only been six non-LEP students. Mr. Heredia mentioned that only two schools in the state qualified as exceeding. This is the reason the formula will possibly be modified. Mr. Omer made the comment that schools that are maintaining and improving will not be in the news as quickly as those that are failing or need improvement. Faculty was congratulated on the hard work they've done with students over the past year.

3. CONSENT AGENDA

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.

• PERSONNEL

Mrs. Bobbitt

Action

Item 3.1 - Hiring

- 3.1.a. Pierson, Claudine (Dee) - Accounting Specialist, District Office
- 3.1.b. Morales, Lizbeth - P E Instructor, Desert Sonora Elementary
- 3.1.c. Solis, Ruby - Temporary Instructional Assistant, Orange Grove Elementary
- 3.1.d. Sanchez, Maria J. - Cafeteria Monitor, Orange Grove Elementary

Item 3.2 - Request for Release from Contract / Resignations

- 3.2.a. Mendoza, Lydia - Principal, Somerton Middle School
- 3.2.b. Howard, Jim - Psychologist, District
- 3.2.c. Cabrera, Veronica - Instructional Assistant, Orange Grove Elementary
- 3.2.d. Moreno, Guadalupe - Bus Driver, District
- 3.2.e. Zacarias, Christina - Inst. Assist. / Parent Liaison, Somerton Middle School
- 3.2.f. Garza, Elizabeth - Teacher, Desert Sonora Elementary

Item 3.3 - Reassignment

- 3.3.a. Benitez, Cristina - Bus Driver, Transportation
- 3.3.b. Moreno, Manuela - Bus Driver, Transportation

Item 3.4 - Additional Assignments

- 3.4.a. Follow-up training at Somerton Middle School, Middle School Institute
- 3.4.a.1. Lopez-Gomez, Dolores
- 3.4.b. After School Alternative Tutoring
- 3.4.b.1. Garcia, Manuel
- 3.4.c. Newcomers After-School Program
- 3.4.c.1. Llanes, Yvonne
- 3.4.c.2. Rodriguez, Lydia
- 3.4.d. Interim Special Service Director
- 3.4.d.1. Attaway, Jody

Item 3.5 - Substitutes

- 3.5.a. Madrid, Ricardo 3.5.b. Monzon, Sara 3.5.c. Celis, Estanislao

Item 3.6 - Adult Education Staff

- 3.6.a. Callejas, Gloria

Item 3.7 - Credit for Educational Course Work and Increase in Salary

- 3.7.a. Conwill, Dinora Teacher, Somerton Middle School
- 3.7.b. Villafaña, Juan Teacher, Tierra del Sol Elementary School
- 3.7.c. Merino, Elizabeth Teacher, Somerton Middle School
- 3.7.d. Sharp, Marichu Teacher, Tierra del Sol Elementary School
- 3.7.e. Juarez, Gladys Teacher, Tierra del Sol Elementary School
- 3.7.f. Duarte, Alejandra Instructional Assistant
- 3.7.g. Luna, Rosamaria Instructional Assistant
- 3.7.h. Jacobo, Martha Instructional Assistant

Item 3.8 - Medical Leave

- 3.8.a. Thornton, Miriam Director, Special Services
- 3.8.b. Webber, John Teacher, Somerton Middle School

MOTION: Mr. Heredia moved to approve Items 3.1 to 3.8, Mrs. Camacho seconded, Motion carried.

END OF PERSONNEL CONSENT AGENDA

Item 3.9 - Staffing Recommendations

- 3.9.a Authorization to create Dean of Students position at Somerton Middle School
- 3.9.b. Authorization to create Athletic Events Coordinator at Somerton Middle School
- 3.9.c. Authorization for Superintendent to Appoint Interim Principal at Somerton Middle School to be ratified by the Board

Mrs. Bobbitt explained that the Dean of Students position is being created as modeled at other Districts and would be used as a pilot for this year. This person would be a teacher, not an administrator, that would work to maintain positive discipline with teachers and students. The person would receive their teacher salary and a \$3,000 stipend. They would not qualify for 301 monies.

Item 3.9.b. is to assign an additional person to coordinate after school athletic events.

Item 3.9.c. would allow the Superintendent to appoint a person, possibly a retired administrator, to work with the Middle School part-time for the remainder of the school year. Notices have been sent out.

The Board asked how many additional teachers had been hired since May, when this item was denied by the Board. Mrs. Bobbitt said that two new reading teacher positions were added which helped with the student:teacher ratio. No additional room is available to create a new class at this time. This would be less expensive than a full time administrator being hired.

Mr. Heredia noted that there have been an increased number of student discipline problems and wondered what type of difference this position would make. Mrs. Bobbitt explained that any teacher in the District could apply as the notice will be posted tomorrow on the internet and at each office with the closing date of Friday. This way the interview committee would be able to make their recommendation soon.

Mr. Omer was disappointed that the District lost the Principal and felt it would be difficult to find an interim person that would be qualified. He was concerned about the Dean of Students because a qualified teacher would be taken out of the classroom to be replaced by a substitute, which may compromise student's learning. He didn't oppose the idea, but felt it was important that the Board took time to seriously think about it. Mrs. Bobbitt said this would allow time for the District to find a qualified person.

The Board was concerned with students feeling the tone of the teachers and administrators and hoped this didn't result in more discipline problems. Mr. Heredia felt that removing the discipline description and adding working collaboratively with other teams would be better.

Mrs. Bobbitt clarified that the Attorney General defined those receiving 301 monies as teachers working fifty percent or more of the time with students while collaborating with a team. The only ones not allowed this are school psychologists and administrators. People in counseling have indicated interest.

MOTION: Mr. Heredia moved to approved with the condition that the 301 monies be better defined to the Board and that they receive a more broad job description. Mrs. Camacho received clarification that this person would be a teacher, but hoped that all problems would not be sent to them. Mrs. Bobbitt said that it would be to get the problem under control and

then work toward the Eight Step Process. In addition, an outside facilitator will be working with Middle School focus groups starting at 7 a.m. throughout the day. These meetings will be kept confidential. Issues from those meetings will be shared with the Board.

If classroom control was a problem, a mentor could be brought in to work with that person on proper techniques. The comment was made that we are here for the children and teachers have resources available to them. If there are people that choose not to teach children, they need to go elsewhere. We need to be about the business of educating children.

Mrs. Odom, SMS Assistant Principal, was asked about referrals. She said they had at least ten minimum referrals and one major incident that was handled immediately. Mrs. Bobbitt explained that general discipline problems need to be handled by the teachers. Comments were made by the audience that there are 16-18 new Middle School teachers and that making this a part time position may not be enough for \$3,000 and having one person take care of discipline and continue with a class full time.

Mr. Rhodes made the comment that he assisted Mrs. Odom for a day and a half and feels the position is warranted. Miss Fernández mentioned that some days there are parent issues and other days are filled with student issues. Another person mentioned that consistency is needed and important for children.

MOTION continued: Mr. Heredia moved to create the position and form an internal selection committee to make the position more of a solution. Mrs. Camacho seconded, Motion carried.

Item 3.9.b. Mr. Omer felt that the \$2,000 stipend for the Events Coordinator is a good amount for the position. Mr. Heredia mentioned that he knows that being the coordinator and coach is a difficult position. Mrs. Bobbitt didn't want someone working with a particular sport to be exempt from being considered for the stipend.

MOTION: Mr. Heredia moved to approve, Mrs. Camacho seconded, Motion carried.

Mrs. Bobbitt explained to the audience that positions need to be reevaluated and a long-term solutions found for problems at the Middle School. She added that this will be a pilot for the Middle School this year and will be taken to the Board during staffing and budget considerations.

4. BUSINESS AND FINANCE

Mrs. Bobbitt

Action

4.1. Approval of the Annual Financial Report (2001-2002)

Ms. Witmer mentioned that the negative figure of \$7,000 is incorrect and \$228,147 is the correct figure. This report is received a week before it is due to the state. The Business Office has had problems with the financial program. On total pages for 2001-02 Maintenance and Operations there was a balance of \$104,000 of which about \$20,000 could not be spent so the budget balance was about \$80,000. This meant 98.5% of the budget that was spent while maintaining the tax rate for the city of Somerton. Most soft capital was carried over for

textbook adoption this year. Mrs. Bobbitt wants to see these funds expended and encumbered before January, just in case the Governor calls a Special Session in November asking for all money to be returned to State.

MOTION: Mr. Heredia moved to approve the Annual Financial Report with the noted amendment, Mrs. Camacho seconded, motion carried.

4.2 Approval to Issue RFP for Bishop Building Demolition

Mrs. Bobbitt explained that The Trust sent the check for the fire damage to the Bishop building and strongly recommends the building demolition to avoid temptation for additional damage.

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

4.3. Approval to Renew Agreement for Administration of Medicaid in the Public School Program with Southwest Educational Billing Services

Special Education staff and school nurses have worked hard to bring services to families through this program.

MOTION: Mr. Heredia moved to approve, Mrs. Camacho seconded, Motion carried.

4.4 Approval of Memorandum of Understanding with Excel Group

Mrs. Bobbitt explained that the District utilizes two different programs with the Excel Group.

MOTION: Mrs. Camacho moved to approve Item 4.4, Mr. Heredia seconded, Motion carried.

4.5. Approval of First Reading of Policy Advisories:

- No. 212 Policy ECB/ECB Buildings and Grounds Maintenance
- No. 213 Policy GBEB/GBCB (1) - Staff Conduct
- No. 214 Policy GBI/GBG - Staff Participation in Political Activities
- No. 215 Policy IHA/IGA - Basic Instructional Program
- Policy IHA-E/IGA-E - Basic Instructional Program
- No. 216 Policy JIC/JFC - Student Conduct
- No. 217 Policy KFA/KGB - Public Conduct on School Property

MOTION: Mr. Heredia moved to approve the first reading of Policy Advisories 212 through 217, Mrs. Camacho seconded, Motion carried.

1.d. Call for Executive Session **Mr. Phillips** **Action**

A.R.S. §38-431.03 (A.1) Executive Sessions

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 a public meeting.

A.R.S. §38-431.03 (A.3) Executive Sessions

Discussion or consultation for legal advice with the attorney or attorneys of the public body.

A.R.S. §38-431.03 (A.4) Executive Sessions

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.

Mr. Omer entertained a Motion to go in to Executive Session to discuss Item 3.9.a.

MOTION: Mr. Heredia so moved, Mrs.Camacho seconded. Mr. Heredia said that administration is doing their best in selecting employees. He said his own interpretation is that new administrators needed to solve some communication problems. He said that they may need to look in to the school infrastructure and begin to address schools within schools or placing six graders back in the elementary schools. Motion carried, the Board moved in to Executive Session at 8:21 a.m.

The Board returned from Executive Session at 9:55 p.m.

Mr. Omer entertained a Motion to move back in to Regular Session.

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

Mr. Omer entertained a Motion to approve Item 3.9 as presented.

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

5. ADJOURNMENT

Mr. Omer entertained a Motion to go in to adjourn.

MOTION: Mr. Heredia so moved, Mrs. Camacho seconded, Motion carried. The meeting adjourned at 10:00 p.m.

Board President or Clerk's Signature

Date