

WASHINGTON ELEMENTARY SCHOOL DISTRICT
GOVERNING BOARD MINUTES: REGULAR MEETING

2012-2013

May 9, 2013

Administrative Center
Governing Board Room
4650 West Sweetwater Avenue
Glendale, AZ 85304-1505

I. REGULAR MEETING – GENERAL FUNCTION

A. Call to Order and Roll Call

Mr. Maza called the meeting to order at 7:02 p.m. Governing Board members constituting a quorum were present: Mr. Chris Maza, Mr. Bill Adams, Mr. Aaron Jahneke, and Mrs. Tee Lambert. Ms. Clorinda Graziano was not present (Mr. Maza stated that Ms. Graziano had an unexpected occurrence which prevented her from attending the meeting and sent her regrets due to the importance of several agenda items).

B. Moment of Silence and Meditation

Mr. Maza called for a moment of silence and meditation.

C. Pledge of Allegiance

Mr. Maza led the Pledge of Allegiance.

D. Adoption of the Regular Meeting Agenda

A motion was made by Mr. Adams that the Governing Board adopt the Regular Meeting Agenda. The motion was seconded by Mr. Jahneke. The motion carried.

UNANIMOUS

E. Approval of the Minutes

A motion was made by Mr. Jahneke that the Governing Board approve the Minutes of the April 25, 2013 Regular Meeting and Executive Session. The motion was seconded by Mrs. Lambert. The motion carried.

UNANIMOUS

F. Current Events: Governing Board and Superintendent

Mr. Adams shared that he enjoyed attending the following events:

- Lamp of Learning
- BEGIN Graduation
- Acacia Elementary School – Title I Reward School Celebration

Mr. Jahneke shared that he enjoyed attending the following events:

- Lamp of Learning – acknowledged the video prepared by Paul Askew showcasing the award recipients.
- Acacia Elementary School – Title I Reward School Celebration – enjoyed the speech by John Huppenthal, Arizona Superintendent of Public Instruction, appreciated the attendance of Senator Kimberly Yee, and enjoyed the students' flash dance.

Mrs. Lambert shared that she enjoyed attending the following events and gave kudos to the staff involved in the well-planned events:

- Lamp of Learning

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- Acacia Elementary School – Title I Reward School Celebration – congratulated the school for receiving the prestigious award.

Mr. Maza shared the following:

- Was sorry that he was unable to attend the Lamp of Learning event due to a family commitment out of state, but was pleased that he was able to convey a congratulatory message through a video.
- Congratulated graduates of the BEGIN program and stated that the District’s BEGIN program was one of the models in the State with regard to mentoring and supporting new teachers in the District. Mr. Maza thanked Dr. Maggie Westhoff and her team for their efforts with the BEGIN program.
- Congratulated Acacia Elementary School for receiving the Title I Reward School award. Mr. Maza thanked Superintendent Huppenthal and Senator Yee for attending the event. Mr. Maza was sorry that he was unable to attend the event due to his employment in another district and his respect for the law, however, Dr. Cook conveyed his congratulations.

Dr. Cook acknowledged Christine Hollingsworth, principal of Acacia Elementary School, (who was in attendance due to her part of the Interest-Based Negotiations team) for all of her accomplishments at her school. Dr. Cook also acknowledged the following:

- A number of WESD principals who attended the event in support of a peer.
- All of the students for being in perfect synchronization for the flash dance.
- Two students who spoke at the celebration and were selected from a school-wide writing contest.

G. Public Participation

There was no public participation.

H. Approval of the Consent Agenda

UNANIMOUS

Mrs. Lambert requested that Item II.B. – Personnel Items be pulled from the Consent Agenda for separate consideration.

A motion was made by Mr. Jahneke that the Governing Board approve the remaining Consent Agenda items. The motion was seconded by Mrs. Lambert. The motion carried.

II. CONSENT AGENDA

***A. Approval/Ratification of Vouchers**

UNANIMOUS

Approved and ratified the vouchers as presented.

***B. Personnel Items**

UNANIMOUS

A motion was made by Mrs. Lambert that the Governing Board approve the personnel items as presented. The motion was seconded by Mr. Adams. The motion carried.

Dr. Cook welcomed the following new administrators:

- Heidi Keefer, Principal at Royal Palm (previously worked in the District eight years ago)
- Richard Morris Jr., Assistant Principal at Maryland (served as interim last year)

Dr. Cook acknowledged family, friends, and faculty who attended the meeting to support the new administrators. The new administrators were presented with a plant.

- *C. Public Gifts and Donations (The Value of Donated Items is Determined by the Donor) **UNANIMOUS**
Approved the public gifts and donations as presented.
1. Kroger (Fry's Food Stores) donated a rebate check in the amount of \$500.00 to be used for the benefit of students at Palo Verde Middle School.
 2. Fresh & Easy donated a check in the amount of \$378.84 to be used for student events and assemblies at Lakeview Elementary School.
 3. Fresh & Easy donated a check in the amount of \$814.99 to be used for the benefit of students at Mountain View School.
 4. Safeway donated Starbucks gift certificates with a value of \$2,000.00 to be used for teachers and staff at Cactus Wren Elementary School.
 5. General Mills Box Tops for Education donated a check in the amount of \$447.90 to be used for supplies and refreshments for Student of the Month activities at Mountain View School.
 6. General Mills Box Tops for Education donated a check in the amount of \$360.90 to be used for art supplies and materials for students at Moon Mountain Elementary School.
 7. General Mills Box Tops for Education donated a check in the amount of \$395.10 to be used for the benefit of students at Roadrunner Elementary School.
 8. General Mills Box Tops for Education donated a check in the amount of \$344.40 to be used for library books at Mountain Sky Junior High School.
 9. Ocotillo Parent/Teacher Organization donated seven walkie talkies with an approximate value of \$1,300.00 to be used for staff communication at the school.
 10. Arizona Diamondbacks donated tickets with an approximate value of \$4,000.00 to be used for students and staff at Lakeview Elementary School.
 11. Desert Foothills Parent/Teacher Organization donated an ice machine and storage compartment with a value of \$2,588.84 to be used for the benefit of students and staff at the school.
 12. Fresh & Easy donated a check in the amount of \$409.05 to be used for the 21st Century After-school Academy at Desert Foothills Junior High School.
 13. Arizona Diamondbacks donated tickets with an approximate value of \$4,000.00 to be used for students in the 21st Century Program at Acacia Elementary School.
- *D. Out-of-County/State Field Trips **UNANIMOUS**
Approved the out-of-county/state field trips as presented.
1. Mandy Taylor, Lookout Mountain Elementary School, submitted an out-of-county/state field trip to Catalina Island Marine Institute (CIMI), Toyon Bay, Catalina Island, CA, November 12-15, 2013, for 6th grade students at a cost of \$45,078.57.

2. Dianna Bonney, Orangewood School, submitted an out-of-county/state field trip to Camp Colley, Payson, AZ, September 25-27, 2013, for 5th-7th grade students at a cost of \$4,400.00.
 3. John Vasey, Orangewood School, submitted an out-of-county/state field trip to Hoover Dam, Boulder City, NV, Willow Beach, AZ, and Sky Y Camp and Goldwater Lake, Prescott, AZ, September 30 – October 4, 2013, for 6th grade students at a cost of \$36,220.00.
 4. John Vasey, Orangewood School, submitted an out-of-county/state field trip to the University of Arizona Flandrau Planetarium and Silverbell Wetlands, Tucson, AZ, November 8, 2013, for 6th grade students at a cost of \$1,395.00.
 5. John Vasey, Orangewood School, submitted an out-of-county/state field trip to the University of Arizona Flandrau Planetarium and Silverbell Wetlands, Tucson, AZ, November 11, 2013, for 6th grade students at a cost of \$1,395.00.
 6. John Vasey, Orangewood School, submitted an out-of-county/state field trip to the University of Arizona Flandrau Planetarium and Silverbell Wetlands, Tucson, AZ, November 15, 2013, for 6th grade students at a cost of \$1,395.00.
 7. Kathryn Schene, Sahuaro Elementary School, submitted an out-of-county/state field trip to Catalina Sea Camp, Claremont, CA, September 16-18, 2013, for 4th-6th grade students at a cost of \$15,061.40.
- *E. Award of Contract – RFP No. 13.001, After-School Programs and Field Trip Locations **UNANIMOUS**
- *F. Award of Contract – RFP No. 13.002, Professional Development Services **UNANIMOUS**
- *G. Award of Contract – RFP No. 13.008, Banking Services to Wells Fargo Bank N.A. **UNANIMOUS**
- *H. Issue RFPs for Specified Services – Life Safety/Fire Services **UNANIMOUS**
- *I. Signatories for General Statement of Assurance **UNANIMOUS**
- *J. Acceptance of the John and Ethel Hughes Fund from the Arizona Community Foundation in the Amount of \$900.00 **UNANIMOUS**

III. RECESSING OF REGULAR MEETING FOR PUBLIC HEARING

IV. PUBLIC HEARING

A. Annual Expenditure Budget Revision #1 for Fiscal Year 2012-2013

Dr. Cook introduced Mr. David Velazquez, Director of Finance, who offered information regarding the Annual Expenditure Budget Revision #1 for fiscal year 2012-2013. Mr. Velazquez advised the Board that the District was required by law to present the revised expenditure budget for approval at a Governing Board meeting prior to May 15, 2013. Mr. Velazquez stated that the revisions to the state expenditure budget included adjustments to budget balance carry forward, adjustments to final student counts for last school year, adjustments based on growth in the current year, and adjustments to budget lines based on actual expenditure activity in the current year.

Mr. Velazquez advised the Board that certain expenditures may create a situation whereby a subsection of the Maintenance and Operations (M&O) budget may be exceeded per ARS 15-905 G, which allows districts to exceed a subsection as long as the overall M&O budget is not exceeded. Authorization for this flexibility was also requested.

There were no questions from the Governing Board or the public.

V. RECESSING OF PUBLIC HEARING FOR REGULAR MEETING

VI. ACTION / DISCUSSION ITEMS

A. Annual Expenditure Budget Revision #1 for Fiscal Year 2012-2013

UNANIMOUS

Dr. Cook asked the Governing Board to approve the Annual Expenditure Budget Revision #1 for Fiscal Year 2012-2013 as presented during the Public Hearing.

A motion was made Mrs. Lambert that the Governing Board approve the 2012-2013 Annual Expenditure Budget Revision #1, and authorize subsections to be exceeded provided that the overall Maintenance and Operations budget is not exceeded as per ARS 15-905 G. The motion was seconded by Mr. Jahneke. The motion carried.

B. Interest-Based Negotiations (IBN) Team's Recommendations for 2013-2014

Dr. Cook advised the Governing Board that they were being provided with the recommendations from the Interest-Based Negotiations (IBN) Team for 2013-2014. Dr. Cook stated that there were a series of "if", "then" scenarios because the Legislature had not concluded the fiscal year 2014 budget. Dr. Cook introduced Ms. Sue Snyder, Director of Organizational Development who, in turn, introduced IBN Team members in attendance. Ms. Snyder reviewed the issues addressed by the IBN Team and the recommendations for 2013-2014.

Recommendation #1

- Mr. Jahneke asked if the District had enough budget capacity for Scenario I. Ms. Cathy Thompson, Director of Business Services, stated there was sufficient budget capacity to fund Scenario I.
- Mrs. Lambert appreciated the work that the IBN Team did on these recommendations and was impressed with the approach to be equitable for all employee groups.

Recommendation #2

- Mr. Maza thanked the bus drivers for keeping the children safe. He stated it was extremely important that our children arrive to school safely and home safely. Mr. Maza asked that his sentiments be conveyed to the bus drivers.

Recommendation #3

- Mr. Maza thanked the bus assistants for the work that they do.

Recommendations #4 and #5

- Mr. Maza thanked all of the psychologists and social workers for their supportive efforts.

Recommendation #6

- Mr. Maza thanked the principals for all that they do.

Recommendation #7

- Thanked the IBN Team for addressing this issue.

A motion was made by Mr. Maza that the Governing Board approve the following recommendations, items 1-8. The motion was seconded by Mrs. Lambert. Mr. Maza made a friendly amendment that the Governing Board approve the following recommendations, items 1-7. Mrs. Lambert agreed with the amendment. The motion carried.

UNANIMOUS

1. It was recommended that the Governing Board approve distribution of one-time monies to employees as presented below, with monies to be paid in full to eligible employees in their August 23, 2013 paychecks and based on the employee's FTE as of March 1, 2013. The total cost for one-time monies in *Budget Scenario I* is \$1,400,000.00, the total cost for one-time monies in *Budget Scenario II* is \$1,800,000.00, the total cost for one-time monies in *Budget Scenario III* is \$2,000,000.00 and the total cost for one-time monies in *Budget Scenario IV* is \$2,200,000.00.

IF BUDGET SCENARIO I COMES TO FRUITION (includes no additional revenue and neither kindergarten RCL [overrides] nor inflation factor [court case]):

- Distribute a one-time, lump sum payment of \$100.00 to each 1.0 FTE employee hired between 7/1/2012 and 1/11/2013, and still employed by WESD in a regular position as of 8/16/2013. For less than full-time employees, prorate the lump sum based on FTE.
- Distribute a one-time, lump sum payment of \$225.00 to each 1.0 FTE employee hired during the 2011-2012 school year and still employed by WESD in a regular position as of 8/16/2013. For less than full-time employees, prorate the lump sum based on FTE.
- Distribute a one-time, lump sum payment of \$350.00 to each 1.0 FTE employee hired during the 2010-2011 school year and still employed by WESD in a regular position as of 8/16/2013. For less than full-time employees, prorate the lump sum based on FTE.
- Distribute a one-time, lump sum payment of \$475.00 to each 1.0 FTE employee hired during the 2009-2010 school year and still employed by WESD in a regular position as of 8/16/2013. For less than full-time employees, prorate the lump sum based on FTE.
- Distribute a one-time, lump sum payment of \$600.00 to each 1.0 FTE employee hired prior to the 2009-2010 school year and still employed by WESD in a regular position as of 8/16/2013. For less than full-time employees, prorate the lump sum based on FTE.

IF BUDGET SCENARIO II COMES TO FRUITION (includes kindergarten RCL [overrides] only):

- Distribute a one-time, lump sum payment of \$235.00 to each 1.0 FTE employee hired between 7/1/2012 and 1/11/2013, and still employed by WESD in a regular position as of 8/16/2013. For less than full-time employees, prorate the lump sum based on FTE.
- Distribute a one-time, lump sum payment of \$360.00 to each 1.0 FTE employee hired during the 2011-2012 school year and still employed by WESD in a regular position as of 8/16/2013. For less than full-time employees, prorate the lump sum based on FTE.

- Distribute a one-time, lump sum payment of \$485.00 to each 1.0 FTE employee hired during the 2010-2011 school year and still employed by WESD in a regular position as of 8/16/2013. For less than full-time employees, prorate the lump sum based on FTE.
- Distribute a one-time, lump sum payment of \$610.00 to each 1.0 FTE employee hired during the 2009-2010 school year and still employed by WESD in a regular position as of 8/16/2013. For less than full-time employees, prorate the lump sum based on FTE.
- Distribute a one-time, lump sum payment of \$735.00 to each 1.0 FTE employee hired prior to the 2009-2010 school year and still employed by WESD in a regular position as of 8/16/2013. For less than full-time employees, prorate the lump sum based on FTE.

IF BUDGET SCENARIO III COMES TO FRUITION (includes inflation factor [court case] only):

- Distribute a one-time, lump sum payment of \$300.00 to each 1.0 FTE employee hired between 7/1/2012 and 1/11/2013, and still employed by WESD in a regular position as of 8/16/2013. For less than full-time employees, prorate the lump sum based on FTE.
- Distribute a one-time, lump sum payment of \$425.00 to each 1.0 FTE employee hired during the 2011-2012 school year and still employed by WESD in a regular position as of 8/16/2013. For less than full-time employees, prorate the lump sum based on FTE.
- Distribute a one-time, lump sum payment of \$550.00 to each 1.0 FTE employee hired during the 2010-2011 school year and still employed by WESD in a regular position as of 8/16/2013. For less than full-time employees, prorate the lump sum based on FTE.
- Distribute a one-time, lump sum payment of \$675.00 to each 1.0 FTE employee hired during the 2009-2010 school year and still employed by WESD in a regular position as of 8/16/2013. For less than full-time employees, prorate the lump sum based on FTE.
- Distribute a one-time, lump sum payment of \$800.00 to each 1.0 FTE employee hired prior to the 2009-2010 school year and still employed by WESD in a regular position as of 8/16/2013. For less than full-time employees, prorate the lump sum based on FTE.

IF BUDGET SCENARIO IV COMES TO FRUITION (includes both kindergarten RCL [overrides] and inflation factor [court case]):

- Distribute a one-time, lump sum payment of \$365.00 to each 1.0 FTE employee hired between 7/1/2012 and 1/11/2013, and still employed by WESD in a regular position as of 8/16/2013. For less than full-time employees, prorate the lump sum based on FTE.
- Distribute a one-time, lump sum payment of \$490.00 to each 1.0 FTE employee hired during the 2011-2012 school year and still employed by WESD in a regular position as of 8/16/2013. For less than full-time employees, prorate the lump sum based on FTE.
- Distribute a one-time, lump sum payment of \$615.00 to each 1.0 FTE employee hired during the 2010-2011 school year and still employed by WESD in a regular position as of 8/16/2013. For less than full-time employees, prorate the lump sum based on FTE.

- Distribute a one-time, lump sum payment of \$740.00 to each 1.0 FTE employee hired during the 2009-2010 school year and still employed by WESD in a regular position as of 8/16/2013. For less than full-time employees, prorate the lump sum based on FTE.
 - Distribute a one-time, lump sum payment of \$865.00 to each 1.0 FTE employee hired prior to the 2009-2010 school year and still employed by WESD in a regular position as of 8/16/2013. For less than full-time employees, prorate the lump sum based on FTE.
2. It was recommended that if adequate ongoing funds are available, the starting hourly rate for bus drivers be increased to \$13.00 from \$12.53, with an additional \$0.05 per hour given for each year of continuous employment as a WESD bus driver, for a total cost of \$65,200.00.
 3. It was recommended that if adequate ongoing funds are available, the starting hourly rate for bus assistants be increased to \$9.05 from \$8.84, with an additional \$0.05 per hour given for each year of continuous employment as a WESD bus assistant, for a total cost of \$25,142.00.
 4. It was recommended that if adequate ongoing funds are available, the Governing Board approve the psychologist salary anomaly proposal as presented below, for a total cost of \$103,000.00.
 - Psychologist salary ranges

	<u>Masters</u>	<u>Education Specialist Degree</u>	<u>Doctorate</u>
<u>Start</u>	\$54,000.00	\$55,000.00	\$57,000.00
<u>End</u>	\$70,000.00	\$73,000.00	\$78,000.00

- Place current psychologists on the new salary schedule based on a \$500.00 increment per year of experience. (Increments of \$400.00 and \$300.00 were also considered as options.)
 - Maintain psychologists' current 220-day calendar.
 - Eliminate the stipend for having a doctorate.
 - Adjust for level movement for doctorate and education specialist degrees.
 - Continue to offer the incentive for having either National Association of School Psychologists certification or Arizona licensure. (The incentive is paid for only one, even if the employee has both.)
 - Continue to offer the incentive for having a bilingual endorsement.
5. It was recommended that if adequate ongoing funds are available *in funding sources other than M&O*, the Governing Board approve the social worker salary anomaly proposal as presented below, for a total cost of \$48,600.00, with no impact on the M&O budget.
 - Social worker salary ranges

	<u>BSW</u>	<u>MSW, MAED or MC</u>	<u>LMSW, LAC or LASAC</u>	<u>LCSW, LMFT or LPC</u>
<u>Start</u>	\$34,000.00	\$36,350.00	\$37,750.00	\$39,300.00
<u>End</u>	\$41,274.00	\$49,749.00	\$54,603.00	\$62,922.00

BSW = Bachelor of Social Work
MSW = Master of Social Work

MAED = Master of Arts in Education
MC = Master of Counseling
LMSW = Licensed Master Social Worker
LAC = Licensed Addiction Counselor
LASAC = Licensed Associate Substance Abuse Counselor
LCSW = Licensed Clinical Social Worker
LMFT = Licensed Marriage and Family Therapist
LPC = Licensed Professional Counselor

- The proposed revised social worker salary schedule is similar in structure to that of the teacher salary schedule, and the teacher starting salary was used as the basis for the social worker starting salary.
 - Place current social workers on the new salary schedule based on a \$500.00 increment per year of experience. (Increments of \$600.00 and \$400.00 were also considered as options.)
 - Give up to eight years of credit for new hire social workers:
 - Year for year (1:1) credit for school-based social work/counseling experience
 - Year for every two years (1:2) for social work/counseling experience with majority of time working with children (not school-based)
 - Year for every three years (1:3) for social work/counseling experience not working with children on a regular basis
 - Credit based on implementation structure
 - With the new salary system already acknowledging social work certification, eliminate the LCSW stipend that is currently offered.
6. It was recommended that if adequate ongoing funds are available, the Governing Board approve the principal anomaly proposal as presented below, for a net cost of \$27,200.00 (\$75,200.00, less \$48,000.00 already allocated for the tiered system.) The cost of this proposal results from the addition of four days to principals' work calendar and paying each principal his or her per diem for those additional four days.
- Move to a range salary system for principals, to align with all other employee salary systems.
 - Increase the principal work calendar by four days, while increasing each principal's salary by his or her individual per diem rate for the additional days. The increase in days allows for professional development and additional time at the schools before school starts.
7. It was recommended that the Governing Board approve distribution of ongoing funds as presented below. The cost of this recommendation has yet to be determined pending further information from the AZ Legislature.

	Total Revenue Available, Including One-Time Monies	Portion of Net Revenue Available to be Used for Ongoing Salary Allocation	Portion of Net Revenue Available to be Used for One-Time Monies Allocation (includes funding sources in addition to M&O)
Scenario I - includes no additional funds and neither kindergarten RCL (overrides) nor inflation factor (court case)	\$1,400,000.00	\$0.00 (Would not be able to address anomalies)	\$1,400,000.00
Scenario II - includes kindergarten RCL (overrides) only	\$2,069,000.00	\$269,000.00 (Would be able to address bus driver, bus assistant, psychologist, social worker and principal anomalies)	\$1,800,000.00
Scenario III – includes inflation factor (court case) only*	\$2,300,000.00	\$300,000.00 (Would be able to address bus driver, bus assistant, psychologist, social worker and principal anomalies)	\$2,000,000.00
Scenario IV – includes both kindergarten RCL (overrides) and inflation factor (court case)*	\$3,000,000.00	\$800,000.00 (Would be able to address anomalies above, plus offer ½% salary increase)	\$2,200,000.00

***Based on the Legislature funding the full amount of the inflation factor. In the event the Legislature does not fund the full amount, the additional compensation shall be prorated based on the amount approved.**

- In allocating ongoing funds for 2013-2014, addressing anomalies takes precedence over providing a percentage salary increase.
- In **Budget Scenario I**, above, no ongoing funds would be available, and anomalies could not be addressed.
- In **Budget Scenario II** and **Budget Scenario III**, above, ongoing funds could address the bus driver, bus assistant, psychologist, social worker and principal anomalies, leaving a balance that would not be feasible to apply to a percentage salary increase. District administration should decide how to use the remaining ongoing funds.
- In **Budget Scenario IV**, above, it would be feasible to provide a percentage salary increase after having addressed the anomalies.
- Employees who fall into one of the anomaly categories and receive more via the anomaly recommendation than they would via the percentage salary increase will receive only the anomaly recommendation and not the percentage salary increase.

- Employees who fall into one of the anomaly categories and receive less via the anomaly recommendation than they would via the percentage salary increase will receive the percentage salary increase amount only.

Mr. Jahneke thanked the IBN Team for their efforts. He stated that every employee matters, regardless of their position, and it was a team effort.

Mr. Maza stated that even though employee based pay was non-negotiable, he wanted to ask Ms. Thompson a question regarding performance based pay Prop 301 classroom site fund money for the coming year. He asked if the amount per employee was increasing. Ms. Thompson replied that the amount was increasing. Mr. Maza asked if the increase was significant in comparison to the past three to four years. He stated it was his understanding that the funds were based on sales tax revenue. Ms. Thompson responded that the funds were based on sales tax revenue and that the amount had been approximately \$200.00 per student the past two years. Ms. Thompson reported that the amount for next year will be \$310.00 per student, and of that, \$280.00 per student will be continuing. Mr. Maza stated that the per student increases indicated that the State's sales tax revenue is in a healthy situation.

Mr. Maza thanked the IBN team for their work and recommendations. He stated that as an individual Board member, he was supportive of the IBN process.

Mr. Adams concurred with Mr. Maza's comments. He stated that he was appreciative and very proud of the IBN process which had worked well for the District.

A motion was made by Mr. Maza that the Governing Board approve the recommendation, item 8, as presented below. The motion was seconded by Mr. Adams. The motion carried.

UNANIMOUS

8. It was recommended that the Governing Board approve the compression avoidance proposal as presented below. There was no cost to this recommendation.

- Reduce the percent of credit from 1.8 percent per year (compounded) to 1.5 percent per year. Limit year-for-year credit for new hire special education teachers to up to 20 years, not to exceed the ending salary. (Currently, new hire special education teachers are given year-for-year credit with no limit, up to the ending salary.)
- For rehires
 - *Assuming same pay grade:* If an individual is rehired within 16 months (last day of work versus first day of work as a rehire) of his or her separation date, WESD will place the individual at the base salary he or she was earning at the time of separation, or WESD will place the individual according to new hire placement procedures, whichever is less.
 - *Assuming different pay grade:* WESD will apply new hire placement procedures for the rehired individual.

Mr. Maza thanked the following individuals:

- Cathy Thompson for her work and diligent efforts.
- Rex Shumway for his legal input and advisement.
- Sue Snyder for preparing the recommendations and taking something very complicated and making it as understandable as possible.
- Justin Wing for his knowledge regarding human resources, salary, compressions, and anomalies.

C. 2013-2014 School and Employee Calendars

Dr. Cook introduced Dr. Maggie Westhoff, Director of Professional Development, who presented the results of the group (Calendar Committee and Steering and Planning Council) that worked on the 2013-2014 school and employee calendars. Dr. Westhoff advised the Board that the multi-year start and holiday calendars had been approved through June, 2015, therefore, the task of the Calendar Committee was to draft the 2013-2014 Staff/Student PLC Calendar.

The Calendar Committee took the following parameters into consideration when developing the calendars:

- Alignment of WESD start date and holidays with those of Glendale Union High School District;
- Compliance with legal requirements and state mandates pertaining to instructional days and hours, legal holidays, teacher contracts and AIMS schedule.

The Calendar Committee reached consensus on the following recommendations:

- Continue the Staff/Student Calendar as designed.
- Continue the Parent/Teacher Translation Conference Model for the 2013-2014 school year and monitor the implementation of the model throughout the 2013-2014 school year.

Mrs. Lambert referred to the Site-Focused Professional Development days on the proposed Staff and Student Calendar and asked if the District asked the schools to have it by grade level, school level, or determined by the principals. Dr. Westhoff responded that last year, the Principal Planning Team was advised that there was a large amount of information on curricula/standards and made a joint decision to have training packages developed to be presented at the site level. There was a commitment that this year, they would build as much collaborative planning time with that content as possible.

Mr. Maza stated that in Arizona, people speak to how early schools start in comparison to East Coast schools who traditionally start the day after Labor Day. Mr. Maza asked when the school year would end if a school started the day after Labor Day. Dr. Cook responded that typically, it would end in the third week of June. She advised that it would also finish the first semester after Winter Break.

Mr. Maza stated that his experience had been that there was an unwritten law that schools should be ending the school year close to Memorial Day. He said that it would be impossible to fit the 180 day required State calendar in between Labor Day and Memorial Day. Dr. Cook replied that he was correct.

Mr. Maza asked if there was conversation when developing the District's calendar to start "later" than either the first or second week in August. Dr. Westhoff responded that investigative research was conducted four years ago where they looked at air conditioning costs, patterns of all schools in the Valley, and parent surveys of the high school feeder schools. She advised that at that time, it was not feasible to go out of step with other entities that would have caused the District more confusion versus collaboration.

Dr. Cook advised that a key issue was whether to finish the first semester prior to Winter Break or after Winter Break. She stated that the District could choose to deviate from the Glendale Union High School District's calendar. However, it would create an untenable situation for the families that have young children in our District and older children in another district, on a different calendar, which would be very difficult.

Mr. Adams appreciated the due diligence of the Calendar Committee for conducting the research study four years ago. From an economic standpoint, Mr. Adams asked if it was a correct assumption that it was more economical to follow with the proposed calendars, e.g., lower air conditioning costs, etc. Dr. Cook replied that he was correct.

Mr. Jahneke asked if there would be an adverse effect on student enrollment figures if the District chose to deviate from the Glendale Union High School District calendar. Dr. Cook replied that it would be difficult to predict how many families would choose to move their children out of our District.

Dr. Cook stated that another consideration was that our District preferred to maximize the number of instructional days prior to AIMS testing. Therefore, the earlier start date provided more instructional days before the State mandated date of AIMS testing.

Mrs. Lambert stated that the calendar issue was a volatile subject in the past. She was very appreciative of the Calendar Committee's work in taking into consideration all of the variables when developing the District's calendar and the detailed timelines for the different employee groups.

A motion was made by Mr. Maza that the Governing Board approve the 2013-2014 employee calendars, including the 261-Day Administrator Calendar, the 261-Day Employee Calendar, the 231-Day Employee Calendar, the 227-Day Employee Calendar, the 220-Day Psychologist Calendar, the 211-Day Employee Calendar, the 209-Day Employee Calendar, the 199-Day Employee Calendar, and the 194-Day Employee Calendar. The motion was seconded by Mrs. Lambert. The motion carried.

D. Renewal of Intergovernmental Agreement with the City of Phoenix for the Head Start Program and Approval of the WESD Head Start Program Planning 2013-2014 **UNANIMOUS**

Dr. Cook advised the Board that it was being presented with the Renewal of the Intergovernmental Agreement (IGA) with the City of Phoenix for the Head Start Program. She stated that the most significant piece of the IGA was that it was not decreased which meant that the District was not being affected by the sequester with our Head Start Agreement. Dr. Cook introduced Ms. Diana Howsden, Director of Head Start Services, who was available to answer any questions from the Board.

Mrs. Lambert reported she knew that sequester was affecting Head Start in many areas. She stated that it was commendable for the District's Head Start Program that the City of Phoenix (grantee) had decided to fully support the District's Head Start Program. Mrs. Lambert advised that it validated the work that Ms. Howsden and her staff do to make the District's Head Start Program a success. Mrs. Lambert thanked Ms. Howsden and her staff for their hard work.

Mr. Maza concurred with Mrs. Lambert's comments and asked Board members to thank the Phoenix Mayor or City Council members if the opportunity arose.

A motion was made by Mr. Jahneke that the Governing Board approve the renewal of the Head Start Intergovernmental Agreement with the City of Phoenix for the Head Start Program and authorize the Superintendent to execute the necessary documents. Additionally, it was moved that the Governing Board approve the WESD Head Start Program Planning 2013-2014 document. The motion was seconded by Mrs. Lambert. The motion carried.

VII. INFORMATION / DISCUSSION ITEM

A. Arizona School Boards Association's Legislative Agenda Proposals

Dr. Cook advised the Board that the Arizona School Boards Association (ASBA) had changed its legislative proposal process this year. She stated that ASBA had reduced the proposal submissions into three categories – long-term, short-term, and 2014 Session-specific legislation. Dr. Cook asked Board members to submit suggestions for proposals to her by May 13, 2013. She advised that the proposals would be submitted to the Governing Board on May 23, 2013 for consideration and action.

Dr. Cook informed the Board that Mrs. Lambert served on the ASBA Legislative Committee who will review the proposals on June 7, 2013 and will create a draft document that will be the basis for discussion at the official ASBA Delegate Assembly on September 7, 2013.

Mr. Maza asked who the ASBA Legislative Committee Chair was this year. Dr. Cook advised that it was Anne Greenberg.

Mrs. Lambert asked Board members that when considering suggestions for proposals to keep in mind not only how the proposal would affect our District, but how it would affect public education and children across the State.

Mr. Jahneke thanked ASBA for streamlining the process. Mrs. Lambert commented that the process will make proposals more attainable. Mr. Maza concurred and found the new process to be more manageable.

Mr. Adams advised that ASBA will have a new website at the end of May 2013 which will be user friendly and will provide greater communication for the members.

VIII. FUTURE AGENDA ITEMS

There were no future agenda items.

IX. GOVERNING BOARD AND SUPERINTENDENT ACKNOWLEDGMENTS

Mr. Jahneke acknowledged that the following administrators from the Glendale Union High School District attended the Acacia Elementary School – Title I Reward School Celebration: Mr. Gene Dudo, Superintendent, and Mr. Matt Belden, Administrator of Title I and School Safety. Mr. Jahneke thanked the principals who attended the Acacia celebration to show their support.

Dr. Cook acknowledged Teacher Appreciation Week and all of the teachers in the District.

Dr. Cook acknowledged that the May 9, 2013 Agenda was a culmination of hard work and a tribute to the following groups:

- Search teams who hire the administrators.
- Interest-Based Negotiations Team
- Calendar Committee
- Planning and Steering Council

X. ADJOURNMENT

A motion was made by Mr. Adams to adjourn the meeting at 8:29 p.m. The motion was seconded by Mr. Jahneke. The motion carried.

UNANIMOUS

