

WASHINGTON ELEMENTARY SCHOOL DISTRICT

GOVERNING BOARD MINUTES: REGULAR MEETING AND EXECUTIVE SESSION

2011-2012

February 9, 2012

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 7:03 p.m. Governing Board members constituting a quorum were present: Mr. Chris Maza, Mr. Bill Adams, Ms. Clorinda Graziano, and Mr. Aaron Jahneke. Mrs. Tee Lambert was not in attendance.

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 Ms. Graziano that the Governing Board approve the Minutes of the January 26, 2012 Regular Meeting and Executive Session. The motion was seconded by Mr. Jahneke. The motion carried.

UNANIMOUS

F. Current Events: Governing Board and Superintendent

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

- Washington Elementary School visit with Principal Sean Carney and his staff.
- Shaw Butte Art Show – acknowledged the efforts of art teacher, Rose Swarts.
- Federal Relations Network Conference in Washington, D.C. where he was pleased to have the opportunity to meet with all of the Arizona representatives. Mr. Adams acknowledged the pre-conference data provided by Ms. Janet Sullivan. Mr. Adams will provide an update of the conference at a future Governing Board meeting.

Mr. Jahneke shared that there had been a good response for the Washington Education Foundation's Bowl-a-Thon to be held on February 12, 2012. He thanked Mary Cummings, Nancy Putnam, and Candice Fremouw for their collaborative efforts to make the Bowl-a-Thon a success in order to provide mini-grant funding for the students in the District.

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Ms. Graziano shared that she enjoyed attending the following events:

- Rehearsals of the Honor Strings Group.
- Mountain Sky's Choral Festival – thanked Thunderbird High School for hosting the event.
- Sunburst's Beginning Band/Strings Winter Concert.
- Ironwood's 3rd Grade Violin Concert.
- Arizona Music Educators Conference – was pleased to see a few of the District's music teachers attending. She encouraged other music teachers to attend because the conference is one of the best in-service conferences in the State for music teachers.

Ms. Graziano thanked the District's parents and teachers for their efforts during Parent/Teacher Conference week.

Ms. Graziano wished everyone a Happy Valentine's Day and Presidents' Day.

Mr. Maza commented on the value of interest-based negotiations (IBN). He appreciated the extent that the District utilizes the process.

Dr. Cook introduced Orangewood School's Principal, Andrée Charlson who, in turn, introduced vocal music teacher, Mr. Alan Paulson, the music students and their parents. Mr. Paulson led music students in a medley, "Salute to Our Heroes", to honor our veterans. Ms. Graziano thanked the students for honoring our veterans.

G. Special Recognition

- Dr. Cook acknowledged special recognition of Christine Hollingsworth, Principal of Acacia Elementary School, who had the distinct honor of being named one of ten 2012 Exemplary Principals in Arizona, awarded by the Rodel Charitable Foundation of Arizona. Ms. Hollingsworth stated that the award was not due to her leadership alone, but was because of the support she received from her staff and the District.

Mr. Maza congratulated Ms. Hollingsworth on her award. He stated that there is significant data to prove that the success of a teacher is due to the leadership of the principal. Mr. Maza thanked Ms. Hollingsworth for being supportive of her staff by being an exemplary principal.

- Mr. Maza recognized and welcomed members of Boy Scout Troop 824 who were working on the "Citizenship in the Community" badge.

H. Public Participation

There was no public participation.

I. Approval of the Consent Agenda

A motion was made by Mr. Adams that the Governing Board approve the Consent Agenda items as presented. The motion was seconded by Ms. Graziano. The motion carried.

UNANIMOUS

II. CONSENT AGENDA

- *A. Approval/Ratification of Vouchers
Approved and ratified the vouchers as presented.

UNANIMOUS

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| *B. Personnel Items
Approved the personnel items as presented. | UNANIMOUS |
| *C. Public Gifts and Donations (The Value of Donated Items is Determined by the Donor)
Approved the public gifts and donations as presented. | UNANIMOUS |
| <ol style="list-style-type: none"> 1. Dennis Millenacker donated books and bean bag chairs with an approximate value of \$4,525.77 to be used for part of the library, dedicated as “Bobby’s Corner” at Ironwood Elementary School (family donation in memory of their son who passed away in 1983). 2. Taylor Guitars donated an electric guitar and case with an approximate value of \$2,500.00 for the benefit of music students at Orangewood School. 3. Royal Palm Middle School staff donated \$491.95 for a monument in honor of Math teacher, Bonnie Novaky, who passed away this year. 4. DonorsChoose.org donated eight books with an approximate value of \$360.00 for the benefit of students at Sunset Elementary School. | |
| *D. Out-of-County/State Field Trip
Approved the out-of-county/state field trip as presented. | UNANIMOUS |
| <ol style="list-style-type: none"> 1. Audrey Hess, Chaparral Elementary School, submitted an out-of-county/state field trip request to the Arizona Renaissance Festival, Apache Junction, AZ, February 14, 2012, for 6th grade students at a cost of \$2,109.00. | |
| *E. Out-of-State Travel
Approved the out-of-state travel as presented. | UNANIMOUS |
| <ol style="list-style-type: none"> 1. Pauline McKinney, 3rd Grade/Lead Technology Teacher, and Valerie Miles, Technology Teacher, Northwest Christian School, to attend Computer Using Educators (Technology Conference), March 15-17, 2012, in Palm Springs, CA, at a cost of \$2,726.00. | |
| *F. Processing Credit Cards at the CNG Pumps Agreement | UNANIMOUS |
| *G. TeachTown Partnership Agreement | UNANIMOUS |
| *H. Quality First Enrollment Agreement and Program Improvement Grant with First Things First | UNANIMOUS |
| *I. Permission to Pursue Partnership with Health Schools Campaign and the Minnesota Institute of Public Health | UNANIMOUS |
| *J. Acceptance of the Walmart Foundation Grant in the Amount of \$2,000.00, and the Target Grants in the Amount of \$1,400.00 | UNANIMOUS |
| *K. Issue RFQ No. 11.030, Solar Photovoltaic System Installation | UNANIMOUS |

III. ACTION / DISCUSSION ITEMS

A. Discussion, Consideration and Possible Approval of Direction to the Employee Benefit Trust (EBT) Regarding the Employee Benefits Plan for 2012-2013

UNANIMOUS

Dr. Cook advised the Board that it was being asked to recommend a funding level for the Employee Benefit Trust (EBT) which, in turn, will prepare an Employee Benefits Plan design for 2012-2013. Dr. Cook stated that the Administration was recommending that funding be maintained at the same level as 2011-2012, recognizing that the Governing Board's interests and the Interest-based Negotiations (IBN) team's interests were to use the District's money in the most optimum way for its employees.

Mr. Maza thanked the Governing Board members for allowing him to be the liaison between the Governing Board and the EBT. He thanked the members of the EBT for their diligent work in preparing the Employee Benefits Plan design.

A motion was made by Mr. Jahneke that, based on the current revenue projections and budget limitations, the Governing Board direct the Employee Benefit Trust (EBT) to formulate an employee benefits plan recommendation for 2012-2013 that maintains the same level of District contributions as provided in the 2011-2012 plan in the amount of \$5,046.48 per employee, with any additional funding to come from plan design changes and/or excess contingency reserves of the EBT. The motion was seconded by Ms. Graziano. The motion carried.

B. Employee Phased Retirement Program

UNANIMOUS

Dr. Cook advised the Governing Board that the Interest-based Negotiations (IBN) team was making a timely recommendation. In order to be fair to employees and depending on the Board's action regarding this Agenda item, employees would be notified of what the District's intentions are to use a third party phased retirement/employee leaseback program.

Dr. Cook introduced Ms. Sue Snyder who presented the recommendation formulated by the 2011-2012 IBN team. Ms. Snyder stated that the IBN team applied interest-based strategies to develop a recommendation regarding the reauthorization of an employee phased retirement program for the 2012-2013 school year.

Ms. Graziano asked if an employee who is considering retirement needs to announce their retirement intention first and then apply for smartschools or do they know before they retire that they will be accepted for smartschools. Dr. Cook stated that, by policy, employees are asked to declare their retirement by February 1, 2012, which was the reason for the timeliness of the recommendation to the Board. Mr. Justin Wing responded that the retirement and smartschools is a simultaneous process as much as possible.

Ms. Graziano asked who was responsible to pay the Arizona State Retirement System (ASRS) alternate contribution rate (ACR) cost, the employee or the District. Mr. Wing advised that the recommendation was to reduce participant's pay to 75% of base salary earned during the final year of Washington Elementary School District (WESD) employment and pay smartschools plus 86% of base salary earned by participant during final year of WESD employment. WESD would be responsible for the remainder of the ASRS cost. Mr. Wing stated that although there will not be an additional cost to the District, it will result in a reduction in savings.

Ms. Graziano referred to the Straw Design where it stated, "At the end of 2012-2013, positions held by program participants will be opened as vacancies or considered for possible reductions. Program participants may reapply to WESD to be considered for posted vacancies; external application, selection, salary placement and benefits procedures will apply." Ms. Graziano asked what procedures are used to determine where the program participant will be placed if rehired. Mr. Wing responded that the Human Resources Department had established hiring placement procedures for new hire positions, regardless of former status, e.g., 20 year WESD retiree or 25 years with another school district. He advised that certified teachers hired into regular education positions are given a maximum of eight years of credit for prior work experience. The program participants will be treated as new hires and receive healthcare benefits.

Ms. Graziano asked if there was a potential savings from smartschool employees leaving after their one year term and the hiring of new employees at a lower salary. Mr. Wing replied that there will be a savings for the District because many of the new hire employees' starting salaries will be less than the base salary being paid to this year's smartschools program participants.

Mr. Adams asked what the net savings would be if the recommendation was approved. Mr. Wing responded that it would depend on the number of program participants and their current base salary. Mr. Wing stated that the cost savings to the District would be approximately 3.64% less for 2012-2013 than for 2011-2012. An estimate using the same number of participants and salary that are in the program for 2011-2012 would save the District approximately \$635,000-\$640,000 in 2012-2013. Mr. Adams stated that he was in support of this program as it resulted in a cost savings for the District.

Mr. Jahneke stated that since the District is paying ASRS for the program participant, it will benefit ASRS. Mr. Wing concurred with Mr. Jahneke and stated that is why ASRS applied the ACR. Mr. Shumway stated that this program will help ASRS, and also help school districts retain good, quality employees.

Mr. Maza appreciated and thanked the IBN team and the Superintendent for discussing and considering this topic as a piece of their negotiations. He stated that not all districts consider phased retirement/employee leaseback as a topic for the negotiations team because it is considered an outside vendor contract. Mr. Maza also thanked the IBN team for addressing ACR. He advised that the data he has indicates that the ASRS is the healthiest retirement program due to its conservative investing. Mr. Maza stated he was in support of this program and appreciated the work of the IBN team in developing the components of the recommendation.

A motion was made by Mr. Jahneke that the Governing Board authorize WESD to pursue a contract with smartschoolsplus, inc. for the 2012-2013 school year in accordance with the guidelines set forth in the Interest-Based Negotiations Team's proposal. The motion was seconded by Ms. Graziano. The motion carried.

IV. INFORMATION / DISCUSSION ITEMS

A. Truancy Prevention Unit (TPU) Update

Dr. Cook advised the Board that the TPU Update was tabled at the January 26, 2012 Governing Board meeting until the February 9, 2012 Governing Board meeting to accommodate Mr. John Shikany. Dr. Cook introduced Mr. John Shikany who reviewed truancy data for the 2010-2011 school year and compared it to the 2009-2010 school year data.

Mr. Shikany advised the Board that the Truancy Intervention Prevention Solutions (TIPS) program was implemented as a joint effort among the TPU, the Phoenix Police Department and the City of Phoenix Prosecutor's Office. Mr. Shikany explained that the TIPS program is a pre-arrest meeting for the parent and student to have the opportunity to identify the reasons for the truancy problem. All agency representatives offer resources within their resources to assist the family with any barriers that are preventing good school attendance.

Mr. Adams made the following comments:

- He thanked and commended Mr. Shikany for the wonderful job he does regarding truancy and going far beyond the call of duty.
- It is not only important for the child to attend school, but it is also fiscally important for the District.
- He felt comfortable that the District has the resources to help families with truancy issues.
- He asked if other school districts have a truancy program. Mr. Shikany responded that Mesa has a truancy program and Peoria is in the process of starting a truancy program. Other districts have contacted Mr. Shikany for information about the WESD Truancy Prevention Unit.

Mr. Jahneke made the following comments:

- Why did two schools not use the services of the TPU last year? Mr. Shikany responded that he assumed that the two schools were able to handle their own truancy issues, e.g., through conversations with parents or the truancy was not severe enough for a referral. Mr. Shikany reported that both schools have used the services of the TPU this school year.
- People know that Mr. Shikany really cares about the children.

Ms. Graziano made the following comments:

- Although the District needs to worry about Average Daily Membership (ADM), Mr. Shikany's personal involvement is wonderful.
- She thanked Mr. Shikany for making the extra effort to help families.
- She commended Mr. Shikany for all of the home visits made last year.
- She also thanked him for his efforts to find missing children.

Mr. Maza made the following comments:

- Although truancy can be treated on a punitive basis, Mr. Shikany seems to do it on behalf of the students and families.
- He thanked him for all of the home visits made last year.
- In addition to ADM being important, part of Adequate Yearly Progress (AYP) is affected by school dropout statistics. He stated that Mr. Shikany's efforts go full circle and affect the classroom statistics, as well as teacher evaluations in the near future.
- He thanked Mr. Shikany for the accurate data.
- He thanked Mr. Shikany for doing the difficult work on behalf of the District.

B. A.R.S. 15-701 "Move on When Reading" and A.R.S. 15-701.01 "Move on When Ready" Updates

Dr. Cook advised that at the January 26, 2012 Governing Board meeting, two Board members requested a Board Agenda item regarding updates on "Move on When Reading" and "Move on When Ready". Dr. Cook introduced Ms. Janet Sullivan to offer the updates. Dr. Cook stated that the District is waiting for further guidance from the State Board of Education and the Arizona Department of Education regarding the programs.

Ms. Sullivan provided updates for the “Move on When Reading” and “Move on When Ready” programs. She stated that A.R.S. 15-701.01 “Move on When Ready” only applies to high school students and does not apply to WESD as a K-8 school district.

Ms. Graziano was grateful that the District’s 2010 and 2011 3rd Grade AIMS data indicated that the District was not at the 20% level of third grade students who fall far below the standards which would require Governing Board action. Ms. Graziano asked Ms. Sullivan if she was ready to share any information regarding the District’s efforts to ensure that third grade students do not fall far below the third grade level requiring them to be retained. Ms. Sullivan replied that all of the current programs (e.g., Response to Intervention protocol, progress monitoring, academic intervention, literacy centers/labs) and assessment data are used at all of the schools to help those students (Kindergarten to third grade) who are not at grade level. Ms. Sullivan stated that many schools have intensive student intervention by including an additional class of reading during the day, as well as after-school programs and summer school. Ms. Sullivan advised that the District’s goal is to not have any third grade student reading far below the third grade reading level.

Ms. Graziano asked if the summer school program would be an additional expense to the District. Dr. Cook replied that the District currently has a summer school program.

Ms. Graziano asked what grade level students will be affected by the “Move on When Reading” initiative. Ms. Sullivan responded that students currently in kindergarten and first grade will be affected. She advised that the District is targeting students in those grades for early intervention through the summer school and 21st Century after-school programs.

Mr. Adams stated that he had heard at the National School Boards Association (NSBA) Conference that Adequate Yearly Progress (AYP) is going away. Dr. Cook stated that it may with the re-authorization of No Child Left Behind (NCLB). Ms. Sullivan advised that the State Department of Education is conducting Town Hall meetings to discuss the waiver for components of NCLB to amend how ADE calculates AYP.

C. Race to the Top Round Three Update

Ms. Janet Sullivan reviewed the Race to the Top Round Three information. She advised that the District is automatically considered a participating LEA or District. The District is asked to notify the Arizona Department of Education (ADE) by February 10, 2012 if it chooses to opt-out of the grant.

Ms. Sullivan advised that there are two main components of the grant, Standards Implementation and Data Systems, which will require the District to complete a Scope of Work. Ms. Sullivan stated that the estimated allocation for WESD is \$425,612 over the 43 months of the project (June 1, 2012 to December 21, 2015).

Mr. Adams asked if the District would receive any of the funds for the Data Systems component. Ms. Sullivan advised that only one elementary school district had created the required data system aligning every student with every course with every teacher. The school district was Osborn who worked with ADE and Arizona State University for two years and uses the same student information system as WESD. Ms. Sullivan stated that the District is required in the Scope of Work to meet the file specifications set forth by ADE. Ms. Sullivan advised that ADE has

not provided file specifications yet. Mr. Maza stated that ADE will use the grant funds to build the data system. School districts may have to purchase the link to the data system and it is not known if the State will provide grant funds for that purpose.

Mr. Adams asked if the work required for the Scope of Work would be worth the estimated allocation of \$425,612 for the District. Ms. Sullivan stated that the District will be required to complete the Data System work even if the Governing Board chooses to opt-out of the grant because it was a requirement of the assurances when the District accepted the ARRA funding.

Mr. Adams stated that if the District chooses to be a participant of the grant, it will be required to do the Scope of Work. He asked if ADE was going to advise the District what was required. Ms. Sullivan replied that ADE will provide the elements for the Scope of Work and the District will determine how to complete the work.

Ms. Graziano asked for confirmation that if the District chose to participate in the grant, it would have to complete the Scope of Work, but we do not know if it would receive any additional grant money for the Data System component. If the District chose to opt-out of the grant, it would not receive any grant money and would still be required to complete the work. Ms. Sullivan stated that she was correct.

Ms. Graziano stated that in the last couple of years, some of the actions pertaining to Race to the Top were described as voluntary, but at this point in time, the Data System and Common Core implementations are required.

V. FUTURE AGENDA ITEMS

There were no future agenda items.

VI. GOVERNING BOARD AND SUPERINTENDENT ACKNOWLEDGMENTS

Ms. Graziano acknowledged the grants that were approved on the Consent Agenda and thanked the companies and all of the staff involved in securing those grants which provide additional income for our schools.

Dr. Cook acknowledged the parents and teachers for their participation in Parent/Teacher Conferences February 8-10, 2012. Dr. Cook advised the Board that consideration will be given when preparing the schedule for the 2012-2013 Governing Board meetings to have only one Board meeting in the months when parent/teacher conferences are held.

VII. CALL FOR EXECUTIVE SESSION

UNANIMOUS

Call for Executive Session: Pursuant to A.R.S. §38-431.03 – A.5

It was recommended that the Governing Board establish an Executive Session to be held immediately during a recess in the Regular Meeting for:

- A. 5 – Discussions or consultations with the designated representative of the public body in order to consider its position and instruct its representatives regarding negotiations with employee organizations regarding the salaries, salary schedule, or compensation paid in the form of fringe benefits of employees of the public body – specifically regarding the 2012 Interest-based Negotiation (IBN) process.

A motion was made by Mr. Adams to call for an Executive Session. The motion was seconded by Mr. Jahneke. The motion carried.

VIII. RECESSING OF REGULAR MEETING FOR EXECUTIVE SESSION

IX. EXECUTIVE SESSION – GENERAL FUNCTION

A. Call to Order and Roll Call

B. Confidentiality Statement

All persons present are hereby reminded that it is unlawful to disclose or otherwise divulge to any person who is not now present, other than a current member of the Board, anything that has transpired or has been discussed during this executive session. To do so is a violation of ARS §38-431.03 unless pursuant to a specific statutory exception.

C. Discussion under A.R.S. §38-431.03 – A.5

- A.5 – Discussions or consultations with the designated representative of the public body in order to consider its position and instruct its representatives regarding negotiations with employee organizations regarding the salaries, salary schedule, or compensation paid in the form of fringe benefits of employees of the public body – specifically regarding the 2012 Interest-based Negotiation (IBN) process.

X. RECONVENING OF REGULAR MEETING

XI. ADJOURNMENT

UNANIMOUS

A motion was made by Mr. Adams to adjourn the meeting at 9:20 p.m. The motion was seconded by Mr. Jahneke. The motion carried.

SIGNING OF DOCUMENTS

Documents were signed as tendered by the Governing Board Secretary

Joyce Shiota
BOARD SECRETARY

2/23/12
DATE

Mr. Jahneke
BOARD OFFICIAL

02/23/12
DATE